

## LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

### WRITTEN QUESTION

Mrs Finocchiaro to the Minister for Education, for all agencies falling under the Minister's portfolio responsibilities:

#### AGENCY ADMINISTRATION

**Note 1:**

We have submitted similar questions to those below in past years prior to the Estimates Committee Hearings. Although it appears there will not be any Estimates Committee Hearings this year; we are submitting these questions in the interests of accountability and continuity, to enable the comparison of agency information across years.

**Note 2:**

If there is to be a Whole of Government response to any of the questions, it would be appreciated if these are referred early to the Minister responsible to enable a response within the same timeframe as the remainder of the questions.

**Note 3:**

My Office would be very grateful if the question could be inserted at the beginning of each answer.

#### STAFFING

1. Please provide details for the following staffing questions as at 30 June 2019, and as at 31 March 2020:
  - a) How many staff were employed in the following categories:
    - i. Full time equivalent
    - ii. Permanent part time contract
    - iii. Contract
  - b) Please advise the number of staff who identify as Aboriginal and Torres Strait Islander as at 30 June 2019, as at 31 March 2020, and as a percentage of the Agency total employment as at 31 March 2020 (all classifications);
  - c) Please advise the number of frontline staff as FTE as at 31 March 2020 and as a percentage of the Agency total employment (all classifications).

- a)
- i. As at 30 June 2019 (Pay 26), the total paid full-time equivalent (FTE) for all employees was 4406 FTE.

As at 31 March 2020 (Pay 19), the total paid FTE for all employees was 4359 FTE.

- ii. As at 30 June 2019 (Pay 26), there were 298 part time employees (143 permanent part-time employees and 155 fixed-term part-time employees).

As at 31 March 2020 (Pay 19), there were 320 part time employees (157 permanent part-time employees and 157 fixed-term part-time employees).

- iii. As at 30 June 2019 (Pay 26), there were 1655 FTE temporary contract (fixed-term) employees.

As at 31 March 2020 (Pay 19), there were 1632 FTE temporary contract (fixed-term) employees.

- b) A whole-of-government response to Question 1(b) will be provided by the Minister for Public Employment.

- c) As at 30 June 2019 (Pay 26), there were 3838 FTE (or 87.1 per cent) school-based employees.

As at 31 March 2020 (Pay 19), there were 3855 FTE (or 88.4 per cent) school-based employees.

**2. Please advise, in each category:**

- a) The total number of staff on contracts (by executive and temporary employment contracts) as at 30 June 2019 and as at 31 March 2020**

- b) By position, the levels at which staff are employed on executive or temporary employment contracts as at 30 June 2019 and as at 31 March 2020**

- a) As at 30 June 2019 (Pay 26), there were 127 FTE executive contract employees and there were 1528 FTE temporary contract (fixed-period) employees.

As at 31 March 2020 (Pay 19), there were 123 FTE executive contract employees and there were 1509 FTE temporary contract (fixed-period) employees.

- b) By position, the levels at which staff are employed on executive or temporary employment contracts as at 30 June 2019 and as at 31 March 2020:

| <b>Actual paid FTE</b>        | <b>2018-19<br/>Pay 26<br/>26 June 2019</b> | <b>2019-20<br/>Pay 19<br/>18 March 2020</b> |
|-------------------------------|--|---|
| Administrative Officer        | 422  | 425   |
| Assistant Teacher             | 66   | 68  |
| Executive Contract Officer    | 35   | 32  |
| Executive Contract Principal  | 92   | 91  |
| Physical                      | 40   | 38  |
| Principal                     | 15   | 20  |
| Professional                  | 13   | 15  |
| Senior Administrative Officer | 16   | 16  |
| Senior Teacher                | 108  | 112   |
| Teacher                       | 828  | 806   |
| Technical                     | 1  | 1   |
| Trainee and Apprentices       | 19   | 9   |
| <b>TOTAL</b>                  | <b>1655</b>                                | <b>1632</b>                                 |

**3. For the full financial year ending 30 June 2019 and for the period from 1 July 2019 to 31 March 2020 how many staff:**

- a) **Resigned**
- b) **Were made redundant**
- c) **Were terminated**
- a) For the financial year ending 30 June 2019, 191 permanent employees resigned and for the period 1 July 2019 to 31 March 2020, 120 permanent employees resigned.
- b) For the financial year ending 30 June 2019, 10 employees were made redundant, and for the period 1 July 2019 to 31 March 2020, 3 employees were made redundant.
- c) For the financial year ending 30 June 2019, 7 employees were terminated, and for the period 1 July 2019 to 31 March 2020, 2 employees were terminated.

**4. How many staff were unattached or categorized as redeployees for the full financial year ending 30 June 2019 and for the period from 1 July 2019 to 31 March 2020?**

For the financial year ending 30 June 2019, the average paid FTE for unattached employees was 122 and 1 employee was categorised as a redeployee.

For the period from 1 July 2019 to 31 March 2020, the average paid FTE for unattached employees was 91 and 1 employee was categorised as a redeployee

**5. How many staff were categorized as supernumerary for the full financial year ending 30 June 2019 and for the period from 1 July 2019 to 31 March 2020?**

For the financial year ending 30 June 2019, the average paid FTE for supernumerary employees was 179 FTE.

For the period 1 July 2019 through 31 March 2020, the average paid FTE for supernumerary employees was 131 FTE.

**6. How many staff have been engaged through employment agency arrangements, for what purpose, for what duration and at what cost for the full financial year ending 30 June 2019 and for the period from 1 July 2019 to 31 March 2020?**

Individual business units utilise employment agencies only in instances where the vacancy is deemed hard to fill or there are exceptional circumstances to backfill a short term vacancy. In these instances, individual procurement processes are followed to ensure the department is adhering to whole-of-government procurement policies.

Due to the individual nature of the procurement process, this data would require a significant level of administrative effort to respond.

**7. How many locums have been employed, for what purpose, what duration and at what cost for the full financial year ending 30 June 2019 and for the period from 1 July 2019 to 31 March 2020?**

Not applicable

- 8. How many positions had Special Measures applied when advertised for the full financial year ending 30 June 2019 and for the period from 1 July 2019 to 31 March 2020?**

For the financial year ending 30 June 2019, there were 1280 positions advertised with special measures applied.

For the period 1 July 2019 to 31 March 2020, 883 positions were advertised with special measures applied.

- 9. How many positions that had Special Measures applied, as referred to in the question above, had to be re-advertised due to the initial process not securing suitable candidates?**

Due to the volume of positions advertised with special measures applied, this data would require a significant level of administrative effort to respond.

- 10. How many grievances have arisen as a direct result of the Special Measures program since 1 July 2019. Of these, how many remain unresolved?**

A whole-of-government response to Question 10 will be provided by the Minister for Public Employment.

## **OUTSOURCING**

- 11. For the period beginning 1 July 2019 and ending 31 March 2020, detail any decision(s) to outsource, contract out or privatise functions that have traditionally been carried out by the Agency. Is consideration being given to outsource, contract-out or privatise in financial year 2020/21? If so, provide details.**

Nil response for the period 1 July 2019 to 31 March 2020.

## LEGAL EXPENSES

12. What has been the expenditure on legal advice or related expenses for the financial year 2019/20? Provide details on:
- The matter(s) (designate which ones are finalised and which ones are ongoing)
  - The amount paid by matter
  - The amount paid to each outside legal firm or barrister engaged

The expenditure on external legal advice or related expenses for the period 1 July 2019 to 31 March 2020 was \$109 166.

a) and b)

Providing details in relation to the nature of the matters and those that are finalised has the potential to prejudice the interests of the Northern Territory and other parties.

c) The amount paid to each outside legal firm or barrister engaged:

| <b>Legal Firm/Barrister</b>     | <b>Amount \$</b> |
|---------------------------------|------------------|
| Hunt & Hunt                     | 980              |
| Information Consultants Pty Ltd | 4 405            |
| JKW Law Practice                | 1 925            |
| Mary Chalmers Barrister         | 4 500            |
| Minter Ellison Lawyers          | 2 791            |
| Sparke Helmore Lawyers          | 68 781           |
| Tom Anderson, Barrister         | 11 600           |
| Ward Keller Pty Ltd             | 14 184           |
| <b>Total</b>                    | <b>109 166</b>   |

## PROCUREMENT / CONSULTANCIES

13. For the period beginning 1 July 2019 and ending 31 March 2020, please detail expenditure on each report and consultancy (excluding annual reports) that has been obtained from outside the NTPS. For each report/consultancy detail:
- Purpose
  - Cost
  - Person or entity engaged
  - Whether the person or entity has their principal place of business in the Northern Territory or elsewhere (if elsewhere, please provide the address of the principal place of business of the person or entity)

- e) **Whether a report has been tabled in the Legislative Assembly as a result of the report or consultancy**
- f) **Outcomes or key performance indicators for the report or consultancy**
- g) **Whether tenders or expressions of interest were invited prior to work on the report or consultancy being undertaken**

The total expenditure on consultancies for the period 1 July 2019 to 31 March 2020 was \$442 185. Details of this expenditure are at Attachment A.

- 14. Please detail expenditure paid, or expected to be paid, to Hawker Britton and/or associated entities for the period beginning 1 July 2019 and ending 31 March 2020. Outline the tasks performed.**

Nil response.

- 15. How many contracts and tenders have been awarded to business entities with their principal place of business in the Northern Territory so far, and what works have been undertaken?**

Seventeen contracts have been awarded to Territory Enterprises.

- 16. How many contracts have been awarded to business entities with a principal place of business outside the Northern Territory for the period beginning 1 July 2019 and ending 31 March 2020? Detail the work being undertaken by each business entity and the selection criteria for the successful business entity on the applicable contract or tender.**

Fourteen contracts have been awarded to non-Territory Enterprises.

- 17. For Tier 3, Tier 4 and Tier 5 procurement activities, how many public quotations were undertaken during the period beginning 1 July 2019 and ending 31 March 2020?**

Two contracts have been awarded, having undertaken a public quotation process.

- 18. For Tier 3, Tier 4 and Tier 5 procurement activities, how many contracts or tenders were awarded without undertaking a public quotation process during the period beginning 1 July 2019 and ending 31 March 2020?**

One contract has been awarded, having not undertaken a public quotation process.

19. For each instance identified in the question above, where a public quotation process was not undertaken, including for Certificates of Exemption:
- a) What is the description of the goods and services contracted?
  - b) What is the value of the goods and services contracted?
  - c) What was the reason for not using the public quotation process or for requiring a Certificate of Exemption?
  - d) Who recommended the course of action in c) above?
  - e) Who approved the course of action in c) above?

- a) Darwin - Consultancy - Provision of Leadership Strategy
- b) \$287 000
- c) Suppliers are required to have significant knowledge and expertise in the educational sector
- d) This information will not be provided
- e) Deputy Chief Executive, Education NT

20. Please advise the total number of NTG Corporate Credit Cards within the Agency, including the position titles and levels of the staff holding the corporate credit cards for the purchase of goods and/or services as at 31 March 2020.

There were 41 cardholders as at 31 March 2020. Details are provided at Attachment B.

## **FOCUS GROUPS / POLLING / SURVEYS**

21. Please detail expenditure during the period beginning 1 July 2019 and ending 31 March 2020 on opinion polls and focus groups, including costs and entities that conducted the work.

The Department of Education spent a total of \$23 793 on opinions polls and focus groups during the period of 1 July 2019 – 31 March 2020 as detailed below:

- **Education Services Australia (ESA) subscription and associated services (\$23 517)**

Subscription to use the School Survey tool developed by ESA. The survey is mandatory for government schools to run for parents, staff and students.

- **Survey Monkey subscription (\$276)**

Subscription to Survey Monkey which is used across the agency for a number of internal surveys as well as community and stakeholder engagement surveys/opinion polls



- 22. Please provide copies of the surveys identified in the question above and detail all surveys undertaken, their form, the cost and what inducements were provided to incentivise participation during the period beginning 1 July 2019 and ending 31 March 2020.**

**School Survey 2019 (Education Services Australia)**

- The annual School Survey collects the opinions of students, families and staff about school performance, culture and services.
- The survey was conducted from 12 – 31 August 2019.
- 14 207 respondents completed the school survey (7330 students, 4433 parents/carers, 2444 school-based staff)
- The results of the survey will be used to inform school improvement planning, improve student outcomes and meet student, parent and staff expectations.
- Feedback will be shared with school communities so they can gain a deeper understanding of their school, what it does well and where it can improve.
- There were no inducements associated with the survey.
- Attachment C provides further details.

**COMMUNICATIONS AND MARKETING**

- 23. Please detail expenditure on advertising and communications during the period beginning 1 July 2019 and ending 31 March 2020.**

**For each advertisement for which an expense was incurred:**

- a) What was the purpose / description of the advertisement?**
- b) Who was the advertisement placed with, i.e. media outlet, newspaper, and television station or similar?**
- c) What was the total production cost, including, but not limited to, design, commissions, and placement costs?**
- d) Were tenders or expressions of interest called? If not, why not?**

The total advertising and communications expenditure from 1 July 2019 – 31 March 2020 was \$164 519.65.

The below table details the advertising expenditure undertaken by the Department of Education from 1 July 2019 – 31 March 2020.

| <b>DESCRIPTION (a)</b>   | <b>ADVERTISEMENT PLACEMENT (b)</b>  | <b>COST (c)</b> | <b>EOI CALLED (d)<br/>Yes/No, if No why?</b>   |
|--|---|-----------------|--|
| <b>Back to School Campaign</b><br><i>To advise of school term dates and promote the benefits of attending school</i>   | Newspapers, TV and radio stations including:<br>Nine Darwin<br>Territory FM<br>CAAMA Radio<br>Darwin TV<br>Hot 100 FM<br>Mix 104.9FM<br>NT News<br>Centralian Advocate<br>Tennant Creek and District Times<br>Katherine Times | \$36 488.38     | No<br>Advertising booked via Atomic 212, WOG booking service.                                      |
| <b>Teach in the Territory Campaign</b><br><i>Advertising promoting Department and Northern Territory as a place to work.</i>                                     | Newspaper and online platforms including, but not limited to:<br>Career One<br>Seek<br>Koori Mail<br>NT News<br>LinkedIN  | \$19 968.68     | No<br>Advertising booked via Atomic 212, WOG booking service.                                      |
| <b>Recruitment</b><br><i>Recruitment Advertisements for identified hard to recruit positions – 38 in total</i>   | Newspapers and online platforms including, but not limited to:<br>Career One<br>Seek<br>LinkedIN<br>NT News   | \$71 884.51     | No<br>Advertising booked via Atomic 212, WOG booking service.                                      |
| <b>Bereavement Notices</b><br><i>Publication of notices for staff bereavements.</i>  | NT News<br><br>Centralian Advocate  | \$541.52        | No<br>Advertising booked via Atomic 212, WOG booking service.                                      |
| <b>Katherine Schools Feature</b>   | Katherine Times   | \$12 489.41     | No<br>Advertising booked via Atomic 212, WOG booking service.                                      |
| <b>Northern Territory Certificate of Education and Training Feature</b><br><i>Advertising feature through local newspaper to promote Year 12 student results</i> | NT News   | \$1 945.01      | No<br>Advertising booked via Atomic 212, WOG booking service.<br>Ad artwork was designed in-house. |

| <b>DESCRIPTION (a)</b>                            | <b>ADVERTISEMENT PLACEMENT (b)</b>   | <b>COST (c)</b> | <b>EOI CALLED (d)<br/>Yes/No, if No why?</b>   |
|---|--|-----------------|--|
| <b>Zuccoli Primary School – enrolment drive</b>   | NT News  | \$4 884.52      | No<br>Advertising booked via Atomic 212, WOG booking service.<br>Ad artwork was designed in-house. |
| <b>Aboriginal Scholarship Campaign</b>            | NT News and Radio including:<br>Territory FM<br>CAAMA Radio<br>Hot 100 FM<br>Mix 104.9FM | \$12 138.65     | No<br>Advertising booked via Atomic 212, WOG booking service.                                      |
| <b>Ludmilla Primary School – enrolment drive</b>  | NT News  | \$1 395.00      | No<br>Advertising booked via Atomic 212, WOG booking service.<br>Ad artwork was designed in-house. |
| <b>Early Childhood Education and Care feature</b> | NT News  | \$3 062.97      | No<br>Advertising booked via Atomic 212, WOG booking service.<br>Ad artwork was designed in-house. |

## TRAVEL

24. Please provide the total expenditure and itemised details of travel, including, but not limited to travel-related costs such as accommodation, travel allowance, entertainment, car rental, meals and incidentals, in each Agency and authority for the period beginning 1 July 2019 and ending 31 March 2020 broken down to:

- a) International travel
- b) Interstate travel
- c) Intrastate travel

Travel for the period beginning 1 July 2019 and ending 31 March 2020 is provided below.

| <b>Travel Type</b>   | <b>Amount in \$000</b> |
|----------------------|------------------------|
| International travel | \$25                   |
| Interstate travel    | \$484                  |
| Intrastate travel    | \$3 876                |
| <b>Total</b>         | <b>\$4 385</b>         |

- 25. In the case of international travel identified in response to the question above, please provide the purpose, itinerary, persons and costs involved in each trip.**

A list of international travel, including cost and purpose, is at Attachment D.

- 26. Please provide itemised details and itemisation of costs of all travel undertaken by the Minister that was paid for by the Agency or authority, including travel on charters during the period beginning 1 July 2019 and ending 31 March 2020.**

Nil.

### **HOSPITALITY / FUNCTIONS AND EVENTS**

- 27. Please provide full details of all public service hospitality provided for the period beginning 1 July 2019 and ending 31 March 2020.**

**In relation to each occasion on which official hospitality was undertaken:**

- a) What was the purpose of the hospitality?**
- b) How many guests attended?**
- c) How many Ministers attended?**
- d) How many Ministerial staff attended?**
- e) How many MLAs attended?**
- f) How many Public Sector employees attended?**
- g) What was the total cost incurred?**

A list is provided at Attachment E.

## GRANTS AND DONATIONS

28. Please detail expenditure on grants and donations paid by your Agency (including the recipient of each grant) during the period beginning 1 July 2019 and ending 31 March 2020.

Grants and donations paid by the Department of Education for the period beginning 1 July 2019 and 31 March 2020:

| Grants Paid  | 1 Jul 2019 to<br>31 Mar 2020<br>Amount \$ |
|--|---|
| Non-Government Schools*                                  | 222 564 915                               |
| Government Schools**                                     | 95 442 100                                |
| Charles Darwin University                                | 11 253 288                                |
| NT Families & Individuals                                | 7 322 971                                 |
| Early Childhood Services Subsidy                         | 3 676 503                                 |
| Girls Academy  | 826 245                                   |
| NT Council of Government School Organisations (NTCOGSO)  | 540 000                                   |
| School Sport NT  | 540 000                                   |
| Stars Foundation Limited                                 | 508 530                                   |
| Aviation Australia Pty Ltd                               | 354 203                                   |
| St Joseph's Catholic Flexible Learning Centre Youth Plus | 300 000                                   |
| Transforming Training                                    | 207 655                                   |
| Professional Teachers' Association of the NT             | 200 000                                   |
| Down Syndrome Association of the NT                      | 190 000                                   |
| Duke of Edinburgh's Awards (NT Division) Inc             | 182 272                                   |
| Australian Fisheries Academy Ltd                         | 165 453                                   |
| AFL Northern Territory Ltd                               | 122 500                                   |
| Housing Industry Association                             | 115 881                                   |
| Total Recreation NT Inc                                  | 100 000                                   |
| Clontarf Foundation                                      | 95 359                                    |
| Autism Northern Territory                                | 95 000                                    |
| Swinburne University of Technology                       | 85 918                                    |
| Ripponlea Institute Pty Ltd                              | 77 190                                    |
| Tiwi Islands Shire Council                               | 74 545                                    |
| GTNT Group   | 68 727                                    |
| Royal Life Saving Society Australia NT Branch Inc        | 60 000                                    |
| Murin Association Inc                                    | 59 091                                    |
| SEDA Group   | 56 715                                    |
| Connect'N'Grow Pty Ltd                                   | 55 059                                    |
| Vision Australia   | 53 000                                    |
| Guide Dogs Association                                   | 50 000                                    |
| Fox Education And Consultancy                            | 48 567                                    |

|  |                    |
|--|--------------------|
| Carey Training Pty Ltd                               | 44 032             |
| Batchelor Institute of Indigenous Tertiary Education | 36 051             |
| Child Australia                                      | 32 327             |
| Australian Children's Television Foundation          | 29 738             |
| Board of the Museum and Art Gallery of the NT        | 28 000             |
| Train Safe NT Pty Ltd                                | 25 907             |
| Central Australian Community Toy Library Inc         | 25 000             |
| Centre for Appropriate Technology Ltd                | 18 304             |
| Atyenhenge-Atherre Aboriginal Corporation            | 15 000             |
| Kentish Lifelong Learning and Care Inc               | 13 636             |
| Nhulunbuy Child Care Services Inc                    | 13 636             |
| Murrupurtiyanuwu Catholic Primary School             | 12 200             |
| Darwin Toy Library Inc                               | 10 000             |
| Gundjehmi Aboriginal Corporation                     | 10 000             |
| Catholic Church Of The Diocese Of Darwin             | 8 669              |
| Management Consulting Alliance Pty Ltd               | 8 160              |
| Kingdom Kids Early Learning Centre Marrara           | 7 536              |
| Alyangula Day Care Inc                               | 437                |
| Youthworx NT   | 130                |
| <b>Total***</b>                                      | <b>345 830 450</b> |

\*Includes Commonwealth Student First funding (\$181M), where the NTG acts as a 'post-box' arrangement for the distribution of grants to non-government schools.

\*\*This amount represents funds paid to schools and includes the amount schools have elected to take via a cash grant under the School Resourcing Model.

\*\*\*Excludes awards refer to question 29 below.

- 29. Please detail the funds utilised to distribute awards and sponsorships in the period beginning 1 July 2019 and ending 31 March 2020. Indicate which awards and sponsorships were managed by Regional Offices. What is anticipated for the 2020/21 financial year?**

During the period 1 July 2019 to 31 March 2020, the Department of Education provided funding for awards totalling \$6 750. Awards are funded by both NT Government and the Commonwealth Government. Funding for the awards were all managed centrally. The anticipated budget for 2020-21 is \$7000.

- 30. Please detail the amounts paid on grants to non-Government organisations for the period beginning 1 July 2019 and ending 31 March 2020, including to which organisation and the services to be provided?**

Grants paid by the Department of Education to non-government organisations for the period beginning 1 July 2019 and ending 31 March 2020 is at Attachment F.

## **MEDIA MONITORING SERVICES**

- 31. Provide expenditure details on media monitoring services for the period beginning 1 July 2019 and ending 31 March 2020 (including entities engaged and who utilises the service).**

The Department of Education contributed a total of \$16 500 towards the shared government media monitoring services Isentia for the period of 1 July 2019 – 31 March 2020.

The Isentia Mediaportal is utilised by the department's Communications and Media personnel and senior executives for the purposes of performing their day-to-day duties.

## **INFRASTRUCTURE PROJECTS**

- 32. How many projects have been submitted or are in the process of being submitted to Infrastructure Australia to be considered for the Infrastructure Priority List?**

A whole-of-government response to Question 32 will be provided by the Minister for Trade and Major Projects.

- 33. Please provide details of newly committed projects for the period beginning 1 July 2019 and ending 31 March 2020.**

A whole-of-government response to Question 33 will be provided by the Minister for Infrastructure, Planning and Logistics.

- 34. Please provide details of contracts awarded to interstate firms, for what purpose, the cost and why a Territory firm was not chosen.**

A whole-of-government response to Question 34 will be provided by the Minister for Infrastructure, Planning and Logistics.

## GOVERNMENT LEASED BUILDINGS

35. What is the total annual power bill of each Government building owned/leased/used by each Department for the period beginning 1 July 2019 and ending 31 March 2020?

Total annual power bill for the period beginning 1 July 2019 and ending 31 March 2020 is provided below:

| Department of Education Buildings   | Total \$         |
|---|------------------|
| Alice Springs Plaza   | 14 627           |
| Anzac Hill Precinct   | 67               |
| Educational Store, Alice Springs  | 616              |
| Educational Store, Tennant Creek  | 1 098            |
| Ethos House, NT COGSO   | 6 290            |
| Katherine Training Centre   | 6 319            |
| Mitchell Centre <sup>1</sup> , Darwin   | 80 778           |
| Palmerston and Rural Regional Office, Goyder Centre                               | 11 755           |
| Regional Director's Office, Tennant Creek   | 1 585            |
| Satellite To All Remote Sites (STARS)   | 11 496           |
| Tennant Creek Training Centre   | 69 971           |
| Top End School of Flexible Learning   | 4 881            |
| Transition Support Unit, Winnellie  | 4 675            |
| Warehouse, Nhulunbuy  | 134              |
| <b>Total power costs for Department of Education-leased buildings<sup>2</sup></b> | <b>\$274 292</b> |

<sup>1</sup>Mitchell Centre is leased tenancy, power costs are included in the lease costs. Reported costs relate to afterhours usage.

<sup>2</sup>Schools are excluded as they are separate legal entities under the *Education Act 2015* and their power costs are reported in their respective annual Financial Statement on a calendar year basis

36. What is the total annual leased space of each Government building used by each Agency/authority and at what cost for the period beginning 1 July 2019 and ending 31 March 2020?

A whole-of-government response to Question 36 will be provided by the Minister for Corporate and Information Services.

37. How much Government owned or leased premises or office space is currently under-utilised (at less than 100 per cent occupied) or vacant?

A whole-of-government response to Question 37 will be provided by the Minister for Corporate and Information Services.



## FEES AND CHARGES

- 38. Please detail the statutory or legislative fees and charges levied by your Agency/authority, the revenue raised in the 2019/20 financial year and whether any of these fees and charges was increased following the passage of the 2019/20 financial year budget.**

Fees and charges levied by the Department of Education during the period 1 July 2019 to 31 March 2020 are detailed in Attachment G. Revenue raised from fees and charges for the period 1 July 2019 to 31 March 2020 was \$1 086 606.

There were no increases to non-government school registration application fees levied by the *Education Act 2015*, located in the relevant regulations at: <https://legislation.nt.gov.au/en/Legislation/EDUCATION-REGULATIONS-2015>

There were increases to Teacher Registration Fees levied by the *Teacher Registration (Northern Territory) Act* and are able to be located in the relevant regulations at: <https://legislation.nt.gov.au/api/sitecore/Act/PDF?id=12200>

[International student fees](#) were increased from January 2020 and accommodation placement fees and international student administration fees were introduced from January 2020, consistent with section 67(1) and regulation 14 of the *Education Act 2015* (NT).

There were increases to Early Childhood Registration Fees levied by the department, as determined by the Australian Children's Education and Care Quality Authority (ACECQA). These fees are published on the ACECQA website:

<https://www.acecqa.gov.au/resources/applications/indexation-of-fees>

There were also increases in the following fees:

- Copy or extract from Register of approved providers and education and care services (electronic copy)
- Application for qualification to be assessed for inclusion on lists of approved qualifications
- Application for determination of equivalent qualification.

\*Wherever possible, the department takes into consideration the affordability of its fees and charges and where increases occur, this has been to off-set increased costs, such as indexation.

## INTERNAL AUDITS

### 39. How many internal audits and financial investigations were conducted in the period beginning 1 July 2019 and ending 31 March 2020?

Four internal audits were conducted during the period 1 July 2019 to 31 March 2020:

- Student Enrolment and Attendance Data – Student Records – completed in January 2020
- Official Travel – completed in February 2020
- Procurement and Value for Territory – completed in March 2020
- Review of Delegations – completed in March 2020.

### 40. What were the terms of reference or focus for each investigation?

| Internal audit/investigation                            | Terms of Reference or focus   |
|---|---|
| Student Enrolment and Attendance Data – Student Records | The focus of the Student Records audit was to test the accuracy, currency and completeness of data in student record folders in the Student Administration Management System (SAMS) and the adequacy and effectiveness of processes and controls in place.  |
| Official Travel   | The focus of the internal Official Travel audit was to determine whether official travel complied with the Department of Education official travel policy and the Northern Territory Government travel policy framework.  |
| Procurement and Value for Territory                     | The focus of the internal Procurement and Value for Territory audit was to determine compliance with the procurement rules relating to the Buy Local Plan and to assess the efficiency and effectiveness of the department's implementation of the Buy Local Plan.  |
| Review of Delegations                                   | The focus of the Review of Delegations audit was to determine whether powers from the <i>Education Act 2015</i> and <i>Education and Care Services (National Uniform Legislation) Act 2011</i> have been delegated to relevant department employees effectively and exercised in line with administrative legal requirements. |

### 41. Please provide detail of any fraud, anomalies, breaches of financial legislation or Northern Territory Government policy and procedures exposed by the audits and financial investigations.

The internal Student Enrolment and Attendance Data – Student Records audit did not identify any fraud or serious breaches of financial legislation, policies or procedures.

The internal Official Travel audit did not identify any fraud or serious breaches of financial legislation, policies or procedures. The audit identified five non-compliance findings out of 43 compliance tests where the paperwork was not completed in accordance with the policies.

The internal Procurement and Value for Territory audit did not identify any fraud or serious breaches of financial legislation, policies or procedures. The audit identified four non-compliance findings out of 61 samples tested where the paperwork was not completed in accordance with the policies.

The internal Review of Delegations audit did not identify any fraud or serious breaches of financial legislation, policies or procedures.

## **BOARDS / ADVISORY BODIES**

**42. Please detail all boards and advisory bodies in your Agency in 2019/20, also providing the following information:**

- a) The Terms of Reference, if changed from last year**
- b) The current members and when they were appointed**
- c) The total remuneration paid to each Board member during the 2019/20 financial year**
- d) The itemised total cost incurred by the Board during the 2019/20 financial year**
- e) The number of times the Board met during the period beginning 1 July 2019 and ending 31 March 2020**

42(a) A response is provided at Attachment H and Attachment I.

42(b) A response is provided at Attachment H.

42(c) This information will not be provided.

42(d) A response is provided at Attachment H.

42(e) A response is provided at Attachment H.

## **REVIEWS AND INQUIRIES**

**43. Details of all reviews and inquiries completed or commenced during the 2019/20 financial year, also providing the following information:**

- a) The Terms of Reference**
- b) The criteria for selection of all panel members**
- c) The composition, qualifications and state or territory of residence of the persons undertaking the review/inquiry**
- d) The cost of the review/inquiry**

- e) **How the information was/is accumulated to contribute to the review/inquiry**
- f) **If completed, when, the outcome and whether the report has been tabled in the Legislative Assembly**
- g) **If not completed when this is expected**

#### **Development of Strategic Business Risk Assessment and Internal Audit Plan**

- (a) The terms of reference were to identify and document the key strategic business risks for the department in the context of the newly defined strategic goals, set out in the *Strategic Framework and Education NT Strategy 2019-2022*.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise, timeliness/availability, value for money, and knowledge and understanding of the Territory context.
- (c) KPMG was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) There was no cost for the review in the current period.
- (e) The review included consultation with internal stakeholders including the Education Executive Board, senior executives and key department personnel.
- (f) The review was completed in November 2019.

#### **Review of non-government school funding arrangements**

- (a) The terms of reference were to review non-government school funding arrangements and develop a new contemporary funding model that is transparent, sustainable, equitable, needs-based and easy for schools to understand.
- (b) The selection criteria for the reviewer was established through a procurement process and focused on their expertise in funding models.
- (c) The advisory firm MCA Pty Ltd was selected to undertake the review. The firm is based in the Northern Territory.
- (d) The cost of the review for the period was \$32 800.
- (e) The review included a questionnaire, consultation workshops and a desktop review.
- (g) The review is due for completion in June 2020.

### **Provision of a future focused governance model**

- (a) The terms of reference were to conduct a desktop review to develop recommendations for a new governance model for the department.
- (b) The selection criteria for the reviewer was established through a procurement process and focused on previous experience, and suitably qualified personnel.
- (c) The advisory firm Board Matters was selected to undertake the review. The firm has a registered office in Queensland.
- (d) There was no cost for this consultancy in the current period.
- (e) The review included consultation with key stakeholders and desktop review.
- (g) The overarching review is scheduled for completion in June 2020.

### **VET Quality Framework – Registered Training Organisation (RTO) ASQA Audit**

- (a) The terms of reference were to assess compliance with the standards for registered training organisations.
- (b) The selection criteria for the reviewer was expertise and qualifications as an Australian Skills Quality Authority (ASQA) auditor.
- (c) ASQA auditor, Carol Hunter undertook the review. The firm is based in Queensland.
- (d) The cost of the review for the current period was \$6556.
- (e) The review included on-site consultation and a desktop audit.
- (f) The review was completed in October 2019.

### **Child and Family Centre Evaluation**

- (a) The terms of reference were to review the six existing Child and Family Centres (CFCs) focusing on their implementation and operation. This included current operations and considerations for the establishment of three CFCs in new locations.
- (b) The selection criteria for the reviewer, established through a procurement process were: a strong background in qualitative and mixed methods research approaches, survey design and managing complex fieldwork; and expertise in child and family programs and services.

- (c) The Australian Institute of Family Studies was selected to undertake the review. It is based in Victoria.
- (d) There has been no cost for the review in the current period
- (e) The review included consultation with key stakeholders through site visits, qualitative interviews, a review of administrative data and data collection systems, and document review.
- (g) The review is scheduled for completion in July 2020.

**National School Reform Agreement - Reporting Certification**

- (a) The terms of reference were to review the reporting of Other Expenditure for consistency with the agreed methodology outlined in the Northern Territory bilateral agreement.
- (b) The selection criteria for the reviewer, established through a procurement process were: local content, past performance, timeliness, capacity, and price.
- (c) Assurance Advisory Group was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) The cost of the review for the current period was \$4 580.
- (e) The review was conducted by a desktop review.
- (f) The review was completed in December 2019.

**National School Reform Agreement - Reporting Certification - Government Schools NRIPS**

- (a) The terms of reference were to review the reporting of Government Schools Net Recurrent Income and Net Recurrent Income per Student (NRIPS) expenditure for consistency with the agreed methodology outlined in the Northern Territory bilateral agreement.
- (b) The selection criteria for the reviewer, established through a procurement process were: local content, past performance, timeliness, capacity, and price.
- (c) Assurance Advisory Group was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) There was no cost for the review in the current period.
- (e) The review was conducted by desktop review.

- (f) The review was completed in February 2020.

### **National School Reform Agreement - Reporting Certification – Non-Government Schools NRIPS**

- (a) The terms of reference were to review the reporting of Non-Government Schools Net Recurrent Income and Net Recurrent Income per Student (NRIPS) expenditure for consistency with the agreed methodology outlined in the Northern Territory bilateral agreement.
- (b) The selection criteria for the reviewer, established through a procurement process were: local content, past performance, timeliness, capacity, and price.
- (c) Assurance Advisory Group was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) There was no cost for the review in the current period.
- (e) The review was conducted by desktop review.
- (f) The review was completed in March 2020.

### **Review the implementation of the Centralisation of Funding for Extended Personal Leave (EPL) Project (six month stage-gate review)**

- (a) The terms of reference were to review the current state, including processes and workflows in relation to funding extended personal leave; interview key corporate and school stakeholders; consider data, reports and systems; and identify potential longer term feasibility and funding of centralising extended personal leave costs.
- (b) The selection criteria for the reviewer, established through a procurement process were: skills and experience of available team and price.
- (c) Merit Partners Pty Ltd was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) The cost of the review for the current period was \$26 235.
- (e) The review was conducted by surveys and consultation with key stakeholders.
- (f) The review was completed in November 2019.

### **Review of School Sport NT Structural Alignment and Governance**

- (a) The terms of reference were to review and identify the most appropriate legal entity and governance structure for School Sport NT (SSNT).

- (b) The selection criteria for the reviewer was established through a procurement process and focused on their expertise in public sector governance and local context.
- (c) The advisory firm MCA Pty Ltd was selected to undertake the review. The firm is based in the Northern Territory.
- (d) The cost of the review for the current period was \$6480.
- (e) The review included a desktop review and consultation with key stakeholders.
- (f) The review was completed in August 2019.

**Review undertaken into the department's response to two emergency events, Tropical Cyclone Trevor in March 2019 and bushfires impacting the Girraween School and Berry Springs School in September 2019**

- (a) The terms of reference were to review the department's Emergency Management Framework and other relevant documentation; interview key managers and principals to determine what worked well and where improvements could be made; identify how the Emergency Management Framework applied; and provide recommendations for improvement.
- (b) The selection criteria for the reviewer, established through a procurement process, included experience in emergency management processes and reviews.
- (c) Warton Strategic was selected to undertake the review. The firm is based in the Northern Territory.
- (d) The cost for the review in the current period was \$22 012.
- (e) The review was conducted by consultation with key staff and documentation review.
- (f) The review was completed in December 2019.

**Undertake a review of the Katherine Housing Program to identify potential savings**

- (a) The terms of reference were to identify potential savings in the Katherine Housing program, assess the impact on teachers, produce consultation material and a final report.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise, timeliness/availability, value for money, and knowledge and understanding of the Territory context.



- (c) Zed Consulting & Associates Pty Ltd was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) The cost for the review in the current period was \$64 898.
- (e) The review included consultation with key stakeholders and document review.
- (f) The review was completed in September 2019.

**Undertake security review and risk assessment of Mitchell Centre Reception on level 10**

- (a) The terms of reference were to provide expert advice regarding physical and operational changes that the department could implement to improve security of the reception area and the safety of the reception staff.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise in security, timeliness, availability and value for money.
- (c) Connley Walker Pty Ltd was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) The cost for the review in the current period was \$6818.
- (e) The review included consultation with key stakeholders and document review.
- (f) The review was completed in February 2020.

**Position review - Jurisdictional analysis and reporting**

- (a) The terms of reference were to conduct a Job Evaluation System (JES) review of principal positions, review current classifications and remuneration levels in other jurisdictions.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise in JES reviews, timeliness, availability and value for money.
- (c) Mercer Consulting (Australia) Pty Ltd was selected to undertake the review. The firm is based in Victoria.
- (d) The cost for the review in the current period was \$83 362.
- (e) The review included consultation with key stakeholders, surveys, interviews, focus groups and document review.

- (g) The review is scheduled for completion in December 2020.

### **Review of Human Resources Service delivery model and organisation design**

- (a) The terms of reference were to conduct a detailed review of Human Resources Division to understand human resources service delivery, processes and procedures to improve effectiveness and efficiency.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise in human resources, timeliness, availability and value for money.
- (c) Mercer Consulting (Australia) Pty Ltd was selected to undertake the review. The firm is based in Victoria.
- (d) The cost for the review in the current period was \$39 124.
- (e) The review included consultation with key stakeholders, focus groups, interviews and document review.
- (f) The review was completed in August 2019.

### **Work Health and Safety review of Juno Facility at Tennant Creek**

- (a) The terms of reference were to review the work health and safety (WHS) policies and procedures at the Juno Centre, Tennant Creek, and compliance with relevant legislation and department requirements.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise in work health and safety, timeliness, availability and value for money.
- (c) Total Safety Solutions was selected to undertake the review. The firm has a registered office in the Northern Territory.
- (d) The cost for the review in the current period was \$8 218.
- (e) The review included a site inspection and document review.
- (f) The review was completed in January 2020.

## **Review of Haileybury Rendall School Funding Agreement**

- (a) The terms of reference were to review the school's current projection calculations for the 2020 and 2021 calendar years and provide recommendations to inform the department.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise, timeliness, availability, local content and value for money.
- (c) Management Consulting Alliance Pty Ltd was selected to undertake the review. The firm is based in the Northern Territory.
- (d) The cost for the review in the current period was \$1 000.
- (e) The review included consultation with key stakeholders and document review.
- (f) The review is scheduled for completion in June 2020.

## **Impact Assessment – Collaborative Impact Program**

- (a) The terms of reference were to review the program to assess impact through participant survey, lesson observations and targeted interviews.
- (b) The selection criteria for the reviewer was through a procurement process on the basis of the following criteria: specific expertise in data analysis, timeliness, availability and value for money.
- (c) Incept Labs Australia Pty Limited was selected to undertake the review. The firm is based in New South Wales.
- (d) The cost for the review in the current period was \$52 776.
- (e) The review included consultation with key stakeholders, surveys and document review.
- (g) The review is scheduled for completion in March 2021.

## **WORKPLACE HEALTH AND SAFETY**

### **44. Please provide the number, nature and cost of reportable safety issues for the period beginning 1 July 2019 and ending 31 March 2020.**

For the period beginning 1 July 2019 and ending 31 March 2020, there were six reportable safety issues relating to a serious injury or illness or dangerous incident.

**45. Please detail the number of stress related matters and claims for the period beginning 1 July 2019 and ending 31 March 2020.**

For the period beginning 1 July 2019 and ending 31 March 2020, there were 15 stress related matters and 14 stress related claims.

**REGIONAL OFFICES**

**46. Please detail expenditure on staff located in regional offices across the Territory. Include the number of staff, their functions and outcomes achieved in the 2019/20 financial year. What are the locations for which they are responsible?**

Support staff in six regional offices service 153 government schools across the Northern Territory:

| Region <sup>1</sup>     | Regional support staff as at 18/03/2020 <sup>2</sup> | Regional staff expenditure <sup>3</sup> |
|-------------------------|--|---|
| Alice Springs           | 49   | \$4.08M                                 |
| Arnhem                  | 22   | \$1.92M                                 |
| Barkly                  | 24   | \$2.09M                                 |
| Darwin                  | 29   | \$2.58M                                 |
| Katherine               | 43   | \$3.36M                                 |
| Palmerston and Rural    | 47   | \$4.06M                                 |
| Multiple region support | 51   | \$5.00M                                 |

<sup>1</sup> Outcomes achieved specific to each region are outlined at Attachment J

<sup>2</sup> This measure based on staff actual Full-Time Equivalent (FTE). Further detail provided at Attachment K

<sup>3</sup> Based on FTE staffing costs.

Department of Education regional staff provide direct support to schools to ensure that all students, regardless of where they live, have the best opportunity to engage, grow and achieve. Within their teams, staff routinely provide support as outlined below.

## ATTACHMENT A

### Total expenditure on consultancies for the period 1 July 2019 to 31 March 2020

| Purpose<br>(a)   | Cost<br>(b) | Person or entity<br>engaged<br>(c)    | Principle place of<br>business<br>(d)        | Report tabled<br>in Legislative<br>Assembly<br>(e) | Outcomes or key<br>performance<br>indicators<br>(f)     | Tenders or<br>expressions of<br>interest invited<br>prior to work?<br>(g) |
|--|-------------|---------------------------------------|--|--|---|---|
| Position review - Jurisdictional analysis and reporting.   | \$83 362    | Mercer Consulting (Australia) Pty Ltd | Level 6, 70 Franklin Street ADELAIDE SA 5000 | No   | Report on recommendations                               | Direct contracting in accordance with procurement rules.                  |
| Teacher Housing Subsidy Program Analysis – Financial modelling.  | \$64 898    | Zed Consulting & Associates Pty Ltd   | 43A Fullarton Road, Kent Town SA 5067        | No   | Produce a financial model, guidelines and final report. | Yes   |
| Evaluation of the Provision of Collaborative Impact Framework, providing recommendations to enhance the quality of teaching and learning performance leading to improved student outcomes. | \$52 776    | Incept Labs Australia Pty Limited     | Suite 505, 35 Lime St, Sydney NSW 2000       | No   | Report on recommendations                               | Yes   |
| Review of Human Resources Service delivery model and organisation design.  | \$39 124    | Mercer Consulting (Australia) Pty Ltd | Level 6, 70 Franklin Street ADELAIDE SA 5000 | No   | Report on findings and recommendations                  | Yes   |

| Purpose<br>(a)  | Cost<br>(b) | Person or entity<br>engaged<br>(c)     | Principle place of<br>business<br>(d) | Report tabled<br>in Legislative<br>Assembly<br>(e) | Outcomes or key<br>performance<br>indicators<br>(f)                        | Tenders or<br>expressions of<br>interest invited<br>prior to work?<br>(g) |
|---|-------------|--|---------------------------------------|--|--|---|
| Timetable and staffing utilisation reviews on government schools, with recommendations provided to achieve resourcing efficiencies.   | \$37 196    | Eduvation                              | PO Box 767 Coolalinga NT 0839         | No   | Report on recommendations  | Quotations obtained in accordance with procurement rules.                 |
| Develop options for a contemporary funding model for NT non-government schools.   | \$32 800    | Management Consulting Alliance Pty Ltd | GPO Box 2582 Darwin NT 0801           | No   | Report on options and develop funding model. (Consultancy not progressed). | Yes   |
| Review the implementation of the Centralisation of Funding for Extended Personal Leave.   | \$26 235    | Merit Partners Pty Ltd                 | GPO Box 3470 Darwin NT 0801           | No   | Report on findings and recommendations                                     | Yes   |
| Undertake after action response review into the department's response to two emergency events: Tropical Cyclone Trevor in March 2019 and bushfires impacting the Girraween School and Berry Springs School to assist DoE in continuing to strengthen its emergency management framework and to prepare the EMC for emergency responses in the future. | \$22 012    | Warton Strategic                       | PO Box 2656 Parap NT 0804             | No   | Report on findings and recommendations                                     | Yes   |

| Purpose<br>(a)  | Cost<br>(b) | Person or entity<br>engaged<br>(c)     | Principle place of<br>business<br>(d) | Report tabled<br>in Legislative<br>Assembly<br>(e) | Outcomes or key<br>performance<br>indicators<br>(f)                                | Tenders or<br>expressions of<br>interest invited<br>prior to work?<br>(g) |
|---|-------------|--|---------------------------------------|--|--|---|
| Develop and implement a Workplace Safety Management Plan risk registers, and design and develop a training program and deliver training.  | \$16 709    | Total Safety Solutions                 | 12 Adams Rd<br>Yarrowonga NT 0830     | No   | Develop and implement risk register. Design, develop and deliver training program. | Yes   |
| Special investigation - Non-Government school   | \$15 600    | Management Consulting Alliance Pty Ltd | GPO Box 2582 Darwin NT 0801           | No   | Report on findings   | Yes   |
| Routine Assessment - Non-Government schools   | \$10 832    | Management Consulting Alliance Pty Ltd | GPO Box 2582 Darwin NT 0801           | No   | Report on findings   | Yes   |
| Develop a risk register for the establishment of a new school at Zuccoli. This included the interface between operational and infrastructure delivery to ensure a successful outcome. | \$9 455     | KPMG Australia                         | 18 Smith Street Darwin NT 0800        | No   | Develop risk register for the project oversight group to manage risks.             | Yes   |
| WH&S review of Juno Facility at Tennant Creek   | \$8 218     | Total Safety Solutions                 | 12 Adams Road<br>Yarrowonga NT 0830   | No   | Report on findings and recommendations   | Quotation obtained in accordance with procurement rules.                  |

| Purpose<br>(a)   | Cost<br>(b)      | Person or entity<br>engaged<br>(c)     | Principle place of<br>business<br>(d)   | Report tabled<br>in Legislative<br>Assembly<br>(e) | Outcomes or key<br>performance<br>indicators<br>(f) | Tenders or<br>expressions of<br>interest invited<br>prior to work?<br>(g) |
|--|------------------|--|---|--|---|---|
| Undertake security review and risk assessment of Mitchell Centre Reception on level 10, to obtain expert advice regarding physical and operational changes that DoE could implement to improve security of the reception area and the safety of the reception staff. | \$6 818          | Connley Walker Pty Ltd                 | 11 Louise Street Brighton East VIC 3187 | No   | Report on recommendations                           | Yes   |
| Review structural alignment and governance of School Sport NT.   | \$6 480          | Management Consulting Alliance Pty Ltd | GPO Box 2582 Darwin 0801                | No   | Report on findings and recommendations              | Yes   |
| Develop and implement new operating model for "The Three Year Old Kindy".  | \$5 520          | Business & Community Developments      | PO Box 1547 Nightcliff NT 0810          | No   | Report on recommendations                           | Quotation obtained in accordance with procurement rules.                  |
| Special Investigation - Government school  | \$3 150          | Debbie Wilson & Associates Pty Ltd     | PO Box 39698 Winnellie NT 0821          | No   | Report on findings                                  | Quotation obtained in accordance with procurement rules.                  |
| Review of Non-Government school Funding Agreement.   | \$1 000          | Management Consulting Alliance Pty Ltd | GPO Box 2582 Darwin NT 0801             | No   | Report on findings                                  | Yes   |
| <b>Total</b>   | <b>\$442 185</b> |  |   |  |   |   |



## ATTACHMENT B

List of positions and level of the staff holding a corporate credit card as at 31 March 2020.

|    | Position Title  | Level  |
|----|---|--------|
| 1  | Administration Assistant                                      | A02    |
| 2  | Administration Officer  | A02    |
| 3  | Administrative Support Officer                                | A02    |
| 4  | Communication and Compliance Officer                          | A03    |
| 5  | Divisional Travel Officer                                     | A03    |
| 6  | Project Assistant   | A03    |
| 7  | Registration and Administration Assistant                     | A03    |
| 8  | Administrative Support Officer                                | A03    |
| 9  | Divisional Travel Officer                                     | A03    |
| 10 | Travel and Relocation Officer                                 | A03    |
| 11 | Travel Officer  | A03    |
| 12 | Administration Officer  | A04    |
| 13 | Business Services Officer                                     | A04    |
| 14 | Executive Assistant   | A04    |
| 15 | Executive Assistant   | A04    |
| 16 | Executive Assistant   | A04    |
| 17 | Finance and Operations Manager                                | A04    |
| 18 | Industry Engagement Officer                                   | A04    |
| 19 | Project Officer   | A04    |
| 20 | Project Officer   | A04    |
| 21 | Project Officer   | A04    |
| 22 | Project Support Officer School and System Improvement         | A04    |
| 23 | Strategic Recruitment Assistant                               | A04    |
| 24 | Support Officer Enterprise Project Management Office          | A04    |
| 25 | Business Manager Remote School                                | A05    |
| 26 | Facilities and Operations Manager                             | A05    |
| 27 | Finance Analyst   | A05    |
| 28 | Mentor  | A05    |
| 29 | Administration and Finance Manager                            | A05    |
| 30 | Administration and Finance Manager North                      | A05    |
| 31 | Business Manager Remote School                                | A05    |
| 32 | Executive Officer Professional Teachers Association of the NT | A05    |
| 33 | Facility Manager Katherine Training Centre                    | A06    |
| 34 | Information and Liaison Officer                               | A06    |
| 35 | Senior Executive Assistant                                    | A06    |
| 36 | Senior Registration and Office Manager                        | A06    |
| 37 | Events Manager  | A06    |
| 38 | Acting Program Manager  | A07    |
| 39 | Manager Quality School Finance Support Darwin                 | A07    |
| 40 | Senior Operations Officer                                     | A07    |
| 41 | Acting Director Quality School Systems and Support South      | A/SA02 |

## ATTACHMENT C

### School Survey 2019 (Education Services Australia)

#### 1. MANDATED STUDENT QUESTIONS

| <b>Student Survey</b> |   |   |
|-----------------------|---|---|
| <b>Question type</b>  | <b>Question</b>   | <b>Response categories</b>  |
| Demographic           | 1. Are you male or female? (optional)                                 | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> <li>• Other, please specify</li> <li>• Prefer not to answer</li> </ul>                                      |
|                       | 2. What year level are you in?  | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• Preschool</li> <li>• Transition</li> <li>• Year 1...</li> <li>• Year 12</li> </ul>  |
|                       | 3. Are you of Aboriginal or Torres Strait Islander origin? (optional) | Please select only ONE of the following. <ul style="list-style-type: none"> <li>• No</li> <li>• Yes – Aboriginal</li> <li>• Yes – Torres Strait Islander</li> <li>• Yes – both</li> <li>• Prefer not to answer</li> </ul> |
| National              | 4. My teachers expect me to do my best.                               | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul>                    |
|                       | 5. My teachers provide me with useful feedback about my school work.  |   |
|                       | 6. Teachers at my school treat students fairly.                       |   |
|                       | 7. My school is well maintained.                                      |   |
|                       | 8. I feel safe at my school.  |   |
|                       | 9. I can talk to my teachers about my concerns.                       |   |

|              |   |  |
|--------------|---|--|
|              | 10. Student behaviour is well managed at my school.   |  |
|              | 11. I like being at my school.  |  |
|              | 12. My school looks for ways to improve.  |  |
|              | 13. My school takes students' opinions seriously  |  |
|              | 14. My teachers motivate me to learn.   |  |
|              | 15. My school gives me opportunities to do interesting things.  |  |
| Jurisdiction | 16. My teachers make sure I understand the work I am asked to do.   | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul> |
|              | 17. My teacher understands how I learn.   |  |
|              | 18. My teacher supports me to set my own learning goals.  |  |
|              | 19. My teacher supports me to understand my learning data.  |  |
|              | 20. There are opportunities for me to be a leader at my school. (e.g in sports, as a house captain as a leader of a buddy class). |  |
|              | 21. My school prepares me for my future.  |  |
|              | 22. I am supported by teachers and staff at the school to do my best.   |  |
|              | 23. I felt ready to start primary / middle / senior school.   |  |
|              | 24. There is an adult at my school who cares about me and knows me well.  |  |
|              | 25. My school values the language and cultural background of all students.  |  |
|              | 26. My school celebrates the success and achievement of students.   |  |
|              | 27. I know how to manage my emotions when I am upset.*  |  |
|              | 28. I have good friends that I care about.*   |  |
|              | 29. I know where to get help at school if I need it.*   |  |
|              | 30. I know how to communicate safely and respectfully when I am online.*  |  |
|              | 31. I plan to progress through school and finish Year 12.*  |  |
|              | 32. Do you have any feedback on this survey? (optional)   | Text box   |

\*Questions added in the 2019 survey.

## 2. MANDATED PARENT QUESTIONS

| <b>Parent Survey</b> |  |   |
|----------------------|--|---|
| <b>Question type</b> | <b>Question</b>  | <b>Response categories</b>  |
| Demographic          | 1. What is the year level of the child you are considering when you answer this survey?        | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• Preschool</li> <li>• Transition</li> <li>• Year 1...</li> <li>• Year 12</li> </ul>  |
|                      | 2. Are you of Aboriginal or Torres Strait Islander origin? (optional)                          | Please select only ONE of the following. <ul style="list-style-type: none"> <li>• No</li> <li>• Yes – Aboriginal</li> <li>• Yes – Torres Strait Islander</li> <li>• Yes – both</li> <li>• Prefer not to answer</li> </ul> |
| National             | 3. Teachers at this school expect my child to do his or her best.                              | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul>                    |
|                      | 4. Teachers at this school provide my child with useful feedback about his or her school work. |   |
|                      | 5. Teachers at this school treat students fairly.  |   |
|                      | 6. This school is well maintained.   |   |
|                      | 7. My child feels safe at this school  |   |
|                      | 8. I can talk to my child's teachers about my concerns.  |   |
|                      | 9. Student behaviour is well managed at this school  |   |
|                      | 10. My child likes being at this school.   |   |
|                      | 11. This school looks for ways to improve.   |   |
|                      | 12. This school takes parents' opinions seriously.   |   |
|                      | 13. Teachers at this school motivate my child to learn.  |   |
|                      | 14. My child is making good progress at this school.   |   |
|                      | 15. My child's learning needs are being met at this school.                                    |   |
|                      | 16. This school works with me to support my child's learning.                                  |   |

|   |   |  |
|---|---|--|
| Jurisdiction  | 17. I feel well informed about what is happening at the school. (e.g school curriculum, after school program, wellbeing programs, building works).  | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul> |
|   | 18. I know how to support my child's learning and development,  |  |
|   | 19. My school shares data to inform me about my child's learning in a way that I can understand.  |  |
|   | 20. My child was well supported to transition into primary / middle / senior school.  |  |
|   | 21. My child was well supported to start school this year.  |  |
|   | 22. I have opportunities to have a say in the direction of the school and its education programs.   |  |
|   | 23. I would recommend this school to other parents.   |  |
|   | 24. My child knows how to manage their emotions.*   |  |
|   | 25. My child has good friends that they care about.*  |  |
|   | 26. My child knows where to get help at school if they need it.*  |  |
| 27. My child knows how to communicate safely and respectfully online.*  | Please select ALL that apply. <ul style="list-style-type: none"> <li>• Online</li> <li>• Via e-mail</li> <li>• Hard copy</li> <li>• Through face-to-face discussion</li> <li>• Other, please specify</li> </ul> |  |
| 28. I would prefer the school to share information about my child's achievement with me (for example their attendance and NAPLAN results).* |   |  |
| Jurisdiction – preschool only   | 29. Is the child you are answering this survey for in preschool?<br><br><i>If your child is not in preschool, please skip the next 4 questions.</i>   | <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>  |
|   | 30. What hours does your preschool operate?   | <ul style="list-style-type: none"> <li>• 2 ½ days per week</li> <li>• 3 hours a day for 5 days</li> <li>• Other, please specify</li> </ul>   |
|   | 31. How satisfied with these hours of operation are you?  | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Very dissatisfied</li> <li>• Dissatisfied</li> <li>• Neutral</li> </ul>  |
|   | 32. How satisfied overall with the preschool program are you?   |  |

|  |  |   |
|--|--|---|
|  |  | <ul style="list-style-type: none"> <li>• Satisfied</li> <li>• Very satisfied</li> </ul> |
|  | 33. Do you have any feedback about the hours or programming at your child's preschool? | Text box  |
|  | 34. Do you have any feedback on this survey? (optional)                                | Text box  |

\*Questions added in the 2019 survey.

### 3. MANDATED STAFF QUESTIONS

| <b>Staff Survey</b> |  |   |
|---------------------|--|---|
| Demographics        | Question   | Response categories   |
|                     | 1. How many years have you been working in schools?                        | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• 1 year or less</li> <li>• 2 to 4 years</li> <li>• 5 to 9 years</li> <li>• More than 10 years</li> <li>• More than 20 years</li> </ul> |
|                     | 2. Are you of Aboriginal or Torres Strait Islander origin? (optional)      | Please select only ONE of the following. <ul style="list-style-type: none"> <li>• No</li> <li>• Yes – Aboriginal</li> <li>• Yes – Torres Strait Islander</li> <li>• Yes – both</li> <li>• Prefer not to say</li> </ul>  |
|                     | 3. Are you a full-time or part-time employee?                              | <ul style="list-style-type: none"> <li>• Full time</li> <li>• Part time</li> </ul>  |
|                     | 4. Which category best describes your employment?                          | <ul style="list-style-type: none"> <li>• Permanent</li> <li>• Fixed-term</li> <li>• Temporary/casual</li> </ul>   |
|                     | 5. Which best describes your position in the school?                       | <ul style="list-style-type: none"> <li>• School leadership position</li> <li>• Teaching position</li> <li>• Non-teaching position</li> </ul>  |
|                     | 6. What year level(s) do you teach?<br><br><i>Teaching positions only.</i> | Please select ALL that apply: <ul style="list-style-type: none"> <li>• Preschool</li> <li>• Transition</li> <li>• Year 1...</li> <li>• Year 12</li> </ul>   |
| Jurisdiction        | 7. Teachers at this school expect students to do their best.               | Please select only ONE response for each item:  |

|              |  |  |
|--------------|--|--|
|              | 8. Teachers at this school provide students with useful feedback about his or her school work.   | <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul>  |
|              | 9. Teachers at this school treat students fairly.  |  |
|              | 10. My school is well maintained.  |  |
|              | 11. Students feel safe at this school.   |  |
|              | 12. Student behaviour is well managed at this school.  |  |
|              | 13. My school looks for ways to improve.   |  |
|              | 14. This school takes staff opinions seriously.  |  |
|              | 15. Teachers at my school motivate students to learn.  |  |
|              | 16. Students like being at my school.  |  |
| Jurisdiction | 17. Our school has a clear vision and direction for school improvement.  | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul> |
|              | 18. I contribute to the school improvement agenda at my school.  |  |
|              | 19. The department supports our school to achieve its priorities.  |  |
|              | 20. The school has flexibility in the delivery of teaching and learning programs to suit the needs of the local community.   |  |
|              | 21. The school provides suitable programs or pathways for students in my class(es) to transition from primary to secondary school / from school to work or further education.    |  |
|              | 22. I have the opportunities to have a say in the direction of the school and its education program to the extent that I wish to.  |  |
|              | 23. Teachers at my school use data to inform their teaching.   |  |
|              | 24. I have a performance development plan that is supported by the school.   |  |
|              | 25. I have access to appropriate professional development to develop the knowledge and skills to effectively teach my students.  |  |
|              | 26. My school provides me with opportunities to develop my leadership capacity.  |  |
|              | 27. I regularly undertake collaborative activities with my peers (e.g planning, sharing resources, observing others' classrooms and teaching and personal learning communities). |  |

|  |   |          |
|--|---|----------|
|  | 28. The students I teach are motivated to learn.                                    |          |
|  | 29. This school cares about my wellbeing.   |          |
|  | 30. I feel safe at this school.   |          |
|  | 31. I would recommend this school as a workplace to others.                         |          |
|  | 32. I would recommend this school for others to enrol their children.               |          |
|  | 33. Students are taught how to manage their emotions.*                              |          |
|  | 34. The school supports students to build positive relationships with their peers.* |          |
|  | 35. Students know where to get help at school if they need it.*                     |          |
|  | 36. Students are taught how to communicate safely and respectfully online.*         | Text box |
|  | 37. Do you have any feedback on this survey? (optional)                             |          |

\*Questions added in the 2019 survey.



## ATTACHMENT D

### International travel details between 1 July 2019 and 31 March 2020

| Travel From Date      | Travel To Date | Traveller                      | Destination   | Reason for Travel  | Total Travel Cost to 31/03/2020 |
|-----------------------|----------------|--------------------------------|---|--|---------------------------------|
| 13/04/2019            | 19/04/2019     | Trevor Read                    | Alice Springs; Darwin; Singapore; Darwin; Alice Springs | Annual World EduLead Summit in Singapore   | \$6 669.66                      |
| 13/04/2019            | 20/04/2019     | Lynette English                | Katherine; Darwin; Singapore; Darwin; Katherine         |  |                                 |
| 14/04/2019            | 19/04/2019     | Kerry Hudson                   | Darwin; Singapore; Darwin                               |  |                                 |
| 14/04/2019            | 18/04/2019     | Paul Nyhuis                    | Darwin; Singapore; Darwin                               |  |                                 |
| 14/04/2019            | 19/04/2019     | Aderyn Chatterton              | Darwin; Singapore; Darwin                               |  |                                 |
| 26/05/2019            | 30/05/2019     | Debra Liddiard<br>Stella Zhang | Darwin; Shenzhen; Singapore; Darwin                     | Promoting NTG within China, meeting with Chinese schools and Chinese education agents  | \$3 335.74                      |
| 6/10/2019             | 10/10/2019     | Larni Montgomery               | Darwin; Denpasar; Lombok; Singapore; Jakarta; Darwin    | Vocational Education and Training Summit   | \$2 399.72                      |
| 23/10/2019            | 30/10/2019     | Debra Liddiard                 | Darwin; Shenzhen; Beijing; Darwin                       | International Travel-Reaching South Event and Chinese Associate Teacher Program-Shenzhen and Beijing, China- 23-30 October 2019                | \$8 433.10                      |
| 23/10/2019            | 27/10/2019     | Rick Collister                 | Darwin; Shenzhen; Darwin                                | Invitation to attend Reaching South showcase event in Shenzhen, hosted by DTBI   | \$1 519.34                      |
| 9/11/2019             | 15/11/2019     | Donald Young                   | Darwin; Wellington; Auckland; Darwin                    | Travel to attend the National CIO Forum and NSIP Meeting. Travel includes the opportunity to visit NZ schools to view current operating models | \$2 941.89                      |
| <b>TOTAL EXPENSES</b> |                |                                |   |  | <b>\$25 299.45</b>              |

<sup>1</sup> Travel undertaken in previous financial year with payment falling within the current financial year

## ATTACHMENT E

| Hospitality                  | (a)<br>What was the purpose?  | (b)<br>How many guests*? | (c)<br>How many Ministers? | (d)<br>How many Ministerial staff? | (e)<br>How many MLAs? | (f)<br>How many Public Sector employees attended?* | (g)<br>Total cost |
|------------------------------|---|--------------------------|----------------------------|------------------------------------|-----------------------|--|-------------------|
| Chief Minister's Awards      | Attendance at an event organised by the Department of the Chief Minister to recognise and reward excellence in the Northern Territory Public Sector               | 14*                      | Unknown <sup>1</sup>       | Unknown <sup>1</sup>               | Unknown <sup>1</sup>  | 56*  | \$7 000           |
| Chinese Delegation Functions | Welcome and farewell functions for Chinese delegates attending the annual forum, held under the 2016-2020 Framework for Collaboration memorandum of understanding | 10                       | Nil                        | Nil                                | Nil                   | 16   | \$3 565           |
| Henbury School luncheon      | Main fundraising event for the school to support new and innovative programs that aim to further their students' learning and wellbeing                           | Unknown <sup>1</sup>     | Unknown <sup>1</sup>       | Unknown <sup>1</sup>               | Unknown <sup>1</sup>  | 20*  | \$2 864           |
| NT Board of Studies          | Annual presentations held in Darwin and Alice Springs to publicly recognise academic and vocational achievements of outstanding senior secondary students         | Unknown <sup>1</sup>     | Unknown <sup>1</sup>       | Unknown <sup>1</sup>               | Unknown <sup>1</sup>  | Unknown <sup>1</sup>                               | \$5 229           |

| <b>Hospitality</b>                        | <b>(a)<br/>What was the purpose?</b>  | <b>(b)<br/>How many<br/>guests*?</b> | <b>(c)<br/>How many<br/>Ministers?</b> | <b>(d)<br/>How many<br/>Ministerial<br/>staff?</b> | <b>(e)<br/>How many<br/>MLAs?</b> | <b>(f)<br/>How many<br/>Public<br/>Sector<br/>employees<br/>attended?*</b> | <b>(g)<br/>Total cost</b> |
|---|---|--------------------------------------|--|--|-----------------------------------|--|---------------------------|
| NT Training Awards                        | To encourage and recognise senior secondary students who have demonstrated a high level of commitment, skill and achievement whilst undertaking a vocational education and training program as part of their Northern Territory Certificate of Education and Training | Unknown <sup>1</sup>                 | Unknown <sup>1</sup>                   | Unknown <sup>1</sup>                               | Unknown <sup>1</sup>              | 12   | \$1 527                   |
| Two Retirement Functions                  | To recognise staff retiring with significant years of service or recognition of their contribution to the department or Northern Territory Public Sector  | 15                                   | 2                                      | Nil  | 3 (inc Ministers)                 | 32   | \$946                     |
| 2019 Leaders' Conference Networking Event | Education corporate leaders, school principals and teacher leaders collaborated and focussed on sustainable leadership practices to improve the quality of teaching   | 9                                    | 1                                      | Unknown <sup>1</sup>                               | Unknown <sup>1</sup>              | 54   | \$3 273                   |
| World Teachers' Day                       | To honour teachers and those who have made a special contribution to their school community   | Unknown <sup>1</sup>                 | Unknown <sup>1</sup>                   | Unknown <sup>1</sup>                               | Unknown <sup>1</sup>              | Unknown <sup>1</sup>   | \$2 823                   |

| <b>Hospitality</b>             | <b>(a)<br/>What was the purpose?</b>   | <b>(b)<br/>How many<br/>guests*?</b> | <b>(c)<br/>How many<br/>Ministers?</b> | <b>(d)<br/>How many<br/>Ministerial<br/>staff?</b> | <b>(e)<br/>How many<br/>MLAs?</b> | <b>(f)<br/>How many<br/>Public<br/>Sector<br/>employees<br/>attended?*</b> | <b>(g)<br/>Total cost</b>   |
|--------------------------------|--|--------------------------------------|--|--|-----------------------------------|--|-----------------------------|
| Recognising Service Milestones | Formal recognition of staff for their significant contributions to the department and broader Northern Territory Public Sector   | Unknown <sup>1</sup>                 | Unknown <sup>1</sup>                   | Unknown <sup>1</sup>                               | Unknown <sup>1</sup>              | Unknown <sup>1</sup>   | \$155                       |
| 2019 NTCET Awards              | 50% contribution towards an event organised by the Department of the Chief Minister to recognise the top 20 NT Certificate Education and Training students and top Aboriginal students | 48                                   | 1                                      | Unknown <sup>1</sup>                               | Unknown <sup>1</sup>              | 27   | \$353                       |
| <b>TOTAL</b>                   |  |                                      |  |  |                                   |  | <b>\$27 735<sup>2</sup></b> |

\* Information provided is for NT Department of Education and/or school council staff and invitees only

<sup>1</sup> These were larger events with invitations to multiple staff or held in multiple regions – exact numbers of attendees are not known at this time and the administrative effort required to respond is excessive and would result in undue diversion of resources from service delivery

<sup>2</sup> Calculations are based on precise data and data is rounded for presentation, as such figures may not add due to rounding

## ATTACHMENT F

| <b>Grants paid to non-government organisations</b>      |   | <b>1 Jul 2019 to<br/>31 Mar 2020</b> | <b>1 Jul 2019 to<br/>31 Mar 2020<br/>Subtotal for<br/>Organisation \$</b> |
|---|---|--------------------------------------|---|
| <b>Organisation Name</b>                                | <b>Service Provided</b>                   | <b>Amount \$</b>                     |   |
| Non-Government Schools                                  | Operational Grants                        | 41 210 996                           |   |
| Non-Government Schools                                  | Commonwealth Students First Funding       | 181 033 253                          |   |
| Non-Government Schools                                  | Early Childhood Services Subsidy          | 289 990                              |   |
| Non-Government Schools                                  | VET In Schools                            | 30 676                               | 222 564 915   |
| Charles Darwin University                               | Tertiary Providers Assistance             | 9 217 248                            |   |
| Charles Darwin University                               | VET In Schools                            | 1 999 527                            |   |
| Charles Darwin University                               | Early Childhood Services Subsidy          | 35 390                               |   |
| Charles Darwin University                               | Early Childhood Education & Care          | 1 124                                | 11 253 288  |
| NT Council Of Government School Organisations (NTCOGSO) | COGSO Regional Governance Officers        | 300 000                              |   |
| NT Council Of Government School Organisations (NTCOGSO) | Grants to Education Organisations         | 240 000                              | 540 000   |
| Autism Northern Territory                               | Community Based Special Education Program | 95 000                               |   |
| Central Australian Community Toy Library Inc            | Community Based Special Education Program | 25 000                               |   |
| Clontarf Foundation                                     | Community Based Special Education Program | 95 359                               |   |
| Darwin Toy Library Inc                                  | Community Based Special Education Program | 10 000                               |   |
| Down Syndrome Association of the NT Inc                 | Community Based Special Education Program | 190 000                              |   |
| Guide Dogs Association                                  | Community Based Special Education Program | 50 000                               |   |
| Murrupurtiyanuwu Catholic Primary School                | Community Based Special Education Program | 12 200                               |   |
| Royal Life Saving Society Australia NT Branch Inc       | Community Based Special Education Program | 60 000                               |   |
| Total Recreation NT Inc                                 | Community Based Special Education Program | 100 000                              |   |
| Vision Australia  | Community Based Special Education Program | 53 000                               |   |
| Murin Association Inc                                   | Community Support Program                 | 59 091                               |   |

| <b>Grants paid to non-government organisations</b> |                                  | <b>1 Jul 2019 to<br/>31 Mar 2020</b> | <b>1 Jul 2019 to<br/>31 Mar 2020<br/>Subtotal for<br/>Organisation \$</b> |
|--|----------------------------------|--------------------------------------|---|
| <b>Organisation Name</b>                           | <b>Service Provided</b>          | <b>Amount \$</b>                     |   |
| Fox Education And Consultancy                      | VET in Schools                   | 48 567                               |   |
| GTNT Group   | VET in Schools                   | 68 727                               |   |
| Housing Industry Association                       | VET in Schools                   | 115 881                              |   |
| Ripponlea Institute Pty Ltd                        | VET in Schools                   | 77 190                               |   |
| SEDA Group   | VET in Schools                   | 56 715                               |   |
| Swinburne University of Technology                 | VET in Schools                   | 85 918                               |   |
| Train Safe NT Pty Ltd                              | VET in Schools                   | 25 907                               |   |
| Transforming Training                              | VET in Schools                   | 207 655                              |   |
| Youthworx NT                                       | VET in Schools                   | 130                                  |   |
| ABH Investments Pty Ltd                            | Early Childhood Services Subsidy | 66 248                               |   |
| Affinity Education Group Limited                   | Early Childhood Services Subsidy | 244 777                              |   |
| Alice Springs Childcare Centre                     | Early Childhood Services Subsidy | 38 069                               |   |
| Alice Springs Family Day Care Inc                  | Early Childhood Services Subsidy | 20 053                               |   |
| Alyangula Day Care Incorporated                    | Early Childhood Services Subsidy | 31 444                               |   |
| Arnhem Early Learning Centre                       | Early Childhood Services Subsidy | 39 364                               |   |
| Braitling Neighbourhood Centre                     | Early Childhood Services Subsidy | 64 291                               |   |
| Casuarina Childcare Centre Inc                     | Early Childhood Services Subsidy | 39 857                               |   |
| Central Australian Aboriginal Congress             | Early Childhood Services Subsidy | 66 753                               |   |
| Central Australian Community Toy Library Inc       | Early Childhood Services Subsidy | 7 920                                |   |
| Central Desert Shire Council                       | Early Childhood Services Subsidy | 4 084                                |   |
| Creative Kids Childcare Howard Springs             | Early Childhood Services Subsidy | 28 560                               |   |
| Creative Kids Childcare Zuccoli                    | Early Childhood Services Subsidy | 21 437                               |   |
| Darwin Family Day Care Inc                         | Early Childhood Services Subsidy | 110 231                              |   |
| Dragonfly Play & Learn                             | Early Childhood Services Subsidy | 11 121                               |   |
| Dripstone Childrens' Centre Inc                    | Early Childhood Services Subsidy | 63 649                               |   |

| <b>Grants paid to non-government organisations</b> |                                  | <b>1 Jul 2019 to<br/>31 Mar 2020</b> | <b>1 Jul 2019 to<br/>31 Mar 2020</b>    |
|--|----------------------------------|--------------------------------------|---|
| <b>Organisation Name</b>                           | <b>Service Provided</b>          | <b>Amount \$</b>                     | <b>Subtotal for<br/>Organisation \$</b> |
| FEL Childcare Centres Pty Ltd                      | Early Childhood Services Subsidy | 56 617                               |   |
| GAP Community Childcare Centre                     | Early Childhood Services Subsidy | 53 893                               |   |
| Goodstart Childcare Limited                        | Early Childhood Services Subsidy | 642 642                              |   |
| Gray Childcare Centre Inc                          | Early Childhood Services Subsidy | 40 201                               |   |
| Humpty Doo Community & Childcare Centre Inc        | Early Childhood Services Subsidy | 73 159                               |   |
| Journey Early Learning Centre - Durack             | Early Childhood Services Subsidy | 94 068                               |   |
| Katherine East Childcare                           | Early Childhood Services Subsidy | 30 987                               |   |
| Kentish Lifelong Learning And Care Inc             | Early Childhood Services Subsidy | 20 880                               |   |
| La Creche  | Early Childhood Services Subsidy | 139 184                              |   |
| Lil' Antz Pty Ltd                                  | Early Childhood Services Subsidy | 80 468                               |   |
| Little Flyers Darwin                               | Early Childhood Services Subsidy | 152 165                              |   |
| Little Mangoes Pty Ltd                             | Early Childhood Services Subsidy | 40 287                               |   |
| Lutheran Childcare Centre                          | Early Childhood Services Subsidy | 31 572                               |   |
| Malak Family Centre                                | Early Childhood Services Subsidy | 70 889                               |   |
| Mission Australia                                  | Early Childhood Services Subsidy | 25 675                               |   |
| Mitchell St Childcare Centre                       | Early Childhood Services Subsidy | 50 964                               |   |
| Mother Teresa Catholic Primary School              | Early Childhood Services Subsidy | 35 442                               |   |
| Moulden Early Learning Centre                      | Early Childhood Services Subsidy | 55 523                               |   |
| Nhulunbuy Child Care Services Inc                  | Early Childhood Services Subsidy | 31 586                               |   |
| Nightcliff Family Centre Inc                       | Early Childhood Services Subsidy | 55 921                               |   |
| Nightcliff OSHC                                    | Early Childhood Services Subsidy | 184 527                              |   |
| NT Explorers Pty Ltd                               | Early Childhood Services Subsidy | 81 097                               |   |
| One Tree Community Services Inc                    | Early Childhood Services Subsidy | 84 939                               |   |
| Parap Family Centre Incorporated                   | Early Childhood Services Subsidy | 34 243                               |   |
| Parent's Choice Family Day Care Pty Ltd            | Early Childhood Services Subsidy | 7 856                                |   |

| <b>Grants paid to non-government organisations</b> |                                  | <b>1 Jul 2019 to<br/>31 Mar 2020</b> | <b>1 Jul 2019 to<br/>31 Mar 2020<br/>Subtotal for<br/>Organisation \$</b> |
|--|----------------------------------|--------------------------------------|---|
| <b>Organisation Name</b>                           | <b>Service Provided</b>          | <b>Amount \$</b>                     |   |
| Preeti Kunj Childcare Centre                       | Early Childhood Services Subsidy | 30 502                               |   |
| Scallywags Childcare Centre                        | Early Childhood Services Subsidy | 40 105                               |   |
| Six Little Ducks Childcare                         | Early Childhood Services Subsidy | 31 356                               |   |
| St Mary's Catholic Primary School                  | Early Childhood Services Subsidy | 25 025                               |   |
| Stuart Park Childcare Centre                       | Early Childhood Services Subsidy | 47 376                               |   |
| Tennant Creek Childcare Centre                     | Early Childhood Services Subsidy | 41 145                               |   |
| The Three Year Old                                 | Early Childhood Services Subsidy | 14 974                               |   |
| Tiny Town Children's Centre Pty Ltd                | Early Childhood Services Subsidy | 36 465                               |   |
| Top End Early Learning Centre Inc                  | Early Childhood Services Subsidy | 79 547                               |   |
| West Arnhem Regional Council                       | Early Childhood Services Subsidy | 19 556                               |   |
| Woodroffe Child Care Centre                        | Early Childhood Services Subsidy | 43 725                               |   |
| Ymca Of The Northern Territory Ltd                 | Early Childhood Services Subsidy | 157 459                              |   |
| Yulara Child Care Centre Inc                       | Early Childhood Services Subsidy | 20 764                               |   |
| Zuccoli Early Learners Early Education Centre      | Early Childhood Services Subsidy | 55 861                               |   |
| <b>Total*</b>                                      |                                  | <b>243 037 379</b>                   |   |

\*Excludes Government Schools, NT Families & Individuals and other Government Organisations.



## ATTACHMENT G

### DEPARTMENT OF EDUCATION

Statutory fees and charges as at 31 March 2020

| Fee/Charge Description   | \$     |
|--|--------|
| <b>TEACHER REGISTRATION BOARD</b>  |        |
| <b><u>Education</u></b>  |        |
| <b><i>Teacher Registration Fees</i></b>  |        |
| Application for Registration   |        |
| Charles Darwin University and Batchelor Institute of Indigenous Tertiary Education graduates | 90.00  |
| Mutual Recognition applicants  | 126.00 |
| All other new applicants   | 138.00 |
| Annual Registration Fee  |        |
| Annual fee   | 90.00  |
| Authorisation  |        |
| Initial Authorisation Fee  | 139.00 |
| Repeat Authorisation Fee   | 90.00  |
| Miscellaneous Fees   |        |
| Letter of Professional Standing  | 28.00  |
| Highly Accomplished and Lead Teacher Certification Stage 1                                   | 925.00 |
| Highly Accomplished and Lead Teacher Certification Stage 2                                   | 900.00 |
| Highly Accomplished and Lead Teacher Renewal   | 500.00 |
| <b>DEPARTMENT OF EDUCATION</b>   |        |
| <b><u>Early Childhood Registration Fee</u></b>   |        |
| <b><i>Prescribed Fees</i></b>  |        |
| <b><i>Part 1 - Fees Relating To Provider Approvals, Service Approvals and Ratings</i></b>    |        |
| <b><i>Centre-based service (No. of approved places or places to be offered)</i></b>          |        |
| Application for provider approval  | 227.00 |
| Application for service approval   |        |
| - 24 places or fewer   | 454.00 |
| - 25 to 80 places  | 682.00 |
| - 81 or more places  | 910.00 |
| Annual fee - approved service  |        |
| - 24 or few approved places  | 206.00 |
| - 25 to 80 approved places   | 311.00 |

| <b>Fee/Charge Description</b>   | <b>\$</b> |
|---|-----------|
| - 81 or more approved places  | 413.00    |
| Notification of intended transfer of service approval   | 111.00    |
| Application for service waiver  | 111.00    |
| Application for temporary waiver  | 111.00    |
| Application for extended temporary waiver   | 111.00    |
| Application for reassessment and re-rating  |           |
| - 24 or fewer approved places   | 454.00    |
| - 25 to 80 approved places  | 682.00    |
| - 81 or more approved places  | 910.00    |
| Application for review by Ratings Review Panel  |           |
| - 24 or fewer approved places   | 454.00    |
| - 25 to 80 approved places  | 682.00    |
| - 81 or more approved places  | 910.00    |
| <b><i>Family day care service (No. of family day care educators engaged by your registered service)</i></b> |           |
| Application for provider approval   | 227.00    |
| Application for service approval  | 682.00    |
| Annual fee – approved service   |           |
| - 5 or fewer family day care educators  | 206.00    |
| - 6 to 20 family day care educators   | 311.00    |
| - 21 or more family day care educators  | 413.00    |
| Notification of intended transfer of service approval   | 111.00    |
| Application for service waiver  | 111.00    |
| Application for temporary waiver  | 111.00    |
| Application to extend temporary waiver  | 111.00    |
| Application for reassessment and re-rating  |           |
| - 5 or fewer family day care educators  | 454.00    |
| - 6 to 20 family day care educators   | 682.00    |
| - 21 or more family day care educators  | 910.00    |
| Application for review by Ratings Review Panel  |           |
| - 5 or fewer family day care educators  | 454.00    |
| - 6 to 20 family day care educators   | 682.00    |
| - 21 or more family day care educators  | 910.00    |
| <b>Part 2 - Other Fees</b>  |           |
| Copy or extract from Register of approved providers   |           |

| <b>Fee/Charge Description</b>  | <b>\$</b>                                      |
|--|--|
| - per page   | 5.00   |
| - for an electronic copy   | 72.00  |
| Copy or extract from Register of approved education and care services  |  |
| - per page   | 5.00   |
| - for an electronic copy   | 72.00  |
| Application for qualification to be assessed for inclusion on lists of approved qualifications   | 2 281.00                                       |
| Application for determination of equivalent qualification  | 112.00   |
| <b><u>Freedom of Information Fee</u></b>   |  |
| Application Fee of Freedom of Information request for Government Information   | 30.00  |
| Processing Fee of Freedom of Information request for Government Information  | 25.00 per hour or part of an hour              |
| Processing Fee of Freedom of Information for non-personal information - Searching for and retrieving information and returning it to storage (but not searching for misplaced information) and stored in secondary storage | Actual cost                                    |
| Processing Fee of Freedom of Information for non-personal information - Considering and making decision in relation to application (including consultation)  | 25.00 per hour or part of an hour              |
| Processing Fee of Freedom of Information for personal information - Supervising examination of information by applicant  | 25.00 per hour or part of an hour over 2 hours |
| Processing Fee of Freedom of Information for non-personal information - Supervising examination of information by applicant  | 25.00 per hour or part of an hour              |
| <b><u>Enrolment and Attendance</u></b>   |  |
| Part 4 - <i>Education Act</i> provides for penalties to be applied for offences under the Act based on a number of penalty units   |  |
| For following breaches but not limited to:   |  |
| - Non Attendance, Compulsory Conference and Failure to Enrol   | 314.00   |

| <b>Fee/Charge Description</b>                      | <b>\$</b>               |
|--|-------------------------|
| <b><u>International education</u></b>              |                         |
| Accommodation placement fee                        | 200.00                  |
| International student administration fee (one-off) | 200.00                  |
| Pre-school tuition fee (annual)                    | 5 700.00                |
| Transition–Year 6 tuition fee (annual)             | 9 500.00                |
| Year 7-9 tuition fee (annual)                      | 11 000<br>00            |
| Year 10-12 tuition fee (annual)                    | 12<br>000.00            |
| <b><u>Non-government schools</u></b>               |                         |
| Application fee for variation of registration      | 200<br>revenue<br>units |

## ATTACHMENT H

| Board/advisory body name                           | Board/advisory body terms of reference<br>(a) | Current members and date of their appointment<br>(b)   | Total cost incurred by board/advisory body in 2019-20 (as at 31/03/2020)<br>(d) | No. of times board/advisory body met beginning 1 July 2019 and ending 31 March 2020<br>(e) |
|--|---|--|---|--|
| Non-Government School Ministerial Advisory Council | Terms of reference are at Attachment I.       | <p>Vicki Stokes<br/>Independent Chair<br/>17/08/2018</p> <p>Greg O'Mullane<br/>Catholic Education nominee<br/>01/06/2018</p> <p>Debra Twartz (until 13 September 2019)<br/>NT Christian Schools nominee 06/02/2015</p> <p>Gail Barker<br/>Independent Schools nominee<br/>25/11/2019</p> <p>Rachel Boyce<br/>Lutheran Schools nominee<br/>28/04/2017</p> <p>Debra Liddiard-Taruminggi<br/>Department of Education nominee<br/>25/11/2019</p> <p>Gillian Sharkey<br/>Department of Education nominee<br/>25/11/2019</p> | \$700.00  | 3  |

| Board/advisory body name            | Board/advisory body terms of reference<br>(a)  | Current members and date of their appointment<br>(b)  | Total cost incurred by board/advisory body in 2019-20 (as at 31/03/2020)<br>(d) | No. of times board/advisory body met beginning 1 July 2019 and ending 31 March 2020<br>(e) |
|-------------------------------------|--|---|---|--|
| Northern Territory Board of Studies | <p><i>Education Act 2015</i>, Part 3 Northern Territory Board of Studies – section 25 states:</p> <p><b>Functions of the Board</b></p> <p>The Board has the following functions:</p> <p>(a) to provide advice to the Minister and the CE on curriculum policy in relation to:</p> <p>(i) establishing and maintaining curriculum frameworks that address the needs of all students in the Territory school education system; and</p> <p>(ii) establishing and maintaining procedures for student assessment, reporting and certification; and</p> <p>(iii) monitoring, evaluating and reporting on student performance; and</p> <p>(iv) improving student outcomes;</p> <p>(b) to provide advice to the Minister and the CE on government policy affecting the Board’s functions;</p> <p>(c) to cooperate and consult with bodies prescribed by regulation that are engaged in education or related matters.</p> | <p>Ralph Wiese<br/>Chair and expert member<br/>01/07/2019</p> <p>Leanne Nixon<br/>Department of Education nominee<br/>11/06/2019</p> <p>Cheryl Salter<br/>Association of Independent Schools of the Northern Territory nominee<br/>31/12/2017</p> <p>Jaqueline Langdon<br/>Catholic Education Office nominee<br/>20/09/2019</p> <p>Tabitha Fudge<br/>Parent representative<br/>31/12/2017</p> <p>Mary Ellen Venes<br/>Teacher representative<br/>01/07/2019</p> <p>Mark Monaghan<br/>Employer representative<br/>01/07/2019</p> | \$8 486.26  | 2  |

| Board/advisory body name                             | Board/advisory body terms of reference<br>(a)   | Current members and date of their appointment<br>(b)  | Total cost incurred by board/advisory body in 2019-20 (as at 31/03/2020)<br>(d) | No. of times board/advisory body met beginning 1 July 2019 and ending 31 March 2020<br>(e) |
|--|---|---|---|--|
|  |   | Pauline Schober<br>Aboriginal representative<br>01/07/2019<br><br>Rachel Boyce<br>Expert member<br>01/07/2019<br><br>Charles Richardson<br>Expert member<br>31/12/2017<br><br>Annette Gillanders<br>Expert member<br>31/12/2017   |   |  |
| Teacher Registration Board of the Northern Territory | <i>Teacher Registration (Northern Territory) Act 2004</i> – section 11 states:<br><b>Function of Board:</b><br>(1) The Board has the following functions:<br>(a) to administer the scheme of registration under Part 4;<br>(b) to make recommendations to the Minister in relation to the minimum qualifications and other requirements for registration; | Louise Corrigan<br>Person nominated by the Chief Executive Officer (of Department of Education)<br>11/10/2018<br><br>Danielle Schmidt<br>Registered teacher (based at a remote school) nominated by the NT Branch of the Australian Education Union<br>14/05/2019<br><br>Gordon Canning | \$10 838.71   | 6  |

| Board/advisory body name | Board/advisory body terms of reference<br>(a)  | Current members and date of their appointment<br>(b)   | Total cost incurred by board/advisory body in 2019-20 (as at 31/03/2020)<br>(d) | No. of times board/advisory body met beginning 1 July 2019 and ending 31 March 2020<br>(e) |
|--------------------------|--|--|---|--|
|                          | <p>(c) to grant, if satisfied it is appropriate to do so, authorisation to a person to employ an unregistered person as a teacher;</p> <p>(d) to accredit teacher education courses and liaise with institutions providing accredited education courses;</p> <p>(e) to liaise with the Agency administering the Education Act 2015 in relation to strategic priorities for professional development of teachers in the Territory;</p> <p>(ea) to promote the professional development of teachers in the Territory and approve a framework for the professional development of teachers;</p> <p>(f) to develop and approve professional teaching standards and other professional standards;</p> <p>(g) to develop and maintain a code of professional ethics for the teaching profession;</p> | <p>Registered teachers nominated by the NT Branch of the Australian Education Union<br/>11/10/2018</p> <p>Greg Hauser appointed<br/>Indigenous registered teacher at a government school nominated by the Chief Executive Officer (of Department of Education)<br/>31/08/2018</p> <p>Karen Blanchfield<br/>Registered teacher nominated by the Northern Territory Principals' Association<br/>11/10/2016</p> <p>Eunice Stoll<br/>Educator nominated by the Association of Independent Schools of the NT<br/>13/03/2020</p> <p>Elsabe Bott<br/>Registered teacher nominated by the Independent Education Union<br/>11/10/2016</p> <p>Bernadette Morriss<br/>Educator nominated by the Catholic Education Office</p> |   |  |



| Board/advisory body name | Board/advisory body terms of reference<br>(a)  | Current members and date of their appointment<br>(b)   | Total cost incurred by board/advisory body in 2019-20 (as at 31/03/2020)<br>(d) | No. of times board/advisory body met beginning 1 July 2019 and ending 31 March 2020<br>(e) |
|--------------------------|--|--|---|--|
|                          | <p>(h) to liaise with employers of teachers in the Territory in relation to developing the competencies of teachers during the early stages of the teachers' careers;</p> <p>(i) to research and promote best practice in teaching in the Territory;</p> <p>(ia) to support, recognise and certify quality teaching and educational leadership in the Territory;</p> <p>(j) to deal with complaints about teachers, hold preliminary investigations and inquiries in relation to teachers and take disciplinary action under Part 6;</p> <p>(k) to prosecute offences against this Act.</p> <p>(2) In addition, the Board has those functions imposed on it by this or any other Act or that are prescribed.</p> | <p>11/10/2018</p> <p>Greg Shaw<br/>Educator nominated by Charles Darwin University<br/>11/10/2018</p> <p>Marisa Boscato<br/>Person nominated by the NT Council of Government School Organisations<br/>11/10/2018</p> <p>Lorraine Hodgson<br/>Registered teacher nominated by the Professional Teachers' Association of the Northern Territory<br/>11/10/2016</p> <p>Michele Willsher<br/>Educator nominated by Batchelor Institute of Indigenous Tertiary Education<br/>14/10/2019</p> |   |  |

## ATTACHMENT I

# NON-GOVERNMENT SCHOOL MINISTERIAL ADVISORY COUNCIL

## TERMS OF REFERENCE

### 1. Role

The Non-Government School Ministerial Advisory Council is a statutory body established under section 11 of the Northern Territory *Education Act* (the Act) to advise the Minister for Education on the needs of non-government schools.

### 2. Key Functions

The council will provide advice to the Minister for Education on policy matters related, but not limited to:

1. the registration and regulation of non-government schools
2. standards for planning and operation of non-government schools
3. registration matters consistent with Section 156 of the Act; sector representation for the purposes of Section 133 and Section 146 of the Act; and any other purpose
4. the outcomes of reviews of existing non-government schools
5. methodology for the allocation of funds to non-government schools (including per capita recurrent grants, and other grants as determined by Government policy) so that there is a fair and equitable distribution of funds
6. a system of accountability for Northern Territory funds paid to non-government schools
7. any other educational matter relating to non-government schools referred to it by the minister.

The council will maintain partnerships with the Department of Education and facilitate communication between the sectors in order to progress policy objectives intended to improve the capacity, effectiveness and sustainability of non-government schools.

### 3. Membership

The Minister for Education will appoint an independent chairperson and representatives from the Department of Education and non-government school peak bodies to the council.

Membership of the council is as follows:

- independent chairperson

- two nominees from the Department of Education from executive, school planning or quality assurance areas
- one nominee from the Association of Independent Schools of the Northern Territory
- one nominee from the Catholic Education Office
- one nominee from the Northern Territory Christian Schools and
- one nominee from the Lutheran Schools Association.

The independent chairperson and members from the non-government school sector will be appointed for a period of three years and are eligible for re-appointment. The Department of Education representatives will be appointed for an indefinite period.

The Minister for Education will reserve the authority to accept or reject a nominee to the council.

### **3.1 Role of Chairperson**

The role of the independent chairperson is to:

- preside over all meetings
- ensure all members have an opportunity to contribute ideas, opinions and concerns through positive and constructive dialogue
- assist members to work together and ensure active participation at meetings
- support the non-government school sector to communicate its needs and priorities to the Northern Territory Government and
- regularly report to the Minister for Education on behalf of the Council.

### **3.2 Role of Members**

The role of a non-government member is to represent the viewpoint of their sector and, for Department of Education representatives, to represent current Northern Territory Government policy.

Members will:

- progress advice and issues arising from the council by consulting with their school sector
- make decisions (or actively engage decision makers) to enable engagement on issues being discussed and progressed by the council
- work together to reach consensus decisions
- attend to out-of-session working groups and meetings as required
- promulgate key issues, inform recommendations, outcomes and policies relating to agenda items and

- keep their sector informed of meeting outcomes and Northern Territory Government policies and decisions relating to non-government schools.

### **3.4 Meeting Proxy**

The chairperson may determine if substitute members to council meetings are acceptable.

### **4. Meeting Schedule**

The council will meet as often as necessary but at a minimum of four times per calendar year. All meetings will be closed meetings unless otherwise determined by the chairperson.

### **5. Sitting fees**

Sitting fees and travel expenses will be paid to non-government council members.

### **6. Secretariat**

The council will be supported by the Registrar of Non-Government Schools who will arrange secretariat support including:

- organising meetings, formalising agenda and recording minutes
- collating and distributing written material prior to each meeting
- preparing correspondence and written material as required on behalf of the council and
- disseminating information regarding council activities, decisions and outcomes.

## ATTACHMENT J

2019-20 outcomes specific to each region.

| Regional Office      | 2019-20 Regional Outcomes   |
|----------------------|---|
| <b>Alice Springs</b> | <ul style="list-style-type: none"> <li>• Ongoing development and implementation of government initiatives, policies and programs through participation in the Barkly and Central Australia Regional Coordination Committee meetings.</li> <li>• Continued close partnerships with other agencies for coordinated service and support through Interagency Tasking and Co-ordination Group Alice Springs, Ure Group Alice Springs, Kwatye Group.</li> <li>• Establishment of Strong Young Fathers Program at Larapinta Child and Family Centre.</li> <li>• Implementation of impact reporting at Larapinta and Yuendumu Child and Family Centres.</li> <li>• Two Families as First Teachers - Stay Play Learn programs were established and are fully operational at Braitling Primary and Walungurru School.</li> <li>• Through Connected Beginnings, formalised partnerships established with Congress and Tangentyere Council to support enhanced early childhood health and early learning engagement prior to school in Central Australia.</li> </ul>  |
| <b>Arnhem</b>        | <ul style="list-style-type: none"> <li>• Delivery of homelands and bilingual education, with five schools in the region receiving targeted funding to provide bilingual education.</li> <li>• Established the Local Decision Making Plan on Groote Eylandt with Anindilyakwa Land Council.</li> <li>• Ongoing development and implementation of government initiatives, policies and programs through participation in the Arnhem Regional Coordination Committee meetings.</li> <li>• Establishment of Strong Young Fathers Program at Galiwin'ku and Maningrida.</li> <li>• Establishment of Strong Young Mothers Program at Maningrida.</li> <li>• Implementation of impact reporting at Maningrida Child and Family Centre.</li> <li>• Connected Beginnings Groote is working closely with the Anindilyakwa Land Council to strengthen early childhood governance as part of local decision making to achieve improved outcomes for children.</li> <li>• Continued close partnerships with other agencies for coordinated service and support East Arnhem High Risk Youth Interagency Case Management Group, Gunyangara Complex Case Coordination Group, Yolngu Region Local Decision Making, Healthy, Engaged, Living Prospects Group</li> </ul> |
| <b>Barkly</b>        | <ul style="list-style-type: none"> <li>• Commencement of the new Tennant Creek Preschool and integrated early childhood and family centre in Term 3, 2019.</li> </ul>   |

| Regional Office | 2019-20 Regional Outcomes  |
|-----------------|--|
|                 | <ul style="list-style-type: none"> <li>• Establishment of the new Special Education Centre at Tennant Creek Primary School to provide specialist support to students with additional needs.</li> <li>• Development and implementation of government initiatives, policies and programs through participation in the Barkly Regional Coordination Committee meetings.</li> <li>• Operation of the Juno Training Centre, which integrates existing Aboriginal education strategies and VET programs and connects youth service providers in the region.</li> <li>• Formalised partnership agreement between Tennant Creek Primary School and Julalikari Aboriginal Corporation for the operation of the Tennant Creek Child and Family Centre.</li> <li>• A Families as First Teachers - Stay Play Learn program was established and is fully operational at Epenarra.</li> <li>• Connected Beginnings Tennant Creek implemented a community campaign 'On the Bus' with all early childhood related organisations displaying positive images and messages in language promoting the importance of attendance at early years programs for children aged from birth to five years; and in 2020 provided home learning packs to 30 vulnerable families (targeted).</li> </ul> |
| Darwin          | <ul style="list-style-type: none"> <li>• Secured ongoing funding to ensure the continued operation of the Mimik-ga Centre for identified students with additional needs to access early learning intervention for children aged from birth to 12 years.</li> <li>• Continued close partnership with other agencies, particularly Territory Families and NT Police through the Back on Track program and Strike Force Orion. This ensures a high level of systemic support for young people and their families where there is a risk of involvement in the youth justice system.</li> <li>• Launch of the Preschool Science, Engineering and Technology Games distributed to all preschools, long day care and family day care services.</li> </ul>   |
| Katherine       | <ul style="list-style-type: none"> <li>• Operation of the Katherine Flexible Learning and Engagement Centre to provide early intervention support for disengaged youth.</li> <li>• Provision of the Autism Spectrum Program at MacFarlane Primary School that provides both in-school and outreach services.</li> <li>• Facilitation of a two-year pilot of the Smiling Minds mental health initiative that will embed mindfulness practices in every day classroom routines across schools.</li> <li>• Development and implementation of government initiatives, policies and programs through participation in the Katherine Regional Coordination Committee meetings.</li> <li>• Establishment of Strong Young Mothers Program at Ngukurr.</li> <li>• Implementation of impact reporting at Ngukurr Child and Family Centre.</li> <li>• One Families as First Teachers - Stay Play Learn program was established and is fully operational at Robinson River.</li> </ul>   |

| Regional Office             | 2019-20 Regional Outcomes  |
|-----------------------------|--|
|                             | <ul style="list-style-type: none"> <li>• Continued close partnerships with other agencies for coordinated service and support through Big Rivers Regional Coordination Committee, Inter-Agency Case Management Group, Family Safety Framework and Local Reference Group.</li> </ul>  |
| <b>Palmerston and Rural</b> | <ul style="list-style-type: none"> <li>• Development and implementation of initiatives as part of the whole-of-government plan to tackle youth crime in Palmerston. These include: <ul style="list-style-type: none"> <li>- the Student Voice Positive Choice program engaging over 100 students in nine participating schools, to give youth a voice in the community</li> <li>- extending the Clontarf Boys and Stars Girls programs into Driver Primary School and Moulden Primary School</li> <li>- providing a psychologist to the Palmerston Re-engagement Campus of the Top End School of Flexible Learning</li> <li>- DCM – Palmerston Youth Local Action Group, West Daly Region Service Delivery Group Committee</li> <li>- the establishment of a youth skills centre offering vulnerable youth opportunities to pursue a vocational education pathway.</li> </ul> </li> <li>• Opening of Zuccoli Primary School – Stage 1 to meet the educational needs of families in Palmerston’s newest suburbs.</li> <li>• Development and implementation of government initiatives, policies and programs through participation in the Palmerston Service Delivery Group meetings.</li> <li>• Establishment of Strong Young Fathers Program at Palmerston Child and Family Centre.</li> <li>• Implementation of impact reporting at Palmerston and Gunbalanya Child and Family Centres.</li> <li>• Three Families as First Teachers - Stay Play Learn programs were established and are fully operational at Peppimenarti, Belyuen and Mamaruni.</li> </ul> |

## ATTACHMENT K

### 2019-20 Staffing Full-Time Equivalent (FTE) and Head Count, Pay 19\*

| Work Area       | Alice Springs region |            | Arnhem region |            | Barkly region |            | Darwin region |            | Katherine region |            | Palmerston and Rural region |            | Shared services across two or more regions |            |
|-----------------|----------------------|------------|---------------|------------|---------------|------------|---------------|------------|------------------|------------|-----------------------------|------------|--|------------|
|                 | Actual FTE           | Head Count | Actual FTE    | Head Count | Actual FTE    | Head Count | Actual FTE    | Head Count | Actual FTE       | Head Count | Actual FTE                  | Head Count | Actual FTE                                 | Head Count |
| <b>Staffing</b> | 49                   | 51         | 22            | 24         | 24            | 25         | 29            | 30         | 43               | 45         | 47                          | 49         | 51   | 53         |

- The table above reflects staff working to support schools in the regions in operational matters. In order to ensure that travel and service delivery is maximised, there are some staff who may be located in one regional office, however, service two or more regions.
- The above table does not include staff who are centrally-located providing an NT-wide service.
- The information provided in this table has been obtained through a manual counting process at a point in time and was reviewed in February 2020.