

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mrs Finocchiaro to the Minister for Education, Minister for Mining, Minister for Agribusiness and Fisheries – for all agencies falling under the Ministers' portfolios.

AGENCY ADMINISTRATION

Notes:

- The following questions can be answered from existing Agency data as at 31 March 2024.
- You have previously referred questions requiring a Whole of Government response to the Minister responsible at a time that enables a response within the same timeframe as the remainder of the questions.
- Further, you have previously inserted the question at the beginning of each answer.
- My Office would appreciate these practices being continued.

STAFFING

1. (a) Please advise the number of staff employed in the following categories as at 31 March 2024:

As at pay 20 2023-24:

Category	FTE	Head Count (Paid)	NT-based	Located outside NT
1. Ongoing Full Time	2,682.8	2,806	2,806	0
2. Ongoing Part Time	215.4	337	337	0
3. Fixed Term Full Time	1,343.6	1,407	1,406	1
4. Fixed Term Part Time	140.3	235	235	0
5. Casual Contract	1.8	3	3	0
6. Executive Contract	95.2	98	98	0
Total	4,479	4,886	4,885	1

**(b) Please provide, for each of the six categories above:
The relevant position classifications and the number of staff
employed against each classification.**

As at pay 20 2023-24:

Category	Classification	FTE
1. Ongoing Full Time	AO2	14.6
	AO2 92%	17.6
	AO2 96%	79.9
	AO3	47.9
	AO3 92%	14.1
	AO3 96%	42.8
	AO4	88.8
	AO4 92%	46.2
	AO4 96%	158.4
	AO5	82.3
	AO5 96%	1.1
	AO6	128.8
	AO7	74.8
	SAO1	102.9
	SAO2	49.5
	AT	92.1
	CT	1,004.4
	EO2	3.0
	EO3	1.0
	P1	1.0
	P2	5.5
	P3	21.9
	PH2	12.7
	PH2R	7.0
	PH3	4.0
	PH3R	11.0
	PH4	2.6
	PH4R	5.0
	PH7	1.0
	PLO1	18.9
	PLO2	18.3
	PLO3	28.0
	PLO4	14.0
	PLO5	14.0
	PLO6	9.5
	PLO7	3.0
	SP1	5.0
	SP2	1.0
	ST1	248.1
	ST2	37.5

	ST3	102.4
	ST4	51.0
	ST5	6.5
	ST7	2.0
	T2	1.0
	T4	1.0
Total		2,682.8

Category	Classification	FTE
2. Ongoing Part Time	AO2	0.9
	AO2 92%	4.5
	AO2 96%	13.4
	AO3	2.4
	AO3 96%	4.1
	AO4	2.5
	AO4 92%	3.4
	AO4 96%	5.2
	AO5	2.9
	AO6	3.7
	AO7	6.5
	SAO1	7.3
	SAO2	1.7
	AT	24.6
	CT	117.3
	P2	0.6
	P3	1.5
	PH2	1.9
	ST1	5.4
	ST2	3.0
	ST3	2.4
Total		215.4

Category	Classification	FTE
3. Fixed Term Full Time	AQF3A	1.0
	AQF4A	1.0
	A4A92	0.4
	AO2	17.8
	AO2 92%	41.1
	AO2 96%	49.3
	AO3	33.4
	AO3 92%	13.3
	AO3 96%	38.4
	AO4	30.2
	AO4 92%	37.0
	AO4 96%	94.0

	AO5	36.1
	AO6	57.1
	AO7	18.4
	SAO1	9.7
	SAO2	4.0
	AT	46.7
	CT	650.1
	GRADT	7.0
	GRADTX	1.0
	P2	2.0
	P3	4.8
	PH2	11.4
	PH2R	3.0
	PH3	7.0
	PH3R	3.0
	PH4	7.0
	PH4R	1.0
	PH5	0.8
	PLO1	3.0
	PLO2	4.0
	PLO3	3.0
	PLO5	3.0
	SP1	3.0
	ST1	64.7
	ST2	14.5
	ST3	10.0
	ST4	6.9
	ST5	1.0
	ST6	0.5
	ST7	1.0
	TP1	1.0
	T3	1.0
Total		1,343.6

* This data is sourced from PIPS, the government payroll system.

Category	Classification	FTE
4. Fixed Term Part Time	SBA	2.1
	AO2	1.7
	AO2 92%	7.2
	AO2 96%	12.6
	AO3	3.3
	AO3 92%	2.9
	AO3 96%	5.2
	AO4	3.3
	AO4 92%	7.6
	AO4 96%	5.9
	AO5	2.4
	AO6	0.6

	AO7	2.7
	AQ3SA	0.8
	SAO1	1.7
	PH2	3.0
	PH3	0.4
	AT	11.6
	CT	63.9
	ST1	1.6
Total		140.3

Category	Classification	FTE
5. Casual	AO4	1.0
	PH4	0.8
Total		1.8

Category	Classification	FTE
6. Executive Contract	EO1C	6.7
	EO2C	14.5
	EO3C	6.0
	EO4C	2.0
	EO6C	1.0
	ECPL3	1.0
	PLEC3	0.5
	PLEC4	30.0
	PLEC5	22.5
	PLEC6	9.0
	PLEC7	2.0
Total		95.2

(c) Where there is a difference between FTE and Headcount (Actual), please provide an explanation for the difference, including any reasons for use of part-time and casual positions within the overall workforce profile.

Full Time Equivalent (FTE) = the proportion of an employee's salary payment to that of an equivalent full-time employee in any given fortnight.

Paid Headcount = Headcount is the count of physical people, so a part-time person would count as one.

The Northern Territory (NT) Government provides opportunities for employees to balance the demands of work with the needs of family and general health and wellbeing. Flexible work practices are used in the NT Public Service to attract and retain employees. Flexible work arrangements can include flexibility in relation to an employee's location, hours of work or mode of employment such as part-time and leave.

2. Please advise the number of staff held against the following categories as at 31 March 2024:

Category	Number
Resigned	477
Made Redundant	-
Terminated	2
Classified Redeployee	-

Category	Paid Headcount*
Unattached	120
Supernumerary	591

3. Please advise the number of staff who identify as Aboriginal and Torres Strait Islander as at 31 March 2024.

Category	Number
Aboriginal and Torres Strait Islander	764

4. (a) Please advise the number of Frontline staff as FTE as at 31 March 2024 and as a percentage of the Agency total employment.

Category	Number FTE	%age of Total Staff
Service Based (Frontline)	4,017.3	89.7%

- (b) Please advise how the Agency determines which staff fall under the category of Frontline.

Service-based staff are considered frontline staff. All positions attached to schools are considered service-based, including teachers, assistant teachers, principals, service or school administration staff.

Corporate positions that work with children, students or families directly for at least 50% of the week on average, or are physically based at an early childhood service or school for at least 50% of the week on average and are delivering a service to that service or school, or positions that deliver service operations for 1 or many schools or services and are located in corporate offices due to scale or program arrangements are considered service-based. These include but are not limited to counsellors, engagement officers and hearing advisors.

5. **Please advise how many staff have been engaged through labour hire, employment agency arrangements and/or consultancy contracts, for what purpose, for what duration and at what cost as at 31 March 2024. Please use the table format presented below for your response.**

Individual business units utilise employment agencies only in instances where the vacancy is deemed hard to fill. Due to the individual nature of the procurement process, this data would require a significant level of administrative effort to respond.

6. **Please advise how many locums have been employed, for what purpose, for what duration and at what cost as at 31 March 2024. Please use the table format presented below for your response.**

Not applicable.

7. **(a) How many positions were advertised during the period 1 July 2023 to 31 March 2024?**

Answers provided are based on the number of RTF's (request to fills) advertised and not positions, as multiple positions can be advertised and/or filled under one RTF.

7(a)	1 July 2023 to 31 March 2024
Positions advertised	827

- (b) Of the total number advertised in 7(a), how many positions had Special Measures applied?**

Answers provided are based on the number of RTF's (request to fills) advertised and not positions, as multiple positions can be advertised and/or filled under one RTF.

7(b)	1 July 2023 to 31 March 2024
Positions advertised with Special Measures applied	814

- (c) Please break down the levels of positions that had Special Measures applied.**

Answers provided are based on the number of RTF's (request to fills) advertised and not positions, as multiple positions can be advertised and/or filled under one RTF.

7(c)	
Classification Level	Total Positions Advertised
Administrative Officer 2 92%	1
Administrative Officer 2 96%	2
Administrative Officer 3	40
Administrative Officer 3 92%	4
Administrative Officer 3 96%	25
Administrative Officer 4	61
Administrative Officer 4 92%	14
Administrative Officer 4 96%	36
Administrative Officer 5	40
Administrative Officer 5 96%	1
Administrative Officer 6	78
Administrative Officer 7	55
Administrative Officer 7, Professional 3	3
Assistant Teacher	2
Classroom Teacher	74
Executive Contract Officer 2	6
Executive Contract Principal Level 4, Principal Level 4	7
Executive Contract Principal Level 5, Principal Level 5	3
Executive Contract Principal Level 6, Principal Level 6	6
Executive Contract Principal Level 7, Principal Level 7	1
Physical 2	5
Physical 2 - RDO	2
Physical 3	6
Physical 3 - RDO	3
Physical 4	4
Principal Level 1	5
Principal Level 2	6
Principal Level 3	11
Professional 1, Professional 2	3
Professional 1, Professional 2, Professional 3	3
Professional 2	1
Professional 2, Professional 3	6
Professional 3	8
Senior Administrative Officer 1	47
Senior Administrative Officer 2	22
Senior Professional Officer 1	2
Senior Teacher 1	126
Senior Teacher 2	33
Senior Teacher 3	39
Senior Teacher 4	19
Senior Teacher 5	3
Senior Teacher 7	1
Total	814

(d) How many positions that had Special Measures applied were not able to be filled against these requirements during this period and required contract or backfilling arrangements?

Most NT Government agencies, including the Department of Education, have implemented special measures arrangements across the whole department, with the exception of some specialised roles.

OUTSOURCING

8. (a) For the period 1 July 2023 to 31 March 2024, detail any decision(s) to outsource, contract out or privatise functions that have traditionally been carried out by the Agency.

For the period 1 July 2023 to 31 March 2024, the Department of Education (the department) has not outsourced, contracted out or privatised functions that have traditionally been carried out by the department.

(b) Is consideration being given to outsource, contract-out or privatise in financial year 2024/25? If so, provide details.

The department is not considering to contract-out or privatise functions in financial year 2024/25.

LEGAL EXPENSES

9. What has been the expenditure on legal advice or related expenses for the period 1 July 2023 to 31 March 2024? Provide details on:

- a) The matter(s) (designate which are finalised and which ongoing)**
- b) The amount paid by matter**
- c) The amount paid to each outside legal firm or barrister engaged**

The expenditure on external legal advice and related expense for the period 1 July 2023 to 31 March 2024 was \$304,209.

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.

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

Legal Firm/Barrister	Amount \$
Hutton Mccarthy	72,373
Jonathan Martyn Bortoli	56,625
Hunt & Hunt NT	52,043
Fiona Kepert	25,000
Clayton UTZ (Darwin)	18,182

Minter Ellison Lawyers	15,971
HWL Ebsworth Lawyers	15,384
Lyma Thuy Nguyen	10,350
Maurice Blackburn	9,091
Joshua Ingrames	8,415
Ward Keller Pty Ltd	5,991
Bowden McCormack Lawyers & Advisers	5,000
Cozens Johansen Lawyers	4,642
Caroline Heske	4,000
Povey Stirk Lawyers & Notaries	1,142

PROCUREMENT / CONSULTANCIES

10. For the period 1 July 2023 to 31 March 2024, please detail expenditure on each report and consultancy (excluding annual reports) that have been obtained from outside the NTPS. For each report/consultancy detail:
- a) Purpose
 - b) Cost
 - c) Person or entity engaged
 - d) 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 2023 to 31 March 2024 was \$1,818,991. Details of this expenditure are at **Attachment A**Error! Reference source not found.**Error! Reference source not found.**

11. Please advise the number of contracts awarded to business entities with a principal place of business in the NT and outside the NT for the period 1 July 2023 to 31 March 2024 as follows:

The number of contracts awarded to business entities with a principal place of business in the Northern Territory (NT) and outside the NT for the period 1 July 2023 to 31 March 2024 is as follows:

Number in the NT	Number outside of the NT
6	12

12. For each of the contracts awarded to business entities with a principal place of business outside of the Northern Territory, please advise the selection criteria on the applicable contract or tender.

The number of contracts awarded in this period differs to the number of contracts listed in **Attachment A** which includes contracts awarded in previous years.

Business Entity	Address
FBG Group	VIC
The Eventful Learning Co. Pty Ltd	VIC
The Eventful Learning Co. Pty Ltd	VIC
The trustee for CAAF Family Trust	NSW
Growth Coaching NT	WA
Growth Coaching NT	WA
The Eventful Learning Co. Pty Ltd	VIC
The Australian Council for Educational Research Limited	VIC
Rypple Ltd trading as Rypple	WA
Mott MacDonald Australia Pty Ltd	VIC
The Australian Council for Educational Research Limited	VIC
Early Start Australia Pty Ltd	WA

13. For Tier 3, Tier 4 and Tier 5 procurement activities, how many public tenders were advertised during the period 1 July 2023 to 31 March 2024?

4

14. **For Tier 3, Tier 4 and Tier 5 procurement activities, how many contracts or tenders were awarded without undertaking a public tender process during the period 1 July 2023 to 31 March 2024?**
- 3

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

The number of contracts awarded where a public quotation process was not undertaken, including those with a Certificate of Exemption, were three contracts.

A)	B)	C)	E)	E)
NS23-0121	All of NT - Provision of School Reviews and Improvement Services for a Period of 12 Months	\$784,550	Direct Contracting - Limited suppliers due to technical requirements	Deputy Chief Executive Agency Services
NS23-0194	CDU Wellness Centre psychology services for Student Wellbeing and Inclusion Programs and Services (SWIPS) for a Period of 48 Months	\$482,240	Exempt from Procurement Act - Charles Darwin University Partnership Agreement	Senior Director Student Wellbeing and Inclusion Program Services
Q23-0357	Darwin - Provision of Principal Capability Project	\$351,904	Limited suppliers due to technical requirements	Deputy Chief Executive, Regional Services

16. 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 2024.

40

Position Title	Actual Classification Code
Administration Assistant	AO3
Project Assistant	AO3
Administration Assistant	AO3
Registration and Admin Assistant	AO3
Travel Relocations Coordinator	AO4
Operations Officer	AO4
Travel Relocations Coordinator	AO4
Travel Relocations Coordinator	AO4
Operations Coordinator Finance	AO4
Executive Assistant	AO4
Executive Assistant	AO4
Executive Assistant	AO4
Executive Assistant	AO4
Executive Assistant	AO4
Executive Assistant	AO4
Finance Admin Coordinator	AO4
Executive Assistant	AO4
Executive Assistant	AO4
Project Admin Coordinator	AO4
Project Admin Coordinator	AO4
Administration Coordinator	AO4
Travel Relocations Coordinator	AO5
Project and Policy Officer	AO5
Administration Manager, SSNT	AO5
Youth Skills Officer	AO5
Senior Executive Assistant	AO5
Senior Executive Assistant	AO5
Senior Executive Assistant	AO5
Operations Advisor	AO6
Senior Coordination Officer	AO6
Project and Program Consultant	AO6
Senior Executive Assistant	AO6
Events Advisor	AO6
Emergency and Incident Advisor	AO6

Senior Registration and Office Manager	AO6
Senior Operations Officer	AO7
Executive Officer	AO7
Senior Executive Officer	SAO1
School Finance Improve Assistant Director	SAO1
Assistant Director	SAO1
School Operations Director	SAO2

FOCUS GROUPS / POLLING / SURVEYS

For the period 1 July 2023 to 31 March 2024:

- 17. Please detail expenditure on opinion polls and focus groups, including costs and entities that conducted the work.**

Education Services Australia (ESA) \$13,994

6-month subscription to the ESA School Survey Online platform.

- 18. Detail all surveys undertaken in relation to the focus groups and opinion polls above, including their form, the cost and the inducements that were provided to incentivise participation.**

NT Government School Survey 2023 (ESA)

- The annual NT School Survey (the survey) collects the opinions of students, families and staff about school performance, culture and services.
- Financial incentives are not provided to participants.

- 19. Please provide copies of each survey and the results of each survey**

A copy of the survey is provided below.

Student Survey		
Question type	Question	Response categories
	1. What year level are you in at school?	Please select only ONE of the following: <ul style="list-style-type: none"> • Preschool • Transition • Year 1 • ...

		<ul style="list-style-type: none"> • Year 12
	2. What is your gender? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • Male • Female • Other, please specify
	3. Are you of Aboriginal or Torres Strait Islander origin? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • No • Yes – Aboriginal • Yes – Torres Strait Islander • Yes – both
	4. Do you speak a language other than English at home? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • Yes • No
National	1. My teachers expect me to do my best.	Please select only ONE response for each item: <ul style="list-style-type: none"> • Strongly disagree • Disagree • Neither • Agree • Strongly agree • Not applicable
	2. My teachers provide me with useful feedback about my school work.	
	3. Teachers at my school treat students fairly.	
	4. My school is well maintained.	
	5. I feel safe at my school.	
	6. I can talk to my teachers about my concerns.	
	7. Student behaviour is well managed at my school.	
	8. I like being at my school.	
	9. My school looks for ways to improve.	
	10. My school takes students' opinions seriously.	
	11. My teachers motivate me to learn.	
	12. My school gives me opportunities to do interesting things.	
Jurisdiction	13. My teachers make sure I understand the work I am asked to do.	Please select only ONE response for each item:

14. My teacher understands how I learn.	<ul style="list-style-type: none"> • Strongly disagree • Disagree • Neither • Agree • Strongly agree • Not applicable
15. My teacher supports me to set my own learning goals.	
16. My teacher supports me to understand my learning data.	
17. My schoolwork challenges me to think.	
18. My teachers challenge me to think.	
19. I am certain I can learn the skills taught in school this year.	
20. Once I plan to get something done, I stick to it.	
21. 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).	
22. My school prepares me for my future.	
23. I am supported by teachers and staff at the school to do my best.	
24. I felt ready to start primary / middle / senior school.	
25. There is an adult at my school who cares about me and knows me well.	
26. My school values the language and cultural background of all students.	
27. My school celebrates the success and achievement of students.	
28. I know how to manage my emotions when I am upset.	
29. I have good friends that I care about.	
30. I know where to get help at school if I need it.	
31. I know how to communicate safely and respectfully when I am online.	

	32. I plan to progress through school and finish Year 12.	
	33. I feel included in my learning environment.	
	34. I participate in extracurricular activities outside of school. (e.g, volunteering, sports, arts, etc).	
	1. Do you have any other comments you would like to share with your school? (optional)	Text box
	2. Do you have any feedback on this survey? (optional)	Text box

Parent Survey		
Question type	Question	Response categories
Demographic	1. What is the stage of schooling of the child you are considering when you answer this survey?	Please select only ONE of the following: <ul style="list-style-type: none"> • Early Years (Preschool - Year 3) • Primary (Year 4 - Year 6) • Middle (Year 7 - Year 9) • Senior (Year 10 - Year 12) • Other (Please specify)
	2. Are you of Aboriginal or Torres Strait Islander origin? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • No • Yes – Aboriginal • Yes – Torres Strait Islander • Yes – both
	3. Do you speak a language other than English at home? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • Yes • No
National	1. Teachers at this school expect my child to do his or her best.	

	2. Teachers at this school provide my child with useful feedback about his or her school work.	<p>Please select only ONE response for each item:</p> <ul style="list-style-type: none"> • Strongly disagree • Disagree • Neither • Agree • Strongly agree
	3. Teachers at this school treat students fairly.	
	4. This school is well maintained.	
	5. My child feels safe at this school	
	6. I can talk to my child's teachers about my concerns.	
	7. Student behaviour is well managed at this school	
	8. My child likes being at this school.	
	9. This school looks for ways to improve.	
	10. This school takes parents' opinions seriously.	
	11. Teachers at this school motivate my child to learn.	
	12. My child is making good progress at this school.	
	13. My child's learning needs are being met at this school.	
	14. This school works with me to support my child's learning.	
Jurisdiction	15. I feel well informed about what is happening at the school.	
	16. I know how to support my child's learning and development,	
	17. My school shares data to inform me about my child's learning in a way that I can understand.	
	18. My child was well supported to transition into primary / middle / senior school.	
	19. My child was well supported to start school this year.	
	20. My child knows how to manage their emotions.	
	21. My child has good friends that they care about.	
	22. My child feels included in their learning environment.	

	23. My child is supported by teachers and staff at the school to do their best.	
	24. My child participates in extracurricular activities outside of school (e.g, volunteering, sports, arts, etc).	
	25. My child knows where to get help at school if they need it.	
	26. This school takes students' opinions seriously.	
	27. This school values the language and culture background of all students.	
	28. This school gives my child opportunities to do interesting things.	
	29. My child knows how to communicate safely and respectfully online.	
	30. I have opportunities to have a say in the direction of the school and its education programs.	
	31. I would recommend this school to other parents.	
	32. I would prefer the school to share information about my child's achievement with me (for example their attendance and NAPLAN results).	<p>Please select ALL that apply:</p> <ul style="list-style-type: none"> • Online • Via e-mail • Hard copy • Through face-to-face discussion • Other, please specify
Jurisdiction – preschool only	1. Is the child you are answering this survey for in preschool? <i>If your child is not in preschool, please skip the next 4 questions.</i>	<ul style="list-style-type: none"> • Yes • No
	2. What hours does your preschool operate?	<ul style="list-style-type: none"> • 2 ½ days per week • 3 hours a day for 5 days • Other, please specify
	3. How satisfied with these hours of operation are you?	

	4. How satisfied overall with the preschool program are you?	Please select only ONE response for each item: <ul style="list-style-type: none"> • Very dissatisfied • Dissatisfied • Neutral • Satisfied • Very satisfied
	5. Do you have any feedback about the hours or programming at your child's preschool? (optional)	Text box
	1. Do you have any other comments you would like to share with your school? (optional)	Text box
	2. Do you have any feedback on this survey? (optional)	Text box

Staff Survey		
Question type	Question	Response categories
Demographics	1. How many years have you been working in schools? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • Less than 1 year • 1 to < 5 years • 5 to < 10 years • 10 to < 20 years • More than 20 years
	2. Are you a full-time or part-time employee? (optional)	<ul style="list-style-type: none"> • Full time • Part time
	3. Which category best describes your employment? (optional)	<ul style="list-style-type: none"> • Permanent • Fixed-term • Temporary/casual
	4. Which best describes your position in the school? (optional)	<ul style="list-style-type: none"> • School leadership position • Teaching position • Non-teaching position
	5. What year level(s) do you teach? <i>Teaching staff to answer only.</i>	Please select ALL that apply: <ul style="list-style-type: none"> • Early Years (P - Year 3) • Primary (Year 4 - Year 6)

		<ul style="list-style-type: none"> • Middle (Year 7 - Year 9) • Senior (Year 10 - Year 12) • Other (Please specify)
	6. Are you of Aboriginal or Torres Strait Islander origin? (optional)	Please select only ONE of the following: <ul style="list-style-type: none"> • No • Yes – Aboriginal • Yes – Torres Strait Islander • Yes – both
Jurisdiction	1. Teachers at this school expect students to do their best.	Please select only ONE response for each item: <ul style="list-style-type: none"> • Strongly disagree • Disagree • Neither • Agree • Strongly agree • Not applicable
	2. Teachers at this school provide students with useful feedback about his or her school work.	
	3. Student's learning needs are being met at this school.	
	4. Students are making good progress at this school.	
	5. Teachers at this school treat students fairly.	
	6. My school is well maintained.	
	7. Students feel safe at this school.	
	8. Student behaviour is well managed at this school.	
	9. My school looks for ways to improve.	
	10. This school takes staff opinions seriously.	
	11. This school takes students' opinions seriously.	
	12. Teachers at my school motivate students to learn.	
	13. Teachers at my school use data to inform their teaching.	
	14. Students like being at my school.	
	15. Students are taught how to manage their emotions.	

16. The school supports students to build positive relationships with their peers.	
17. Students know where to get help at school if they need it.	
18. Together, the teachers in this school are able to create a culture of inclusion.	
19. This school has an inclusive culture where diversity is valued and respected.	
20. This school values the language and culture background of all students.	
21. Students are taught how to communicate safely and respectfully online.	
22. Our school has a clear vision and direction for school improvement.	
23. I contribute to the school improvement agenda at my school.	
24. The department supports our school to achieve its priorities.	
25. The school has flexibility in the delivery of teaching and learning programs to suit the needs of the local community.	
26. 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.	
27. 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.	
28. My school utilises my skills and expertise.	
29. I have a performance development plan that is supported by the school.	
30. I have access to appropriate professional development to	

	develop the knowledge and skills to effectively teach my students.	
	31. My school provides me with opportunities to develop my leadership capacity.	
	32. I regularly undertake collaborative activities with my peers (e.g. planning, sharing resources, observing others' classrooms and teaching and personal learning communities).	
	33. School's leadership understands how to build expertise in this school.	
	34. The students I teach are motivated to learn.	
	35. This school cares about my wellbeing.	
	36. I feel safe at this school.	
	37. I would recommend this school as a workplace to others.	
	38. I would recommend this school for others to enrol their children.	
	1. Do you have any other comments you would like to share with your school? (optional)	Text box
	2. Do you have any feedback on this survey? (optional)	Text box

COMMUNICATIONS AND MARKETING

20. Please detail expenditure on advertising and communications during the period 1 July 2023 to 31 March 2024.

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, television station, digital platform; or other?**

- 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?**
- e) **Did the agency enter into any separate arrangements for advertising placements or advertorials? If so, please provide details of expenditure and media outlet.**

\$362,983.

This includes document production and printing and paid advertising across all channels, including print, TV, radio and digital. All advertising during this period was booked through the Northern Territory Government approved advertising agency, Atomic 212 or directly through social media.

During this period there were a number of marketing campaigns completed including:

- Teacher and principal recruitment digital marketing campaigns
- Attendance and Back to School campaign
- Northern Territory Certificate of Education and Training Top 20
- Northern Territory Board of Studies Awards
- Teach in the Territory Excellence Awards and World Teachers Day
- On Country Learning measure
- Chief Minister's Reading Challenge
- Leader's Summit.

Description (a)	Advertising Placement (b)	Cost (c)	Tenders/EOI called (d) Y/N. If no, why not?
Ad-hoc	Advertising, design, printing, photography, production	\$18,289	Booked directly through suppliers.
Ad-hoc recruitment	Recruitment advertising for individual positions	\$15,203	Booked through Atomic 212.
Attendance and Back to School yearly campaign	Online, print, radio, out of home advertising, photoshoots, design, film	\$81,632	Digital booked through Atomic 212, other booked direct with suppliers
Chief Ministers' Reading Challenge	Printing	\$2,045	Booked directly through suppliers.
Education Orientation	Printing	\$2,434	Booked directly through suppliers.
Engagement Strategy	Printing, merchandise	\$4,929	Booked directly through suppliers.

Description (a)	Advertising Placement (b)	Cost (c)	Tenders/EOI called (d) Y/N. If no, why not?
Improvement Strategies, Engagement and Collaboration	Video production, webinars	\$3,538	Booked directly through suppliers.
Independent Commissioner Against Corruption	Video production	\$16,568	Booked directly through suppliers.
Industry Partnerships and Careers	Design, printing	\$2,040	Booked directly through suppliers.
International Education	Printing	\$1,320	Booked directly through suppliers.
Leaders' Summit	Printing, merchandise, video production	\$8,411	Booked directly through suppliers.
Northern Territory Learning Commission	Printing, video production	\$4,977	Booked directly through suppliers.
NT Board of Studies	Printing, trophies, photography, newspaper advertisements	\$14,023	Digital booked through Atomic 212, other booked direct with suppliers
NT Certificate of Education and Training	Printing, venue hire, social media livestream	\$8,653	Booked directly through suppliers.
On Country Learning measure – Central	Advertising, communications strategy, consultancy fee, printing, video production	\$19,046	Digital booked through Atomic 212, other booked direct with suppliers
Preschool Attendance and Enrolment	Printing, video production, photography, social media advertising, merchandise	\$8,639	Digital booked through Atomic 212, other booked direct with suppliers
Preschool Curriculum refresh	Photography, printing, merchandise,	\$13,035	Booked directly through suppliers.
Public notices	Newspaper placement	\$2,873	Booked through Atomic 212
School Financial and Support	Printing	\$2,480	Booked directly through suppliers.

Description (a)	Advertising Placement (b)	Cost (c)	Tenders/EOI called (d) Y/N. If no, why not?
School Wall Calendar	Printing, distribution	\$8,005	Booked directly through suppliers.
Secondary Review	Printing, photography	\$5,652	Booked directly through suppliers.
Strategic Engagement Partnerships	Photography, video production	\$3,000	Booked directly through suppliers.
Student Wellbeing and Inclusion Services	Editing, document production	\$6,950	Booked directly through suppliers.
Student Wellbeing and Inclusion Services recruitment	Online advertng, Facebook, LinkedIn, Instagram	\$13,178	Booked through Atomic 212
Teach in the Territory recruitment	Online advertng, Facebook, LinkedIn, Instagram, YouTube, Google, printing	\$54,530	Digital booked through Atomic 212, other booked direct with suppliers
Teaching in the Territory Excellence Awards	Printing, trophies, video production, photography	\$36,660	Booked directly through suppliers.
Youth Voice Peak Group	Online advertising, video production	\$4,873	Digital booked through Atomic 212, other booked direct with suppliers
Total		\$362,983	

(e) Nil.

TRAVEL

21. 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 during the period 1 July 2023 to 31 March 2024 broken down to:

- a) International Travel**
- b) Interstate Travel**
- c) Intrastate Travel**

Total expenditure and itemised travel and related expenses for the period 1 July 2023 to 31 March 2024 is provided below:

Travel expenses	International \$000	Interstate \$000	Intrastate \$000	Total \$000
Accommodation	2	59	1,022	1,083
Official duty fares	13	111	1,605	1,729
Travelling allowance	1	59	959	1,019
Total	16	229	3,586	3,831

22. 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.

Traveller	Destination	Reason for travel	Total Amount \$
Assistant Director, Teacher Registration Board	Darwin NT; Melbourne VIC; Wellington New Zealand; Darwin NT; Sydney NSW	Attend Australia and New Zealand Education Law Association Conference 2023, then attend the office of Teaching Council of Aotearoa, Wellington, New Zealand	3,884
1* Principal, 1* Classroom Teacher, and 2* Senior Teachers	Darwin NT; Singapore; Darwin NT	Invited speaker at EDU Tech Asia Conference in Singapore and sister-school Leeds International School.	0 ¹
Senior Director, Education Improvement	Darwin NT; Dublin Ireland; Darwin NT	Present a paper for an award in Dublin, Ireland - joint submission with evidence partner ACER.	5,917
Senior Director, Education Top End	Darwin NT; Singapore; Na Trang Vietnam; Hanoi Vietnam; Ho Chi Minh City Vietnam; Darwin NT	Travel to Vietnam to meet with education agents to develop partnerships for international student recruitment, undertake study tours and develop sister-school relationships.	3,562
Senior Director, Strategic Policy			2,901
			\$16,264

23. Please provide itemised details and costs of all travel undertaken by the Minister that was paid for by the Agency or authority, including travel on charters during the period 1 July 2023 to 31 March 2024.

NIL

HOSPITALITY / FUNCTIONS AND EVENTS

24. Please provide full details of all official hospitality provided for the period 1 July 2023 to 31 March 2024.

In relation to each occasion where official hospitality was provided:

- 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?

Information is provided in **Attachment B**.

GRANTS, SPONSORSHIPS, DONATIONS AND INCENTIVES

25. Please detail expenditure on grants, sponsorships, donations and incentives paid by your Agency (including the recipient of each payment) during the period 1 July 2023 to 31 March 2024, including agency budget totals to administer such programs.

Grants and donations paid by the Department of Education for the period beginning 1 July 2023 and ending 31 March 2024 totalled \$368,217,312 as follows:

Grant Paid	1 July 2023 to 31 March 2024 Amount \$
Non-Government Schools	256,023,598
Government Schools	83,952,230
Charles Darwin University	10,526,214
NT Families & Individuals	8,965,628
Early Childhood Services Subsidy	4,525,308
Stars Foundation Limited	955,000
NT Council of Government School Organisations (NTCOGSO)	559,600

Batchelor Institute of Indigenous Tertiary Education	295,634
Duke of Edinburgh's Awards (NT Division)	184,563
Professional Teachers' Association of the NT	183,772
BLP Training and Services Pty Ltd	172,295
Ripponlea Institute Pty Ltd	138,842
Miwatj Health Aboriginal Corporation	120,458
Alice Springs Softball Association	112,500
Quality Service Skills	108,713
Centre for Appropriate Technology Ltd	92,246
Vision Australia	90,909
Autism NT	90,909
Brother To Another	90,909
Deaf Connect	82,727
Child Australia	69,900
Aviation Australia Pty Ltd	62,755
Riding for the Disabled in the Top End	56,364
Down Syndrome Association of the NT	55,164
Alannah & Madeline Foundation	54,545
Arnhem Land Progress Aboriginal Corporation	54,354
Board of the Museum and Art Gallery of the NT	53,000
Swinburne University of Technology	43,020
Leslie Simpson	41,250
Hoops 4 Health Pty Ltd	39,740
GTNT Group	36,769
Central Australian Community Toy Library	31,818
Wildfire Consultancy Pty Ltd	31,790
Real Estate Institute of the NT	31,355
Australian Children's Television Foundation	30,000
Royal Life Saving Society Australia	30,000
Australian Literacy and Numeracy Foundation Limited	30,000
St. John Ambulance Australia	26,892
NT Police Fire and Emergency Services	25,428
Housing Industry Association	16,644
Work Skills	15,655
Outback Stores	13,887
Preschool Teacher Association of the NT	11,000
Early Childhood Educators Association Incorporated	11,000
Territory Families Housing and Communities	10,000
Academy of Interactive Entertainment	9,842
Australian Institute of Education and Training	9,800
Early Childhood Australia	9,091
AFL Northern Territory Ltd	8,500
YMCA of the Northern Territory	8,182

Tennis Alice Springs	6,654
The Young Men's Christian Association of the NT	6,336
SEDA Group	4,522
Total	368,217,312

Expenditure on incentives administrative effort required to respond is excessive and would result in undue diversion of resources from service delivery.

Includes Australian Government National Schools Reform Agreement (NSRA) funding (\$214.06m), where the NTG receives grant funding on behalf of non-government schools and passes on this funding in full through 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.

- 26. Please detail the funds utilised to distribute awards and sponsorships in the period 1 July 2023 to 31 March 2024, and to what activities. Please list details of any contract periods as part of any arrangement.**

Awards and Sponsorships Paid	Description	Contract Period	Amount \$
Academic Excellence Award	Awards	Annual	5,600
VET Award	Awards	Annual	4,500
BiG Day in Darwin 2024	Sponsorship	20-May-24	12,000
Australian Science and Engineering Fair	Sponsorship	Annual	6,000
Total			35,100

- 27. Indicate which awards and sponsorships were managed by Regional Offices. What is anticipated for the 2024/25 financial year?**

Awards and sponsorships were both funded by NT Government except for the Australian Science and Engineering Fair sponsorship, which was funded from the Australian Government. Both were managed in the Darwin regional office. The anticipated budget is \$21,000 for awards and \$25,000 for sponsorships.

- 28. Please detail the amounts paid on grants, donations and incentives to non-Government organisations for the period 1 July 2023 to 31 March 2024, including to which organisation and the services to be provided?**

Attachment C.

MEDIA MONITORING SERVICES

- 29. Provide expenditure details on media monitoring services for the period 1 July 2023 to 31 March 2024 (including entities engaged and who utilises the service).**

A whole-of-government response to Question 29 will be provided by the Department of the Chief Minister and Cabinet.

INFRASTRUCTURE PROJECTS

- 30. How many projects have been submitted or are in the process of being submitted to Infrastructure Australia or Northern Australia Infrastructure Facility (NAIF) to be considered for the Infrastructure Priority List?**

A whole-of-government response to Questions 30 to 32 will be provided by the Department of Infrastructure, Planning and Logistics.

- 31. Please provide details of newly committed projects for the period 1 July 2023 to 31 March 2024.**

A whole-of-government response to Questions 30 to 32 will be provided by the Department of Infrastructure, Planning and Logistics.

- 32. 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 Questions 30 to 32 will be provided by the Department of Infrastructure, Planning and Logistics.

GOVERNMENT LEASED BUILDINGS

33. What is the total annual power bill of each Government building owned/leased/used by each Department for the period 1 July 2023 to 31 March 2024?

Department of Education	Total \$
Alice Springs Plaza	29,989
Barkly House, Connected Beginnings	664
Educational Store, Alice Springs	1,100
Educational Store, Tennant Creek	922
Katherine Training Centre	49,285
Mitchell Centre ¹ , Darwin	77,525
Palmerston and Rural Regional Office, Goyder Centre	4,607
Plenty Pathways Trades Skills Centre	2,418
Tennant Creek Training Centre	47,857
Top End School of Flexible Learning, Malak	2,708
Transition Support Unit, Winnellie	4,970
Warehouse, Nhulunbuy	226
Youth Skills Centre, Palmerston	19,003
Total power costs for Department of Education owned/leased buildings²	241,274

¹ Mitchell Centre is a leased tenancy; power costs are included in the lease costs. Reported costs relate to after-hours usage.

² 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.

34. What is the total annual leased space of each Government building used by each Agency/authority and at what cost for the period 1 July 2023 to 31 March 2024?

A whole-of-government response to Questions 34 and 35 will be provided by the Department of Corporate and Digital Development.

35. 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 Questions 34 and 35 will be provided by the Department of Corporate and Digital Development.

FEES AND CHARGES

36. Please detail the statutory or legislative fees and charges levied by your Agency/authority, the revenue raised in the 2023/24 financial year and whether any of these fees and charges were increased following the passage of the 2023/24 financial year budget.

Fees and charges levied by the Department of Education during the period 1 July 2023 to 31 March 2024 are detailed in **Attachment D**.

Revenue raised from fees and charges for the period 1 July 2023 to 31 March 2024 was \$2,361,091 (including Central Holding Authority revenue of \$631,688).

Where fees and charges are expressed as revenue units within Northern Territory legislation, the value of each revenue unit for the 2023-24 financial year is \$1.35.

There were increases to the following fees for the Department of Education:

- Early Childhood Registration Fees levied by the Department of Education, set under the *Education and Care Services National Law Act 2010*. These fees are published on the Australian Children's Education and Care Quality Authority (ACECQA) website: <https://www.acecqa.gov.au/resources/applications/indexation-of-fees>.
- International student fees were increased from October 2023, levied in accordance with section 67 and regulation 14 of the *Education Act 2015*. These fees are published on the NT Government Education and Learning website: <https://nt.gov.au/learning/international-education/study-at-an-nt-government-school/school-fees-for-international-students>.
- 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>.
- Teacher Registration Fees levied by the *Teacher Registration (Northern Territory) Act 2004* and are able to be located in the relevant regulations at: <https://legislation.nt.gov.au/api/sitecore/Act/PDF?id=12200>.

INTERNAL AUDITS

37. How many internal audits and financial investigations were conducted in the period 1 July 2023 to 31 March 2024?

5 internal audits and nil financial investigations.

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

Investigations	Terms of Reference or focus
NA	NA

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

There were findings of non-compliance with Northern Territory Government (NTG) policy and procedures relating to the Procurement Rules and NTG Travel Policy Framework. Regular communications and awareness activities are occurring to target the non-compliances.

40. How many agencies have been referred to existing bodies e.g. Auditor-General/Independent Commission Against Corruption (ICAC) and how many have been resolved? Please detail the agency referred to, the date of referral and the date resolved, including those with multiple referrals.

Agencies would not be privy to details of referrals made to Independent Statutory Officers.

BOARDS / ADVISORY BODIES

41. Please detail all boards and advisory bodies in your Agency in 2023/24, 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 2023/24 financial year**
- d) The itemised total cost incurred by the Board during the 2023/24 financial year**

Responses to questions 41(a), 41(b) and 41(d) are provided at **Attachment E**.

In response to question 41(c), the *Assembly Members and Statutory Officers (Remuneration and Other Entitlements) Act 2006* governs the setting of remuneration and other entitlements for members of statutory bodies.

42. The number of times the Board met during the period 1 July 2023 to 31 March 2024.

A response to question 42 is provided at **Attachment E**.

REVIEWS AND INQUIRIES

43. Details of all reviews and inquiries completed or commenced during the 2023/24 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**

During the 2023/24 financial year, the following Department of Education reviews were in progress and/or finalised:

- Review of Secondary Education in the Northern Territory (NT)
- Review of Preschool Funding and Delivery in the NT
- Students with Disability Funding Review.

The Review of Secondary Education in the Northern Territory

- a) In 2022, the Department of Education (the department) engaged external consultant, Deloitte Access Economics, and Charles Darwin University to conduct a strategic review into secondary education (Years 7 to 12) in NT Government schools (the secondary review). A tender process was undertaken in line with government procurement rules.

The secondary review objective, scope and lines of enquiry were informed by initial stakeholder engagement which resulted in the development of a secondary review framework (see Appendix D of the published secondary review report).

The key lines of inquiry are grouped under 5 domains:

- Domain 1: Recognition of learning, exploring how the system can recognise and certify a range of student learning success and capabilities.

- Domain 2: Transitions between and beyond school, exploring the design and provision of flexible and intentional pathways to enable students' success in further study, employment or training.
- Domain 3: Learning access and design, exploring the provision of equitable and flexible access and delivery of learning through delivery modes and courses.
- Domain 4: Partnerships and engagement, exploring avenues to strengthen partnerships and engagement to enable successful delivery and student outcomes.
- Domain 5: System of supports, exploring the foundations of support required to enable successful delivery of secondary education, and ensuring culturally safe and supportive learning environments and experiences for students.

The secondary review framework comprises of a set of guiding design principles, which are applied to appraise options and develop recommendations for change in the NT. The guiding design principles ensure the recommendations are:

- Strategically aligned: clearly aligned with the key priorities and goals of the NT Department of Education.
- Coherent: consistent and work in alignment to support the delivery and achievement of other system priorities.
- Sufficient: sufficient for supporting the provision of high-quality secondary education provision.
- Effective: calibrated to support the system to achieving its overarching objectives.
- Efficient: cost-effective and achieve desired outcomes by optimising and utilises existing resources.
- Sustainable: support the sustainability of structures, systems, processes and relationships over time.
- Tailored to local context: appropriately tailored to the unique contexts across the NT.

- b) The secondary review was not undertaken by a panel, but as referred at a), through the procurement of an external consultant. The secondary review process included engagement with a range of stakeholders and experts.
- c) The department engaged Deloitte Access Economics (NT Office) and the Northern Institute of Charles Darwin University (based in the NT) to undertake the secondary review.

- d) The total value of the procurement for the secondary review was \$545,937.80 (including GST).
- e) The secondary review was conducted between November 2022 and October 2023, with the majority of engagement and analysis occurring from February to July 2023. The secondary review adopted a multi-phase and mixed-methods approach. This involved a comprehensive desktop evidence review, research and analysis of policy documentation, analysis of data, as well as multiple rounds of stakeholder engagement with schools across all regions in the NT, policymakers, representatives of peak body organisations, other jurisdictions (nationally and internationally) and subject matter experts.
- f) The final report was not tabled with the Legislative Assembly but was publicly released on 29 February 2024.
- g) N/A.

The Review of Preschool Funding and Delivery in the Northern Territory

- a) In 2022, the department procured external consultant, Nous Group, to conduct a strategic review into preschool funding and delivery in the NT (the preschool review). A tender process was undertaken in line with government procurement rules.

The scope of the engagement was to identify optimum models for preschool funding and provision across the NT within the overarching context of early childhood education and care system and consideration to the policy direction of the Commonwealth and other jurisdictions.

The objectives of the preschool review were to:

- Identify how preschool is currently delivered in the NT including what is working well in what settings, challenges faced and opportunities for improvement.
- Understand how preschool could better meet the needs of all children and families across the NT including Aboriginal and Torres Strait Islander children with English as an Additional Language, children with additional needs and those living in areas that are remote and/or socio economically disadvantaged.
- Develop future directions for preschool delivery and funding that will support the department's delivery of system priorities

and strategic actions and the national requirements under the
Preschool Reform Agreement.

- b) The preschool review was not undertaken by a panel, but as referred at a), through the procurement of an external consultant. The preschool review process included engagement with a range of stakeholders and experts.
- c) The department procured Nous Group to undertake the preschool review (NT Office).
- d) The preschool review gathers evidence from a range of NT, national and international sources and in line with the evidence hierarchy developed by the Centre for Education Statistics and Evaluation (subcontracted by Nous under their consultancy agreement). New evidence was collected for the preschool review, including provider, community and parent sentiments in a NT Government Have Your Say survey, interviews and workshops with expert, government and provider stakeholders and site visits across the NT.
- e) The final report was not tabled with the Legislative Assembly but will be released by the NT Government and published on the department's website.
- f) N/A.

The Students with Disability Funding Review

- a) In 2022, the department procured external consultant, Deloitte Touche Tohmatsu, to conduct a strategic review into funding for Students with Disability in the NT (the SWD review). A tender process was undertaken in line with government procurement rules.

The scope of the engagement was to identify funding models for student with disability across the NT. This project was commissioned as a commitment of the 2016 review of Global School Budgets and Framework for Inclusion to provide the necessary strategic policy.

The objectives of the SWD review were to:

- Review the funding model for students with disability to support the vision that all children and young people experiencing a disability have the choice to attend their local neighbourhood NT Government school and NT Government schools are supported with policies and access to resources required to

deliver high-quality differentiated education to students with a disability from 2025.

- Development and implementation of an equitable, transparent and accountable needs-based funding model that uses evidence to target resources to where they are needed and supports students with disability in NT Government schools, through reasonable adjustments, as required under the Disability Standards for Education.
- b) The SWD review was not undertaken by a panel, but as referred at a), through the procurement of an external consultant. The SWD review process included engagement with a range of stakeholders and experts.
- c) The department procured Deloitte Touche Tohmatsu who acted in partnership with the Northern Institute of Charles Darwin University to undertake the SWD review in July 2022.
- d) Deloitte Touche Tohmatsu were contracted in 2022 to deliver the SWD review (contract value \$398,498 including GST).
- e) The SWD review gathers evidence from a range of NT, national and international sources. Stakeholder engagement was central to the development of the revised funding model and consisted of:
- Focus group sessions
 - Case study data collection
 - One-on-one interviews.
 - Targeted consultations
 - System-wide survey.
- f) The work also benefited from and was informed by the stakeholder perspectives gathered through the Effective Enrolment Review and the secondary review – both of which were conducted by Deloitte Access Economics. In the case of the latter, school leaders from regional and remote schools were given the opportunity to comment on specific aspects of the current funding approach including Nationally Consistent Collection of Data, system co-ordination and allied health shortages.

In addition to stakeholder engagement, development of the revised funding model was informed by a broad-ranging desktop research and analysis exercise.

In December 2023, the final report of was delivered to the department for further consideration and alignment with other internal and external reviews.

g) N/A

WORKPLACE HEALTH AND SAFETY

44. Please provide the number, nature and cost of reportable safety issues for the period 1 July 2023 to 31 March 2024.

Employee safety issues reported to NT WorkSafe:

Nature	Count	Cost
1) Notifiable incidents reported to NT Worksafe under 535 of the WHOS (National Uniform legislation) Act 2011	1	\$0
2) Total incidents reported that led to or could have led to physical or psych injury, illness or disease	1	\$0
TOTAL	2	\$0

45. Please detail the number of stress related matters and claims for the period 1 July 2023 to 31 March 2024.

42

Employee mental stress related matters reported

Mental stress	2
Exposure to a traumatic event	14
Exposure to workplace or occupational violence	2
Other mental stress factors	22
Suicide or attempted suicide	1
Work related harassment and or/workplace bullying	1
Total	42

Workers' Compensation Stress claims lodged with insurer (Gallagher Bassett – Department of Treasury and Finance)

Total number of new mental stress related claims received 1 July 2023 – 31 March 2024	32
Total number of open mental stress related claims on 31 March 2024	47
Total Cost - Mental Stress Claims - 1 July 2023 – 31 March 2024	\$1,709,009.71

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 2023/24 financial year. What are the locations for which they are responsible?

Support staff in 6 regional offices service 153 government schools across the Northern Territory (NT):

Region	Regional support staff as at 31/03/2024	Regional staff expenditure (\$M)
Barkly	25	3.02
Big Rivers	31	4.13
Central	63	8.72
Darwin	53	6.77
East Arnhem	24	2.98
Top End	34	5.00
Multiple region support / NT-wide ¹	480	68.19
Total	710	98.82

¹Multiple region support refers to staff who service 2 or more regions. NT-wide refers to staff who service all regions.

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.

Teaching and Learning Services provides evidence based, data driven curriculum, pedagogy and assessment resources and support for children and students from birth to Year 12.

Quality Education and Care NT provides regulatory advice, monitoring and support to improve the quality and integration of early childhood education and care services.

Inclusion and Engagement Services provides differentiated support services to reform inclusion and improve engagement and access to learning for children, students and communities.

Student Engagement Programs and Services builds strong partnerships between students, families, schools, the community and industry to empower communities to be more involved in the education of their children.

Financial Services provides differentiated support to schools by defining, monitoring and evaluating the strategic future for finance, ensuring strong governance and financial management practices.

School Operations provides operational advice and services to schools and enables the delivery of high-quality education services to children and students across NT regions.

Education Improvement tailors differentiated support to schools, to build the capability and capacity of school leaders to drive continuous school improvement and deliver quality education outcomes for children and young people.

Attachment A

Question 10 refers.

Purpose (a)	Cost (\$) incurred in 2023-24 (b)	Person or entity engaged (c)	Principal place of business (d)	Report tabled in Legislative Assembly (e)	Outcomes or key performance indicators (f)	Tenders or expressions of interest invited prior to work? (g)
Review of NT school's current practice areas for improvement and evidence of progress made towards improving the quality of teaching and learning outcomes.	366,845	Australian Council For Educational Research Ltd	VIC	No	Report on findings and recommendation	Yes
Review of Preschool Funding and Delivery in the NT	281,150	Nous Group Pty. Ltd.	NT	No	Report on findings and recommendation	Yes
Review and evaluate the Department of Education structural alignment review project 21-23	149,227	Nous Group Pty. Ltd.	NT	No	Report on findings and recommendation	Yes
To conduct a strategic review into secondary provision (Years 7-12) in government schools in the NT.	141,919	Deloitte Private	NSW	No	Report on findings and recommendation	Yes
Develop a service delivery framework in collaboration with school counsellors, school principals and key stakeholders	140,625	Deloitte Private	NSW	No	Summary of analysis and implementation plan.	Yes

Purpose (a)	Cost (\$) incurred in 2023-24 (b)	Person or entity engaged (c)	Principal place of business (d)	Report tabled in Legislative Assembly (e)	Outcomes or key performance indicators (f)	Tenders or expressions of interest invited prior to work? (g)
Undertake a review and assessment of NT teachers and school leaders to reduce non-teaching and learning workload	134,373	Education Changemakers Pty Ltd	VIC	No	Report on findings and recommendation	Yes
To conduct a strategic review into secondary provision (Years 7-12) in government schools in the NT.	112,445	Deloitte Access Economics Pty Ltd	NSW	No	Report on findings and recommendation	Yes
To conduct a strategic review into secondary provision (Years 7-12) in government schools in the NT.	89,771	Charles Darwin University	NT	No	Report on findings and recommendation	Yes
Review of the FaFT program to examine factors that contributed to the successful implementation of the Program over the period 2009 - 2020.	82,375	Nous Group Pty. Ltd.	VIC	No	Report on findings and recommendation	Yes
Australian Curriculum Implementation - Analysis of the Australian Curriculum in NT schools to identify what is working.	79,500	The Learning First Group Pty Ltd	VIC	No	Report on findings and recommendation	Yes
Review of NT school's current practice areas for improvement and evidence of progress made towards improving the quality of teaching and learning outcomes.	39,752	Eduvation	NT	No	Report on findings and recommendation	Yes

Purpose (a)	Cost (\$) incurred in 2023-24 (b)	Person or entity engaged (c)	Principal place of business (d)	Report tabled in Legislative Assembly (e)	Outcomes or key performance indicators (f)	Tenders or expressions of interest invited prior to work? (g)
Review of NT school's current practice areas for improvement and evidence of progress made towards improving the quality of teaching and learning outcomes.	32,695	Julie Perry	NT	No	Report on findings and recommendation	Yes
Conduct research evidence on the patterns and characteristics of mobility amongst primary school students in specific regions of the NT.	32,678	Menzies School Of Health Research	NT	No	1.A research brief 2.Presentation of the findings 3.Final report	Yes
Review of non-government schools' registration requirements under the Education Act 2015 and Education Regulations.	31,552	Management Consulting Alliance Pty Ltd	NT	No	Report on findings and recommendation	Yes
To undertake a assessment of Alekarenge School Workplace.	31,283	Centred Solutions Pty Ltd	NT	No	Report on findings and recommendation	Yes
To undertake a assessment of Ntaria School Workplace.	15,640	Centred Solutions Pty Ltd	NT	No	Report on findings and recommendation	Yes
Development and implementation of an equitable, transparent and accountable needs-based funding model to	15,000	Deloitte Private	NSW	No	1. Funding Analysis 2. Interim Report on options for needs based funding model	Yes

Purpose (a)	Cost (\$) incurred in 2023-24 (b)	Person or entity engaged (c)	Principal place of business (d)	Report tabled in Legislative Assembly (e)	Outcomes or key performance indicators (f)	Tenders or expressions of interest invited prior to work? (g)
supports students with disability in NT Government schools.					3. Final Report on agreed funding model	
Review of NT school's current practice areas for improvement and evidence of progress made towards improving the quality of teaching and learning outcomes.	13,692	Languages For Learning	NT	No	Report on findings and recommendation	Yes
Development of a program framework in relation to the department's role and activities within the Youth Justice Court.	13,636	Salli Cohen Consulting Pty Ltd	NT	No	Program framework which includes guidelines and accompanying materials	Yes
Provide probity services for the National Student Wellbeing Program 2024-27 assessments.	11,156	Bdo	NT	No	1. Report on potential probity issues on competitive bid process 2. Review evaluation plan and procedure 3. Assess, review and advise on the general protocols	Yes

Purpose (a)	Cost (\$) incurred in 2023-24 (b)	Person or entity engaged (c)	Principal place of business (d)	Report tabled in Legislative Assembly (e)	Outcomes or key performance indicators (f)	Tenders or expressions of interest invited prior to work? (g)
					adopted during the procurement process.	
Review of NT school's current practice areas for improvement and evidence of progress made towards improving the quality of teaching and learning outcomes.	3,000	Chatto Consulting	NT	No	Report on findings and recommendation	Yes
Undertake review and assessment of current WHS and wellbeing risks and stand up Occupational Violence and Aggression Governance Committee in the Department of Education.	675	Gerard Fishpool	SA	No	Report on findings and recommendation	Yes
Total	\$1,818,991					

Attachment B

Question 24 refers.

Hospitality	(a) What was the purpose?	(b) How many guests?	(c) How many Ministers?	(d) How many Ministerial staff?	(e) How many MLAs?	(f) How many Public Sector employees attended? ¹	(g) Total cost \$
2023 Leaders' Summit	Education corporate leaders, school principals and teacher leaders collaborated and focussed on sustainable leadership practices to improve the quality of teaching.	312	0	0	0	275	\$13,700.03
Northern Territory Board of Studies	Annual presentations held in Darwin and Alice Springs to publicly recognise academic and vocational achievements of outstanding senior secondary students.	263	3	2	2	52	\$6,838.46

¹ Information provided is for NT Department of Education (the department) and/or school council staff and invitees only.

Hospitality	(a) What was the purpose?	(b) How many guests?	(c) How many Ministers?	(d) How many Ministerial staff?	(e) How many MLAs?	(f) How many Public Sector employees attended?¹	(g) Total cost \$
Northern Territory 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 (NTCET).	Unknown ²	Unknown ²	Unknown ²	Unknown ²	25	\$3,500.00
Northern Territory Certificate of Education and Training Top 20 Awards Ceremony	An awards ceremony presented by the minister to acknowledge and celebrate the students with the top 20 NTCET results. To encourage and recognise Year 12 students who have demonstrated a high level of commitment, skill, and achievement during the year.	71	2	2	2	34	\$1,650.00

² 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.

Hospitality	(a) What was the purpose?	(b) How many guests?	(c) How many Ministers?	(d) How many Ministerial staff?	(e) How many MLAs?	(f) How many Public Sector employees attended?¹	(g) Total cost \$
Retirement/Farewell Functions	To recognise staff retiring with significant years of service or recognition of their contribution to the department or Northern Territory (NT) Public Sector.	Unknown ²	Unknown ²	Unknown ²	Unknown ²	Unknown ²	\$1,615.00
World Teachers' Day	To honour teachers and those who have made a special contribution to their school community.	Unknown ²	Unknown ²	Unknown ²	Unknown ²	Unknown ²	\$16,997.74
Business related activities, functions, or events	To encourage and strengthen connections in the department through networking and engaging with stakeholders.	Unknown ²	Unknown ²	Unknown ²	Unknown ²	Unknown ²	\$63,958.23
TOTAL							\$108,259.46

Attachment C

Question 28 refers.

Organisation Name	Service Provided	1 July 2023 to 31 March 2024 Amount \$
Non-Government Schools	NSRA - Australian Government Funding	214,061,696
Non-Government Schools	Operational Grants	41,393,410
Non-Government Schools	Early Childhood Services Subsidy	345,009
Non-Government Schools	VET In Schools	158,947
Non-Government Schools	Students Engagement Programs	409,545
Charles Darwin University	Operational Grants	9,266,236
Charles Darwin University	VET in Schools	1,259,978
Stars Foundation Limited	Girls Engagement and Mentoring Program	955,000
NT Council of Government School Organisations (NTCOGSO)	COGSO Regional Governance Officers	559,600
Duke of Edinburgh's Awards (NT Division)	Grants to Education Organisations	184,563
Professional Teachers' Association of the NT	Professional Learning & Development for NT Educators	183,772
BLP Training and Services Pty Ltd	VET in Schools	172,295
Ripponlea Institute Pty Ltd	VET in Schools	138,842
Miwatj Health Aboriginal Corporation	Student Wellbeing and Inclusion Programs and Services	120,458
Alice Springs Softball Association	Students Engagement Programs	112,500
Quality Service Skills	VET in Schools	108,713
Centre for Appropriate Technology Ltd	VET in Schools	92,246

Organisation Name	Service Provided	1 July 2023 to 31 March 2024 Amount \$
Vision Australia	Inclusive Education Support Program	90,909
Autism NT	Inclusive Education Support Program	90,909
Brother To Another	Inclusive Education Support Program	90,909
Deaf Connect	Inclusive Education Support Program	82,727
Child Australia	Early Childhood Programs	69,900
Aviation Australia Pty Ltd	VET in Schools	62,755
Riding for the Disabled in the Top End	Inclusive Education Support Program	56,364
Down Syndrome Association of the NT	Inclusive Education Support Program	55,164
Alannah & Madeline Foundation	Student Wellbeing and Inclusion Programs and Services	54,545
Arnhem Land Progress Aboriginal Corporation	VET in Schools	54,354
Swinburne University of Technology	VET in Schools	43,020
Leslie Simpson	Students Engagement Programs	41,250
Hoops 4 Health Pty Ltd	Students Engagement Programs	39,740
GTNT Group	VET in Schools	36,769
Central Australian Community Toy Library	Inclusive Education Support Program	31,818
Wildfire Consultancy Pty Ltd	Students Engagement Programs	31,790
Real Estate Institute of NT	VET in Schools	31,355
Royal Life Saving Society Australia NT Branch	Community Based Special Education Program	30,000
Australian Children's Television Foundation	Community Based Special Education Program	30,000
Australian Literacy and Numeracy Foundation Limited	Students Engagement Programs	30,000
St. John Ambulance Australia	VET in Schools	26,892
Housing Industry Association	VET in Schools	16,644
Work Skills	VET in Schools	15,655

Organisation Name	Service Provided	1 July 2023 to 31 March 2024 Amount \$
Outback Stores	VET in Schools	13,887
Preschool Teacher Association of the Northern Territory	Early Childhood Programs	11,000
Early Childhood Educators Association	Early Childhood Education and Care Program	11,000
Academy of Interactive Entertainment	VET in Schools	9,842
Australian Institute of Education and Training	VET in Schools	9,800
Early Childhood Australia	Early Childhood Programs	9,091
AFL Northern Territory Ltd	Students Engagement Programs	8,500
YMCA of The Northern Territory	Early Childhood Programs	8,182
Tennis Alice Springs	Students Engagement Programs	6,654
The Young Men's Christian Association of the NT	Students Engagement Programs	6,336
SEDA Group	VET in Schools	4,522
Goodstart Early Learning	Early Childhood Services Subsidy	648,895
Affinity Education Group Limited	Early Childhood Services Subsidy	339,495
YMCA of the Northern Territory Ltd	Early Childhood Services Subsidy	300,254
Children's Integrated Management Services Ltd	Early Childhood Services Subsidy	196,800
Territory Child Care Group Inc	Early Childhood Services Subsidy	175,675
Kentish Lifelong Learning and Care Inc	Early Childhood Services Subsidy	157,989
Little Flyers Darwin	Early Childhood Services Subsidy	151,515
Journey Early Learning Centre Pty Ltd	Early Childhood Services Subsidy	105,352
Journey Services Group Pty Ltd	Early Childhood Services Subsidy	101,556
Arnhem Early Learning Centre	Early Childhood Services Subsidy	96,889
Happy Trails Early Learning Centre	Early Childhood Services Subsidy	95,810

Organisation Name	Service Provided	1 July 2023 to 31 March 2024 Amount \$
Humpty Doo Community & Child Care Centre Inc	Early Childhood Services Subsidy	95,745
Territory Kids Early Learning Centre	Early Childhood Services Subsidy	89,313
One Tree Community Services Inc	Early Childhood Services Subsidy	80,689
Lil' Antz Pty Ltd	Early Childhood Services Subsidy	78,039
Family First Early Learning	Early Childhood Services Subsidy	77,922
Zuccoli Early Learners Early Education Centre	Early Childhood Services Subsidy	73,489
Creative Kids Childcare Howard Springs	Early Childhood Services Subsidy	70,603
Tiny Town Early Learning Centre	Early Childhood Services Subsidy	68,081
Nightcliff Family Centre Inc	Early Childhood Services Subsidy	66,300
Top End Early Learning Centre Inc	Early Childhood Services Subsidy	64,883
Malak Family Centre	Early Childhood Services Subsidy	62,933
Driestone Childrens Centre Inc	Early Childhood Services Subsidy	60,402
Gap Community Childcare Centre	Early Childhood Services Subsidy	58,116
Goodstart Early Learning	Early Childhood Services Subsidy	57,096
Mother Teresa Catholic Primary School	Early Childhood Services Subsidy	56,914
Mitchell St Childcare Centre	Early Childhood Services Subsidy	48,145
Stuart Park Child Care Centre	Early Childhood Services Subsidy	47,427
Woodroffe Child Care Centre	Early Childhood Services Subsidy	43,914
Scallywags Childcare Centre	Early Childhood Services Subsidy	43,121
Six Little Ducks Childcare	Early Childhood Services Subsidy	42,705
Casuarina Childcare Centre Inc	Early Childhood Services Subsidy	39,979
Nhulunbuy Child Care Services	Early Childhood Services Subsidy	39,530
Central Australian Aboriginal Congress	Early Childhood Services Subsidy	38,586

Organisation Name	Service Provided	1 July 2023 to 31 March 2024 Amount \$
Gray Child Care Centre Inc	Early Childhood Services Subsidy	38,038
Foundations For Life Early Learning	Early Childhood Services Subsidy	36,250
Braitling Neighbourhood Centre	Early Childhood Services Subsidy	35,854
Alice Springs Child Care Centre	Early Childhood Services Subsidy	33,812
Zuccoli Village Early Learners	Early Childhood Services Subsidy	30,966
Preeti Kunj Child Care Centre	Early Childhood Services Subsidy	30,380
Katherine East Child Care Centre	Early Childhood Services Subsidy	29,042
Alyangula Daycare	Early Childhood Services Subsidy	27,963
St Mary's Catholic Primary School	Early Childhood Services Subsidy	24,464
Parap Family Centre	Early Childhood Services Subsidy	23,329
West Arnhem Regional Council	Early Childhood Services Subsidy	21,866
Dragonfly Play & Learn Pty Ltd	Early Childhood Services Subsidy	14,357
Yulara Child Care Centre	Early Childhood Services Subsidy	12,896
Alice Springs Family Day Care	Early Childhood Services Subsidy	11,918
Central Australian Community Toy Library	Early Childhood Services Subsidy	5,940
Total*		274,886,328

*Excludes Government Schools, NT Families and Individuals, and other Government Organisations. Total may not equate due to rounding. Amounts have been rounded to the nearest dollar.

Attachment D

Question 36 refers.

Statutory fees and charges as at 31 March 2024

DEPARTMENT OF EDUCATION:

Fee/Charge Description	\$
Early Childhood Registration Fees	
<i>Prescribed Fees</i>	
<i>Part 1 - Fees Relating to Provider Approvals, Service Approvals and Ratings</i>	
<i>Centre-based service (No. of approved places or places to be offered)</i>	
Application for provider approval	271.00
Application for service approval	
– 24 places or fewer	542.00
– 25 to 80 places	815.00
– 81 or more places	1,087.00
– 101 or more places	1,359.00
Annual fee - approved service	
– 24 or fewer approved places	245.00
– 25 to 80 approved places	370.00
– 81 or more approved places	492.00
– 101 or more places	616.00
Notification of intended transfer of service approval	130.00
Application for service waiver	124.00
Application for temporary waiver	124.00
Application for extended temporary waiver	124.00
Application for reassessment and re-rating	
– 24 or fewer approved places	516.00
– 25 to 80 approved places	776.00
– 81 or more approved places	1,035.00
– 101 or more places	1,294.00
Application for review by Ratings Review Panel	
– 24 or fewer approved places	547.00
– 25 to 80 approved places	823.00
– 81 or more approved places	1,097.00
– 101 or more places	1,372.00
<i>Family day care service (No. of family day care educators engaged by your registered service)</i>	
Application for provider approval	271.00

Application for service approval	815.00
Annual fee – approved service	
– 5 or fewer family day care educators	245.00
– 6 to 20 family day care educators	370.00
– 21 or more family day care educators	492.00
– 61 or more family day care educators	616.00
Notification of intended transfer of service approval	130.00
Application for service waiver	124.00
Application for temporary waiver	124.00
Application to extend temporary waiver	124.00
Application for reassessment and re-rating	
– 5 or fewer family day care educators	516.00
– 6 to 20 family day care educators	776.00
– 21 or more family day care educators	1,035.00
– 61 or more family day care educators	1,294.00
Application for review by Ratings Review Panel	
– 5 or fewer family day care educators	547.00
– 6 to 20 family day care educators	823.00
– 21 or more family day care educators	1,097.00
– 61 or more family day care educators	1,372.00
Part 2 - Other Fees	
Copy or extract from Register of approved providers	
– per page	5.00
– for an electronic copy	80.00
Copy or extract from Register of approved education and care services	
– per page	5.00
– for an electronic copy	80.00
Application for an assessment of a course to be included as an approved qualification	2,753.00
Application for determination of equivalent qualification	124.00
<u>Freedom of Information Fees</u>	
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	25.00 per hour or part of an hour

decision in relation to application (including consultation)	
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
<u>Enrolment and Attendance</u>	
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	352.00
– Non-Attendance, Compulsory Conference and Failure to Enrol (Child)	35.00
<u>International education</u>	
Accommodation placement fee	225.00
International student administration fee (one-off)	225.00
Transition–Year 6 tuition fee (annual) (primary holder)	11,300.00
Year 7-9 tuition fee (annual) (primary holder)	12,800.00
Year 10-12 tuition fee (annual) (primary holder)	13,900.00
Pre-school tuition fee (annual) (dependent holder)	4,100.00
Transition–Year 6 tuition fee (annual) (dependent holder)	6,750.00
Year 7-9 tuition fee (annual) (dependent holder)	7,700.00
Year 10-12 tuition fee (annual) (dependent holder)	8,400.00
Transition–Year 6 tuition fee (annual) (distance education)	9,000.00
Year 7-9 tuition fee (annual) (distance education)	10,220.00
Year 10-12 tuition fee (annual) (distance education)	11,140.00
<u>Non-government schools</u>	
Application fee for variation of registration	270.00
Application fee for registration application	2,025.00

TEACHER REGISTRATION BOARD:

Fee/Charge Description	\$
<i>Teacher Registration Fees</i>	
Application for Registration	
– - Charles Darwin University and Batchelor Institute of Indigenous Tertiary Education graduates	101.00

– Mutual Recognition applicants	141.00
– All other new applicants	155.00
Annual Registration Fee	
– Annual fee	101.00
Authorisation	
– Initial Authorisation Fee	155.00
– Repeat Authorisation Fee	101.00
Fee/Charge Description	\$
Miscellaneous Fees	
– Letter of Professional Standing	31.00*
– 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*

*These are administrative charges.

Attachment E

Question 41 refers.

Boards/advisory bodies details (as at 31 March 2024)

Board/advisory body name	Board/advisory body terms of reference Sub-question 41(a)	Current members and date of their appointment Sub-question 41(b)	Total cost incurred by board/advisory body in 2023-24 (as at 31/03/2024) Sub-question 41(d)	No. of times board/advisory body met beginning 1 July 2023 and ending 31 March 2024 Sub-question 42
Non-Government School Ministerial Advisory Council	Appendix 1 refers	<p>Gail Barker Chair 27 January 2022</p> <p>Paul Greaves Catholic sector member 2 October 2023</p> <p>Cheryl Salter Independent sector member 21 January 2022</p> <p>Philip Leslie Christian sector member 2 October 2023</p> <p>Matthew Qualischefski Lutheran sector member 2 October 2023</p>	\$1357.12	3

Board/advisory body name	Board/advisory body terms of reference Sub-question 41(a)	Current members and date of their appointment Sub-question 41(b)	Total cost incurred by board/advisory body in 2023-24 (as at 31/03/2024) Sub-question 41(d)	No. of times board/advisory body met beginning 1 July 2023 and ending 31 March 2024 Sub-question 42
		Debra Liddiard Department of Education member 27 September 2019 Vacant Department of Education member		
Northern Territory Board of Studies	Appendix 2 refers	Marion Guppy (Chair) Chairperson and expert member 2 March 2023 Saeed Amin Department of Education representative 1 January 2024 Rachel Boyce Association of Independent School of the NT representative 2 March 2023 Annalea McCurry Catholic Education NT representative 1 January 2024 Nicole Thompson Parent representative 1 January 2024	\$15,348.02	3

Board/advisory body name	Board/advisory body terms of reference Sub-question 41(a)	Current members and date of their appointment Sub-question 41(b)	Total cost incurred by board/advisory body in 2023-24 (as at 31/03/2024) Sub-question 41(d)	No. of times board/advisory body met beginning 1 July 2023 and ending 31 March 2024 Sub-question 42
		<p>Jacklyn Roberts Teacher representative 2 March 2023</p> <p>Kellie Opitz Employer representative 2 March 2023</p> <p>Renez Lammon Aboriginal and Torres Strait Islander representative 2 March 2023</p> <p>Felicity McLure Expert member 1 January 2024</p> <p>Nick Lovering Expert member 1 January 2024</p> <p>Gavin Morris Expert member 1 January 2024</p>		
Teacher Registration Board of the Northern Territory	Teacher Registration (Northern Territory) Act 2004 – section 11 states	Joe Hewett Person nominated by the Chief Executive Officer (of Department of Education)	\$5,333.42	9

Board/advisory body name	Board/advisory body terms of reference Sub-question 41(a)	Current members and date of their appointment Sub-question 41(b)	Total cost incurred by board/advisory body in 2023-24 (as at 31/03/2024) Sub-question 41(d)	No. of times board/advisory body met beginning 1 July 2023 and ending 31 March 2024 Sub-question 42
	<p>Functions of Board</p> <p>(1) The Board has the following functions:</p> <p>(a) to administer the scheme of registration under Part 4;</p> <p>(b) to make recommendations to the Minister in relation to the minimum qualifications and other requirements for registration;</p> <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>11 October 2022</p> <p>Danielle Schmidt Registered teacher (based at a remote school) nominated by the NT Branch of the Australian Education Union 14 May 2019</p> <p>Gordon Canning Registered teacher nominated by the Northern Territory Branch of the Australian Education Union 11 October 2018</p> <p>Gregory Hauser Indigenous registered teacher at a government school nominated by the Chief Executive Officer (of Department of Education) 31 August 2018</p> <p>Susanne Fisher Registered teacher nominated by the Northern Territory Principals' Association 11 October 2020</p> <p>Joel Van Bentum</p>		

Board/advisory body name	Board/advisory body terms of reference Sub-question 41(a)	Current members and date of their appointment Sub-question 41(b)	Total cost incurred by board/advisory body in 2023-24 (as at 31/03/2024) Sub-question 41(d)	No. of times board/advisory body met beginning 1 July 2023 and ending 31 March 2024 Sub-question 42
	<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>(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>Educator nominated by the Association of Independent Schools of the Northern Territory 7 April 2022</p> <p>Erica Schultz Registered teacher nominated by the Independent Education Union 11 September 2023</p> <p>Shane Donohue Educator nominated by the Catholic Education Office 11 October 2022</p> <p>Ruth Wallace Educator nominated by Charles Darwin University 11 October 2022</p> <p>Evelyn Schaber Educator nominated by Batchelor Institute of Indigenous Tertiary Education 19 July 2023</p> <p>Person nominated by the Northern Territory Council of Government School</p>		

Board/advisory body name	Board/advisory body terms of reference Sub-question 41(a)	Current members and date of their appointment Sub-question 41(b)	Total cost incurred by board/advisory body in 2023-24 (as at 31/03/2024) Sub-question 41(d)	No. of times board/advisory body met beginning 1 July 2023 and ending 31 March 2024 Sub-question 42
	<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>Organisations – vacant since 12 November 2023</p> <p>Lorraine Hodgson Registered teacher nominated by the Professional Teachers' Association of the Northern Territory 20 July 2009</p>		

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 19 of the *Education Act 2015* (NT) 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 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.

Northern Territory Board of Studies – Terms of Reference

Document title	Northern Territory Board of Studies – Terms of Reference
Contact details	Northern Territory Board of Studies, ntbos.det@education.nt.gov.au
Approved by	Chairperson, Northern Territory Board of Studies
Date approved	June 2023
Document review	Annually – first meeting of every year
TRM number	50:D23:47277

Version	Date	Author	Changes made
1	June 2023	Northern Territory Board of Studies Secretariat	First version

Constitution

The Northern Territory Board of Studies (the Board) is an independent authority that provides expert advice to the Minister for Education (the Minister) and the Chief Executive Officer (CEO) of the Northern Territory (NT) Department of Education on curriculum, assessment, certification and reporting for all NT schools.

Function and authority

The Board's function is outlined in the *Education Act 2015*, Part 3, section 25.

The *Education Act 2015*, Part 3, and the Education Regulations 2015 (the Regulations), Part 2, provides authority for the work of the Board.

Membership

The Board consists of the following members appointed by the Administrator of the NT:

- 4 expert members, including the position of chairperson
- Department of Education officer
- Association of Independent Schools NT nominee
- Catholic Education NT nominee
- Aboriginal and Torres Strait Islander representative
- teacher representative
- parent representative
- employer representative.

Appointment Process

Members are appointed by the Administrator for a period not exceeding 3 years, with appointment terms to be arranged so that the terms of office of 6 members expire together, with the terms of office of the other 5 members expiring 18 months later.

Appointments are made in accordance with the process set out in section 7 of the Regulations. Experts are defined in section 6 of the Regulations.

Secretariat services

Secretariat services are provided by the School Review and Operational Policy branch in Quality Standards and Regulation division within the Department of Education. If the nominated secretariat is unavailable, alternate arrangements will be made by School Review and Operational Policy.

Roles and responsibilities

Chairperson

The chairperson is primarily responsible for driving and monitoring the governing practices of the Board and will:

- call and chair meetings at least once in each term
- develop and approve the agenda, endorse late additions and provide extensions for submissions as required
- ensure effective decision-making and timely advice
- hold members to account
- oversee the adequateness of information provided to members
- encourage a collaborative environment
- meet with and brief the Minister and CEO on behalf of the Board as required.

Members

Each member is primarily responsible for participating in meetings and using their knowledge and experience to contribute to effective decision-making and timely advice and will:

- consistently attend meetings (i.e. must not be absent from 2 consecutive meetings of the Board unless leave is granted by the Board), including by video conference or telephone
- commit to a collaborative and cohesive education and training system
- prioritise student outcomes
- have responsibility to the collective whole and not hold any bias
- manage risks appropriately.

Secretariat

Secretariat is primarily responsible for coordinating Board meetings, providing administrative support, and supporting the effective functioning of the Board within the broader governance structure and will:

- circulate papers 5 business days prior to a scheduled meeting, unless otherwise directed by the chairperson
- maintain the Board's records and manage its generic email ntbos.det@education.nt.gov.au
- support the Board to deliver on actions arising from meetings, including finalisation of minutes for noting by the Minister
- prepare a communique, summarising meeting outcomes after each scheduled board meeting, for publishing on the Board's website.

Board committees

The Board may establish committees consisting of at least one current member to assist it in performing its functions and may appoint any person as a committee member, whether or not the person is a current member of the Board. The functioning, responsibilities, and appointment of members to these committees will be defined and approved by the Board. A member of a committee must not be appointed for a term of more than 12 months, but is eligible for reappointment.

Meetings

Frequency

The Board must meet once per term, for a period generally not exceeding 8 hours per meeting. The Minister may at any time direct the chairperson to call a meeting of the Board.

Additional meetings may be convened if the chairperson agrees a special purpose meeting is required to consider a matter that requires an urgent decision due to the level of risk or sensitivity of the matter.

In circumstances where a decision is required and a meeting cannot be convened within an appropriate timeframe, a decision may be made by members out-of-session. For further information, go to the Decision-making – Out-of-session section of these Terms of Reference.

Agenda and minutes

Secretariat, at the direction of the chairperson, will develop the agenda for each meeting, in the prescribed format.

Papers are to be provided to all board members 5 business days before a meeting.

If papers are submitted after the 5 day deadline, it is at the discretion of the chairperson to accept late papers if deemed urgent or there is an acceptable reason.

Secretariat will document a record of all meetings, including key discussion points, declared conflicts of interests, agreed actions, decisions made and agreed key messages for communication, in the prescribed format.

Board meeting minutes are to be endorsed by all Board members out-of-session before submitting the record of the meeting to the Minister for noting.

In addition to the minutes, a communique will be developed by secretariat, with the Board's input, to highlight the discussions and items raised to publicise the Board's work to the general public. The communique will not contain any sensitive or confidential information. The communique will be published on the Board's website once cleared by the Board's chairperson.

Attendance of meetings

Only members of the Board have the right to attend Board meetings. Individuals may be invited at the discretion of the chairperson to attend all or part of a meeting to present information on topics requested by the Board to support its work plan.

Under section 32(2)(a) of the *Education Act 2015* a member of the Board must not be absent from 2 consecutive meetings, except on leave granted by the Board.

Quorum

A minimum of 6 board members establishes a quorum. A quorum must be in place to pass any decision.

The chairperson must be present for each meeting. If the chairperson is unable to attend a meeting, board members in attendance must vote and decide who will be the acting chairperson.

If a quorum is not established at the start of a meeting:

- the meeting should not proceed and will be reconvened at another time within the same school term; or
- the meeting may take place; however, no decisions can be made.

Decision-making

Passing decisions

The chairperson should encourage consensus among board members to reach decisions.

In circumstances where consensus cannot be reached, the chairperson may request a vote from members present. Decisions will be determined by a majority of votes, with each member having one vote. The chairperson may exercise a casting vote, which will be exercised judiciously, if required.

The Board will request quality data and presentations to make informed decisions to provide advice to the Minister and CEO. The data and presentations must advance the work of the Board.

Out-of-session

If an out-of-session process takes place:

- 5 business days' notice will be given to members wherever possible
- members are expected to make their best effort to respond
- out-of-session papers may be provided if the chairperson agrees that papers are required to inform a decision.

To enable an out-of-session decision, secretariat, with approval of the chairperson, must:

- provide the necessary information to members
- ensure at least 6 members respond stating their position regarding the decision
- ensure the majority of members favour a position for a decision to be passed.

Induction

The chairperson, with the support of secretariat, will ensure that new board members receive a comprehensive induction upon appointment. This will ensure new members are properly informed and supported, to enable them to participate effectively as a member of the Board.

Conflict of interest

Conflict of interest is a standing agenda item at all meetings of the Board. A declaration of conflict and its management will be recorded in the meeting minutes.

Members must:

- avoid conflicts of interest, whether real, potential or perceived, between their duties to the Board and their personal interests, or to their duties to others
- verbally declare any potential conflicts of interest at the commencement of each meeting on matters pertaining to the prepared agenda and alert the chairperson of any other potential conflicts of interest that may arise during a meeting
- where a conflict or potential conflict of interest has been declared, abstain from discussions and decision-making by removing themselves from the meeting for that agenda item.

Confidentiality

Matters of the Board are not to be discussed outside the Board's meeting. The chairperson's consent must be obtained prior to disclosing matters outside the Board's membership.

Evaluation and review

The Board will seek feedback from the Minister and CEO to evaluate its effectiveness and identify any areas that require improvement.

These Terms of Reference will be reviewed at the final Board meeting of each year and will be amended if required.