

## LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

### WRITTEN QUESTION

Mrs Finocchiaro to the Treasurer, Minister for Education, Minister for Infrastructure, Planning and Logistics and Minister for Territory Development – for all agencies falling under the Treasurer’s and Ministers’ portfolios.

### AGENCY ADMINISTRATION

#### Notes:

- The following questions can be answered from existing Agency data as at 31 March 2023.
- 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 2023:

| Category                | FTE     | Head Count (Actual) | NT-based | Located outside NT |
|-------------------------|---------|---------------------|----------|--------------------|
| 1. Ongoing Full Time    | 2,602.0 | 2,708               | 2,708    | 0                  |
| 2. Ongoing Part Time    | 193.8   | 298                 | 298      | 0                  |
| 3. Fixed Term Full Time | 1321.0  | 1376                | 1376     | 0                  |
| 4. Fixed Term Part Time | 153.2   | 258                 | 258      | 0                  |
| 5. Casual Contract      | 1.9     | 4                   | 4        | 0                  |
| 6. Executive Contract   | 103.6   | 104                 | 104      | 0                  |

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

| Category             | Classification | FTE    | Head Count (Paid) | NT-based | Located outside NT |
|----------------------|----------------|--------|-------------------|----------|--------------------|
| 1. Ongoing Full Time | AO2            | 18.9   | 21                | 21       | 0                  |
|                      | AO2 92%        | 19.5   | 20                | 20       | 0                  |
|                      | AO2 96%        | 86.7   | 90                | 90       | 0                  |
|                      | AO3            | 48.8   | 50                | 50       | 0                  |
|                      | AO3 92%        | 10.2   | 11                | 11       | 0                  |
|                      | AO3 96%        | 38.9   | 40                | 40       | 0                  |
|                      | AO4            | 83.7   | 86                | 86       | 0                  |
|                      | AO4 92%        | 41.9   | 43                | 43       | 0                  |
|                      | AO4 96%        | 134.6  | 140               | 140      | 0                  |
|                      | AO5            | 76.6   | 79                | 79       | 0                  |
|                      | AO5 96%        | 0.9    | 1                 | 1        | 0                  |
|                      | AO6            | 124.9  | 127               | 127      | 0                  |
|                      | AO7            | 70.3   | 71                | 71       | 0                  |
|                      | SAO1           | 91.5   | 94                | 94       | 0                  |
|                      | SAO2           | 53.4   | 55                | 55       | 0                  |
|                      | AT             | 58.0   | 74                | 74       | 0                  |
|                      | CT             | 1055.2 | 1,099             | 1,099    | 0                  |
|                      | EO2            | 2.0    | 2                 | 2        | 0                  |
|                      | EPL2           | 1.0    | 1                 | 1        | 0                  |
|                      | P2             | 1.0    | 1                 | 1        | 0                  |
|                      | P3             | 25.4   | 27                | 27       | 0                  |
|                      | PH2            | 8.1    | 9                 | 9        | 0                  |
|                      | PH2R           | 5.0    | 5                 | 5        | 0                  |
|                      | PH3            | 3.0    | 3                 | 3        | 0                  |
|                      | PH3R           | 8.0    | 8                 | 8        | 0                  |
|                      | PH4            | 4.8    | 5                 | 5        | 0                  |
|                      | PH4R           | 6.0    | 6                 | 6        | 0                  |
|                      | PLO1           | 15.0   | 16                | 16       | 0                  |
|                      | PLO2           | 16.0   | 18                | 18       | 0                  |
|                      | PLO3           | 26.5   | 27                | 27       | 0                  |
|                      | PLO4           | 11.6   | 12                | 12       | 0                  |
|                      | PLO5           | 9.5    | 10                | 10       | 0                  |
|                      | PLO6           | 9.0    | 9                 | 9        | 0                  |
|                      | PLO7           | 3.0    | 3                 | 3        | 0                  |
|                      | SP1            | 4.0    | 4                 | 4        | 0                  |
|                      | SP2            | 1.0    | 1                 | 1        | 0                  |
|                      | ST1            | 231.6  | 240               | 240      | 0                  |
|                      | ST2            | 42.0   | 43                | 43       | 0                  |
|                      | ST3            | 98.6   | 100               | 100      | 0                  |
|                      | ST4            | 47.1   | 48                | 48       | 0                  |

| Category     | Classification | FTE            | Head Count (Paid) | NT-based     | Located outside NT |
|--------------|----------------|----------------|-------------------|--------------|--------------------|
|              | ST5            | 6.0            | 6                 | 6            | 0                  |
|              | ST7            | 1.0            | 1                 | 1            | 0                  |
|              | T2             | 1.0            | 1                 | 1            | 0                  |
|              | T4             | 1.0            | 1                 | 1            | 0                  |
| <b>Total</b> |                | <b>2,602.0</b> | <b>2,708</b>      | <b>2,708</b> | <b>0</b>           |

| Category             | Classification | FTE          | Head Count (Paid) | NT-based   | Located outside NT |
|----------------------|----------------|--------------|-------------------|------------|--------------------|
| 2. Ongoing Part Time | AO1            | 0.4          | 1                 | 1          | 0                  |
|                      | AO1 92%        | 1.0          | 2                 | 2          | 0                  |
|                      | AO2            | 0.9          | 2                 | 2          | 0                  |
|                      | AO2 92%        | 6.2          | 9                 | 9          | 0                  |
|                      | AO2 96%        | 11.4         | 16                | 16         | 0                  |
|                      | AO3            | 3.0          | 4                 | 4          | 0                  |
|                      | AO3 92%        | 0.6          | 1                 | 1          | 0                  |
|                      | AO3 96%        | 2.6          | 4                 | 4          | 0                  |
|                      | AO4            | 3.1          | 4                 | 4          | 0                  |
|                      | AO4 92%        | 2.1          | 4                 | 4          | 0                  |
|                      | AO4 96%        | 7.8          | 13                | 13         | 0                  |
|                      | AO5            | 3.1          | 4                 | 4          | 0                  |
|                      | AO6            | 3.3          | 5                 | 5          | 0                  |
|                      | AO7            | 3.4          | 5                 | 5          | 0                  |
|                      | SAO1           | 6.4          | 9                 | 9          | 0                  |
|                      | SAO2           | 0.7          | 1                 | 1          | 0                  |
|                      | AT             | 6.4          | 11                | 11         | 0                  |
|                      | CT             | 119.6        | 186               | 186        | 0                  |
|                      | P3             | 1.3          | 2                 | 2          | 0                  |
|                      | PH2            | 0.7          | 1                 | 1          | 0                  |
|                      | PH2R           | 0.8          | 1                 | 1          | 0                  |
|                      | PH3            | 0.5          | 1                 | 1          | 0                  |
|                      | ST1            | 6.5          | 9                 | 9          | 0                  |
|                      | ST2            | 0.8          | 1                 | 1          | 0                  |
|                      | ST3            | 1.3          | 2                 | 2          | 0                  |
| <b>Total</b>         |                | <b>193.8</b> | <b>298</b>        | <b>298</b> | <b>0</b>           |

| Category                | Classification | FTE  | Head Count (Paid) | NT-based | Located outside NT |
|-------------------------|----------------|------|-------------------|----------|--------------------|
| 3. Fixed Term Full Time | AQF3A          | 1.0  | 1                 | 1        | 0                  |
|                         | A4A92          | 1.0  | 1                 | 1        | 0                  |
|                         | AO2            | 20.8 | 22                | 22       | 0                  |
|                         | AO2 92%        | 39.2 | 43                | 43       | 0                  |

| Category     | Classification | FTE           | Head Count (Paid) | NT-based    | Located outside NT |
|--------------|----------------|---------------|-------------------|-------------|--------------------|
|              | AO2 96%        | 55.2          | 57                | 57          | 0                  |
|              | AO3            | 28.7          | 30                | 30          | 0                  |
|              | AO3R           | 1.0           | 1                 | 1           | 0                  |
|              | AO3 92%        | 8.0           | 8                 | 8           | 0                  |
|              | AO3 96%        | 31.8          | 33                | 33          | 0                  |
|              | AO4            | 28.2          | 31                | 31          | 0                  |
|              | AO4 92%        | 31.7          | 36                | 36          | 0                  |
|              | AO4 96%        | 103.1         | 111               | 111         | 0                  |
|              | AO5            | 29.9          | 31                | 31          | 0                  |
|              | AO6            | 52.1          | 54                | 54          | 0                  |
|              | AO7            | 21.0          | 21                | 21          | 0                  |
|              | SAO1           | 11.2          | 12                | 12          | 0                  |
|              | SAO1X          | 1.0           | 1                 | 1           | 0                  |
|              | SAO2           | 4.0           | 4                 | 4           | 0                  |
|              | AT             | 53.7          | 66                | 66          | 0                  |
|              | CT             | 645.1         | 656               | 656         | 0                  |
|              | GRADT          | 7.0           | 7                 | 7           | 0                  |
|              | P2             | 3.7           | 4                 | 4           | 0                  |
|              | P3             | 8.0           | 8                 | 8           | 0                  |
|              | PH2            | 19.6          | 21                | 21          | 0                  |
|              | PH2R           | 3.9           | 4                 | 4           | 0                  |
|              | PH3            | 4.0           | 4                 | 4           | 0                  |
|              | PH3R           | 4.0           | 4                 | 4           | 0                  |
|              | PH4            | 4.5           | 5                 | 5           | 0                  |
|              | PLO1           | 7.0           | 7                 | 7           | 0                  |
|              | PLO2           | 4.0           | 4                 | 4           | 0                  |
|              | PLO3           | 2.0           | 2                 | 2           | 0                  |
|              | PLO4           | 1.0           | 1                 | 1           | 0                  |
|              | PLO7           | 1.0           | 1                 | 1           | 0                  |
|              | SBA            | 1.0           | 1                 | 1           | 0                  |
|              | ST1            | 53.6          | 55                | 55          | 0                  |
|              | ST2            | 7.0           | 7                 | 7           | 0                  |
|              | ST3            | 11.0          | 11                | 11          | 0                  |
|              | ST4            | 8.0           | 8                 | 8           | 0                  |
|              | ST5            | 1.0           | 1                 | 1           | 0                  |
|              | ST7            | 1.0           | 1                 | 1           | 0                  |
|              | T3             | 1.0           | 1                 | 1           | 0                  |
| <b>Total</b> |                | <b>1321.0</b> | <b>1376</b>       | <b>1376</b> | <b>0</b>           |

| Category                | Classification | FTE | Head Count (Paid) | NT-based | Located outside NT |
|-------------------------|----------------|-----|-------------------|----------|--------------------|
| 4. Fixed Term Part Time | SBA            | 2.0 | 4                 | 4        | 0                  |
|                         | AO2            | 2.6 | 4                 | 4        | 0                  |

| Category     | Classification | FTE          | Head Count (Paid) | NT-based   | Located outside NT |
|--------------|----------------|--------------|-------------------|------------|--------------------|
|              | AO2 92%        | 5.8          | 8                 | 8          | 0                  |
|              | AO2 96%        | 5.1          | 8                 | 8          | 0                  |
|              | AO3            | 1.4          | 2                 | 2          | 0                  |
|              | AO3 92%        | 2.3          | 3                 | 3          | 0                  |
|              | AO3 96%        | 2.2          | 4                 | 4          | 0                  |
|              | AO4            | 3.0          | 6                 | 6          | 0                  |
|              | AO4 92%        | 7.8          | 22                | 22         | 0                  |
|              | AO2 96%        | 4.2          | 7                 | 7          | 0                  |
|              | AO5            | 2.9          | 6                 | 6          | 0                  |
|              | AO6            | 0.5          | 1                 | 1          | 0                  |
|              | AO7            | 0.8          | 1                 | 1          | 0                  |
|              | SAO1           | 3.0          | 4                 | 4          | 0                  |
|              | PH2            | 4.1          | 7                 | 7          | 0                  |
|              | PH4            | 0.6          | 1                 | 1          | 0                  |
|              | AT             | 26.1         | 47                | 47         | 0                  |
|              | CT             | 75.7         | 118               | 118        | 0                  |
|              | ST1            | 1.8          | 3                 | 3          | 0                  |
|              | ST2            | 0.6          | 1                 | 1          | 0                  |
|              | ST3            | 0.8          | 1                 | 1          | 0                  |
| <b>Total</b> |                | <b>153.2</b> | <b>258</b>        | <b>258</b> | <b>0</b>           |

| Category     | Classification | FTE        | Head Count (Paid) | NT-based | Located outside NT |
|--------------|----------------|------------|-------------------|----------|--------------------|
| 5. Casual    | AO4            | 1.9        | 4                 | 4        | 0                  |
| <b>Total</b> |                | <b>1.9</b> | <b>4</b>          | <b>4</b> | <b>0</b>           |

| Category              | Classification | FTE          | Head Count (Paid) | NT-based   | Located outside NT |
|-----------------------|----------------|--------------|-------------------|------------|--------------------|
| 6. Executive Contract | EO1C           | 7.0          | 7                 | 7          | 0                  |
|                       | EO2C           | 19.6         | 20                | 20         | 0                  |
|                       | EO3C           | 6.0          | 6                 | 6          | 0                  |
|                       | EO4C           | 2.0          | 2                 | 2          | 0                  |
|                       | EO6C           | 1.0          | 1                 | 1          | 0                  |
|                       | ECPL2          | 4.0          | 4                 | 4          | 0                  |
|                       | ECPL3          | 6.0          | 6                 | 6          | 0                  |
|                       | ECPL4          | 2.0          | 2                 | 2          | 0                  |
|                       | PLEC3          | 2.0          | 2                 | 2          | 0                  |
|                       | PLEC4          | 23.0         | 23                | 23         | 0                  |
|                       | PLEC5          | 23.0         | 23                | 23         | 0                  |
|                       | PLEC6          | 6.0          | 6                 | 6          | 0                  |
|                       | PLEC7          | 2.0          | 2                 | 2          | 0                  |
| <b>Total</b>          |                | <b>103.6</b> | <b>104</b>        | <b>104</b> | <b>0</b>           |

**(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 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 Northern Territory Public Service to attract and retain employees. Flexible work arrangements can include flexibility in relation to an employee's 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 2023:**

| <b>Category</b>       | <b>Number</b> |
|-----------------------|---------------|
| Resigned              | 413           |
| Made Redundant        | 0             |
| Terminated            | 5             |
| Unattached            | 81            |
| Classified Redeployee | 0             |
| Supernumerary         | 581           |

**3. Please advise the number of staff who identify as Aboriginal and Torres Strait Islander as at 31 March 2023.**

A whole-of-government response to Question 3 will be provided by the Office of the Commissioner for Public Employment.

| <b>Category</b>                       | <b>Number</b> |
|---------------------------------------|---------------|
| Aboriginal and Torres Strait Islander | 679           |

**4. (a) Please advise the number of Frontline staff as FTE as at 31 March 2023 and as a percentage of the Agency total employment.**

| <b>Category</b> | <b>Number</b> | <b>%age of Total Staff</b> |
|-----------------|---------------|----------------------------|
| Frontline       | 3949.2 FTE    | 90.3%                      |

**(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 one 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 2023. 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. In these instances, individual procurement processes are followed to ensure the department is adhering to whole-of-government procurement policies. Due to the individual nature of the procurement process, this data would require a significant level of administrative effort to respond.

- 6. Please advise how many locums have been employed, for what purpose, for what duration and at what cost as at 31 March 2023. Please use the table format presented below for your response.**

Not applicable.

- 7. (a) How many positions were advertised during the period 1 July 2022 to 31 March 2023?**

| <b>Category</b>      | <b>1 July 2022 to 31 March 2023</b> |
|----------------------|-------------------------------------|
| Positions advertised | 995                                 |

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

| <b>Category</b> | <b>1 July 2022 to 31 March 2023</b> |
|-----------------|-------------------------------------|
|-----------------|-------------------------------------|

|  |     |
|--|-----|
| Positions advertised with Special Measures applied | 982 |
|--|-----|

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

| <b>Classification</b>                                   | <b>Advertised</b> |
|---|-------------------|
| Administrative Officer 2 92%                            | 2                 |
| Administrative Officer 2 96%                            | 1                 |
| Administrative Officer 3                                | 52                |
| Administrative Officer 3 92%                            | 6                 |
| Administrative Officer 3 96%                            | 26                |
| Administrative Officer 4                                | 54                |
| Administrative Officer 4 92%                            | 29                |
| Administrative Officer 4 96%                            | 48                |
| Administrative Officer 5                                | 53                |
| Administrative Officer 6                                | 83                |
| Administrative Officer 7                                | 54                |
| Administrative Officer 7, Professional 3                | 3                 |
| Assistant Teacher                                       | 2                 |
| Classroom Teacher                                       | 56                |
| Executive Contract Officer 2                            | 10                |
| Executive Contract Officer 3                            | 5                 |
| Executive Contract Principal Level 4, Principal Level 4 | 18                |
| Executive Contract Principal Level 5                    | 1                 |
| Executive Contract Principal Level 5, Principal Level 5 | 16                |
| Executive Contract Principal Level 6, Principal Level 6 | 2                 |
| Executive Contract Principal Level 7, Principal Level 7 | 4                 |
| Physical 2  | 7                 |
| Physical 2 - RDO  | 10                |
| Physical 3  | 5                 |
| Physical 3 - RDO  | 3                 |
| Physical 4  | 6                 |
| Principal Level 1                                       | 14                |
| Principal Level 2                                       | 22                |
| Principal Level 3                                       | 16                |
| Professional 1, Professional 2, Professional 3          | 6                 |
| Professional 2  | 3                 |
| Professional 2, Professional 3                          | 11                |
| Professional 3  | 29                |
| Senior Administrative Officer 1                         | 59                |
| Senior Administrative Officer 2                         | 25                |
| Senior Professional Officer 1                           | 4                 |
| Senior Teacher 1  | 148               |
| Senior Teacher 2  | 25                |
| Senior Teacher 3  | 35                |
| Senior Teacher 4  | 24                |
| Senior Teacher 5  | 4                 |
| Technical 2   | 1                 |
| <b>Total</b>  | <b>982</b>        |



**(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 Northern Territory Government agencies have implemented special measures arrangements across the whole agency or for some roles. The process for positions that are advertised with special measures is to consider special measures applicants first; if no special measures applicants apply, or no special measures applicants are considered suitable, recruitment panels may assess all other applicants' suitability for the role.

## **OUTSOURCING**

**8. (a) For the period 1 July 2022 to 31 March 2023, detail any decision(s) to outsource, contract out or privatise functions that have traditionally been carried out by the Agency.**

For the period of 1 July 2022 to 31 March 2023, the Agency has not outsourced, contracted out or privatised functions that have been traditionally carried out by the Agency.

**(b) Is consideration being given to outsource, contract-out or privatise in financial year 2023/24? If so, provide details.**

For the financial year 2023-24, the Agency is not considering outsourcing, contracting out or privatising functions.

## **LEGAL EXPENSES**

**9. What has been the expenditure on legal advice or related expenses for the period 1 July 2022 to 31 March 2023? Provide details on:**

- a) The matter(s) (designate which are finalised and which ongoing)**
- b) The amount paid by matter**

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

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

| <b>Legal Firm/Barrister</b> | <b>Amount \$</b> |
|-----------------------------|------------------|
| Cameron Ford                | 2,815            |

| <b>Legal Firm/Barrister</b> | <b>Amount \$</b> |
|-----------------------------|------------------|
| Clayton Utz (Darwin)        | 19,800           |
| Jonathan Martyn Bortoli     | 65,250           |
| Mary Chalmers Barrister     | 18,300           |
| Minter Ellison Lawyers      | 15,485           |
| Sparke Helmore Lawyers      | 11,210           |
| Ward Keller Pty Ltd         | 33,861           |
| Bronte Zerafa               | 715              |
| <b>Total</b>                | <b>167,436</b>   |

## **PROCUREMENT / CONSULTANCIES**

- 10. For the period 1 July 2022 to 31 March 2023, 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 2022 to 31 March 2023 was \$1,735,821. Details of this expenditure are at Attachment A.

- 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 2022 to 31 March 2023 as follows:**

The number of contracts awarded to business entities with a principal place of business in the Northern Territory and outside the Northern Territory for the period 1 July 2022 to 31 March 2023 is as follows:

| <b>Number in the NT</b> | <b>Number outside of the NT</b> |
|-------------------------|---------------------------------|
| 6                       | 5                               |

**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. Attachment A also includes contracts awarded in previous years.

| Contract  | Title  | Business Entity   | Address             | Selection Criteria (%)   |                                  |
|-----------|--|---|---------------------|--|----------------------------------|
|           |  |   |                     |  |                                  |
| 22-0340   | Darwin - Provision of Professional Development Masterclass   | Evaluation Associates Pty Ltd                           | Bondi Junction, NSW | Past Performance<br>Price<br>Local Content<br>Capacity<br>Scope Specific               | 15<br>15<br>30<br>20<br>20       |
| 22-0464   | Darwin - Provision of Business Managers' Conference Architect and Facilitator  | The Eventful Learning Co. Pty Ltd                       | South Yarra, VIC    | Past Performance<br>Price<br>Local Content<br>Capacity<br>Innovation<br>Scope Specific | 15<br>10<br>30<br>10<br>15<br>20 |
| NS22-0370 | The Provision of Licenses from Australian Council for Educational Research for Progressive Achievement Adaptive Tests for a Period of 12 Months                | The Australian Council for Educational Research Limited | Camberwell, VIC     | N/A  |                                  |
| NS22-0465 | All Centres - Provision of Vimeo Enterprise for a Period of 36 Months  | Vimeo.Com Inc   | New York, New York  | N/A  |                                  |
| 22-1211   | Consultancy - Provision of an Implementation Plan for the Education Engagement Strategy 2022-2031 and Build Staff Capabilities on Best Practice Implementation | Centre For Evidence and Implementation Ltd              | Carlton, VIC        | Past Performance<br>Price<br>Local Content<br>Capacity<br>Scope Specific               | 15<br>15<br>30<br>20<br>20       |

**13. For Tier 3, Tier 4 and Tier 5 procurement activities, how many public tenders were advertised during the period 1 July 2022 to 31 March 2023?**

For Tier 3, Tier 4 and Tier 5 procurement activities, there were no public tenders advertised during the period 1 July 2022 to 31 March 2023.

**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 2022 to 31 March 2023?**

For Tier 3, Tier 4 and Tier 5 procurement activities, there were 3 contracts or tenders were awarded without undertaking a public tender process during the period 1 July 2022 to 31 March 2023.

| <b>Tier</b>  | <b>No. of Procurement Activities</b> |
|--------------|--------------------------------------|
| Tier 3       | 1                                    |
| Tier 4       | 2                                    |
| Tier 5       | 0                                    |
| <b>Total</b> | <b>3</b>                             |

**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:**

- a) What is the description of the goods and services contracted?
- b) What is the value of the goods and services contracted?
- c) What was the reason for not using the public tender process or for requiring a Certificate of Exemption?
- d) Who recommended the course of action in c) above?
- e) Who approved the course of action in c) above?

| <b>APRO Reference</b> | <b>Description of Goods and Services (a)</b>   | <b>Awarded value (b)</b> | <b>Reason for Exemption (c)</b> | <b>Who recommended course of action (d)</b> | <b>Approved by (e)</b>                               |
|-----------------------|--|--------------------------|---------------------------------|---|--|
| NS22-0370             | The Provision of Licenses from Australian Council for Educational Research for Progressive | \$527,269                | Direct Contracting              | N/A   | Executive Director, Quality Standards and Regulation |

| <b>APRO Reference</b> | <b>Description of Goods and Services (a)</b>  | <b>Awarded value (b)</b> | <b>Reason for Exemption (c)</b>                 | <b>Who recommended course of action (d)</b> | <b>Approved by (e)</b>                                     |
|-----------------------|---|--------------------------|---|---|--|
|                       | Achievement Adaptive Tests for a Period of 12 Months  |                          |   |   |  |
| Q22-0341              | Provision of 5000 Adobe Creative Cloud Subscription - Education District Licenses for a Period of 12 Months               | \$40,689                 | Limited suppliers due to technical requirements | N/A   | Deputy Chief Executive, Agency Services                    |
| NS22-0517             | All Centres - Delivery of Services required for the Remote Aboriginal Teacher Education Program for a Period of 23 Months | \$673,044                | Exempt from Procurement Act                     | N/A   | Executive Director, Education Leadership, Culture and Care |

- 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 2023.**

As at 31 March 2023 the Department of Education had 40 credit card holders in the department.

| <b>Position title</b>          | <b>Level</b> |
|--------------------------------|--------------|
| Administration Assistant       | AO2          |
| Administration Assistant       | AO3          |
| Registration & Admin Assistant | AO3          |
| Administration Assistant       | AO3          |
| Operations Assistant           | AO3          |
| Project Assistant              | AO3          |
| Executive Assistant            | AO4          |

| <b>Position title</b>                 | <b>Level</b> |
|---------------------------------------|--------------|
| Administration Coordinator            | AO4          |
| Travel Relocations Coordinator        | AO4          |
| Project Admin Coordinator             | AO4          |
| Program Admin Coordinator             | AO4          |
| Travel Relocations Coordinator        | AO4          |
| Project Admin Coordinator             | AO4          |
| Executive Assistant                   | AO4          |
| Travel Relocations Coordinator        | AO4          |
| Travel Relocations Coordinator        | AO4          |
| Administration Coordinator            | AO4          |
| Project Admin Coordinator             | AO4          |
| Finance Admin Coordinator             | AO4          |
| Executive Assistant                   | AO4          |
| Executive Assistant                   | AO4          |
| Executive Assistant                   | AO4          |
| Travel Relocations Coordinator        | AO4          |
| Operations Officer                    | AO5          |
| Executive Assistant                   | AO5          |
| Senior Executive Assistant            | AO5          |
| Youth Skills Officer                  | AO5          |
| Operations Advisor                    | AO5          |
| Admin and Finance Team Leader         | AO5          |
| Operations Officer                    | AO5          |
| Business Manager                      | AO5          |
| Senior Executive Assistant            | AO5          |
| Change and Support Consultant         | AO6          |
| Senior Registration & Officer Manager | AO6          |
| Senior Executive Consultant           | AO6          |
| Projects Consultant                   | AO6          |
| Events Advisor                        | AO6          |
| Senior Executive Assistant            | AO6          |
| Assistant Director Executive Office   | SAO1         |
| School Operations Assistant Director  | SAO1         |

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

**For the period 1 July 2022 to 31 March 2023:**

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

The Department of Education spent a total of \$30,806.42 on opinions polls and focus groups during the period of 1 July 2022 to 31 March 2023.

Cost breakdown:

- Education Services Australia (ESA) \$29,704.60
- Survey Monkey subscription \$1,101.82.

**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.**

During the period of 1 July 2022 to 31 March 2023, the Department of Education conducted 11 surveys open to stakeholders outside of the Department of Education.

Survey Monkey subscription \$1,101.82

- Subscription to Survey Monkey is used within the agency for internal surveys as well as community and stakeholder engagement surveys. A total of 10 surveys were completed in the period.

NT Government School Survey 2022 (ESA)

- The annual School Survey collects the opinions of students, families and staff about school performance, culture and services.
- The survey was conducted from 8 August to 26 August 2022.
- 8,303 students, 4,422 parents, and 2,801 school-based staff completed the survey.
- The results of the survey are used to inform school and system improvement, improve student outcomes and meet student, parent and staff expectations.
- Principals are provided with their school's report which provides insights and analysis on a range of questions and themes.
- Schools are encouraged to share their survey insights with their school community, to celebrate their success and discuss areas for improvement. Regional and NT results are not publicly available.
- Financial incentives are not provided to participants.

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

Copies of the Northern Territory Government School Survey questions are provided below.

Student School Survey mandated items

| <b>Student Survey</b> |   |   |
|-----------------------|---|---|
| <b>Question type</b>  | <b>Question</b>   | <b>Response categories</b>  |
|                       | 1. What year level are you in at school?                              | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• Preschool</li> <li>• Transition</li> <li>• Year 1</li> <li>• ...</li> <li>• Year 12</li> </ul>          |
|                       | 2. What is your gender? (optional)                                    | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> <li>• Other, please specify</li> </ul>                                      |
|                       | 3. Are you of Aboriginal or Torres Strait Islander origin? (optional) | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• No</li> <li>• Yes – Aboriginal</li> <li>• Yes – Torres Strait Islander</li> <li>• Yes – both</li> </ul> |
|                       | 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"> <li>• Yes</li> <li>• No</li> </ul>  |
| National              | 1. My teachers expect me to do my best.                               | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> </ul>                               |
|                       | 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.                                      |   |



| <b>Student Survey</b> |  |   |
|-----------------------|--|---|
| <b>Question type</b>  | <b>Question</b>  | <b>Response categories</b>  |
|                       | 5. I feel safe at my school.   | <ul style="list-style-type: none"> <li>• Agree</li> <li>• Strongly agree</li> <li>• Not applicable</li> </ul>   |
|                       | 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.  | <p>Please select only ONE response for each item:</p> <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Not applicable</li> </ul> |
|                       | 14. My teacher understands how I learn.  |   |
|                       | 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.   |   |

| <b>Student Survey</b> |  |                            |
|-----------------------|--|----------------------------|
| <b>Question type</b>  | <b>Question</b>  | <b>Response categories</b> |
|                       | 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 School Survey mandated items

| <b>Parent Survey</b> |   |  |
|----------------------|---|--|
| <b>Question type</b> | <b>Question</b>   | <b>Response categories</b>   |
| 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"> <li>• Early Years (Preschool - Year 3)</li> <li>• Primary (Year 4 - Year 6)</li> <li>• Middle (Year 7 - Year 9)</li> <li>• Senior (Year 10 - Year 12)</li> </ul> |

| <b>Parent Survey</b> |  |  |
|----------------------|--|--|
| <b>Question type</b> | <b>Question</b>  | <b>Response categories</b>   |
|                      |  | <ul style="list-style-type: none"> <li>• Other (Please specify)</li> </ul>   |
|                      | 2. Are you of Aboriginal or Torres Strait Islander origin? (optional)  | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• No</li> <li>• Yes – Aboriginal</li> <li>• Yes – Torres Strait Islander</li> <li>• Yes – both</li> </ul>              |
|                      | 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"> <li>• Yes</li> <li>• No</li> </ul>   |
| National             | 1. Teachers at this school expect my child to do his or her best.<br>2. Teachers at this school provide my child with useful feedback about his or her school work.<br>3. Teachers at this school treat students fairly.<br>4. This school is well maintained.<br>5. My child feels safe at this school<br>6. I can talk to my child's teachers about my concerns.<br>7. Student behaviour is well managed at this school<br>8. My child likes being at this school.<br>9. This school looks for ways to improve.<br>10. This school takes parents' opinions seriously.<br>11. Teachers at this school motivate my child to learn.<br>12. My child is making good progress at this school.<br>13. My child's learning needs are being met at this school.<br>14. This school works with me to support my child's learning. | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> </ul> |

| <b>Parent Survey</b>  |   |  |
|---|---|--|
| <b>Question type</b>  | <b>Question</b>   | <b>Response categories</b>   |
| Jurisdiction  | 15. I feel well informed about what is happening at the school.   | Please select only ONE response for each item: <ul style="list-style-type: none"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Not applicable</li> </ul> |
|   | 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.   |   |  |

| Parent Survey                 |  |   |
|-------------------------------|--|---|
| Question type                 | Question   | Response categories   |
|                               | 32. I would prefer the school to share information about my child's achievement with me (for example their attendance and NAPLAN results).     | Please select ALL that apply: <ul style="list-style-type: none"> <li>• Online</li> <li>• Via e-mail</li> <li>• Hard copy</li> <li>• Through face-to-face discussion</li> <li>• Other, please specify</li> </ul> |
| Jurisdiction – preschool only | 1. Is the child you are answering this survey for in preschool?<br><i>If your child is not in preschool, please skip the next 4 questions.</i> | <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>   |
|                               | 2. What hours does your preschool operate?   | <ul style="list-style-type: none"> <li>• 2 ½ days per week</li> <li>• 3 hours a day for 5 days</li> <li>• Other, please specify</li> </ul>  |
|                               | 3. How satisfied with these hours of operation are you?  | Please select only ONE response for each item:  |
|                               | 4. How satisfied overall with the preschool program are you?   | <ul style="list-style-type: none"> <li>• Very dissatisfied</li> <li>• Dissatisfied</li> <li>• Neutral</li> <li>• Satisfied</li> <li>• Very satisfied</li> </ul>   |
|                               | 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 School Survey mandated questions

| <b>Staff Survey</b>  |  |   |
|----------------------|--|---|
| <b>Question type</b> | <b>Question</b>  | <b>Response categories</b>  |
| 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"> <li>• Less than 1 year</li> <li>• 1 to &lt; 5 years</li> <li>• 5 to &lt; 10 years</li> <li>• 10 to &lt; 20 years</li> <li>• More than 20 years</li> </ul>                       |
|                      | 2. Are you a full-time or part-time employee? (optional)                         | <ul style="list-style-type: none"> <li>• Full time</li> <li>• Part time</li> </ul>  |
|                      | 3. Which category best describes your employment? (optional)                     | <ul style="list-style-type: none"> <li>• Permanent</li> <li>• Fixed-term</li> <li>• Temporary/casual</li> </ul>   |
|                      | 4. Which best describes your position in the school? (optional)                  | <ul style="list-style-type: none"> <li>• School leadership position</li> <li>• Teaching position</li> <li>• Non-teaching position</li> </ul>  |
|                      | 5. What year level(s) do you teach?<br><br><i>Teaching staff to answer only.</i> | Please select ALL that apply: <ul style="list-style-type: none"> <li>• Early Years (P - Year 3)</li> <li>• Primary (Year 4 - Year 6)</li> <li>• Middle (Year 7 - Year 9)</li> <li>• Senior (Year 10 - Year 12)</li> <li>• Other (Please specify)</li> </ul> |
|                      | 6. Are you of Aboriginal or Torres Strait Islander origin? (optional)            | Please select only ONE of the following: <ul style="list-style-type: none"> <li>• No</li> <li>• Yes – Aboriginal</li> <li>• Yes – Torres Strait Islander</li> <li>• Yes – both</li> </ul>   |

| <b>Staff Survey</b>  |  |  |
|----------------------|--|--|
| <b>Question type</b> | <b>Question</b>  | <b>Response categories</b>   |
| 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"> <li>• Strongly disagree</li> <li>• Disagree</li> <li>• Neither</li> <li>• Agree</li> <li>• Strongly agree</li> <li>• Not applicable</li> </ul> |
|                      | 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.                    |  |

| <b>Staff Survey</b>  |   |                            |
|----------------------|---|----------------------------|
| <b>Question type</b> | <b>Question</b>   | <b>Response categories</b> |
|                      | 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.   |                            |



| <b>Staff Survey</b>  |  |                            |
|----------------------|--|----------------------------|
| <b>Question type</b> | <b>Question</b>  | <b>Response categories</b> |
|                      | 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 2022 to 31 March 2023.**

**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.**

Total expenditure on advertising and communications for the period 1 July 2022 and ending 31 March 2023 for Department of Education was \$230,329.

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
- Back to School campaign
- Engagement and attendance campaign
- Northern Territory Certificate of Education and Training Top 20

- Northern Territory Board of Studies Awards
- Stay safe in our schools campaign
- Teach in the Territory Excellence Awards and World Teachers Day.

A number of Facebook posts were sponsored including:

- Back to School – Term 1 and Term 2, 2023
- Attendance campaign – Attend today, achieve tomorrow
- Northern Territory Certificate of Education and Training
- Teach in the Territory Excellence Awards
- Teacher recruitment 2022-23.

| <b>Description (a)</b>   | <b>Advertising Placement (b)</b>   | <b>Cost (c)</b> | <b>Tenders/EOI called (d)<br/>Y/N. If no, why not?</b>   |
|--|--|-----------------|--|
| <b>Public notices</b>  | Newspapers   | \$5,296         | No.<br>Advertising booked through Atomic 212, WOG booking service.                                   |
| <b>Public notices – bereavement notices</b>  | Newspapers   | \$867           | No.<br>Advertising booked through Atomic 212, WOG booking service.                                   |
| <b>Back to School and attendance campaign</b><br><i>Campaign to get our students back to school and engaged. This rolls into our attendance campaign and is run throughout the year.</i>                   | Radio, social media including Facebook, LinkedIn, YouTube and Instagram, videos, print advertising | \$49,110        | No.<br>Booked through Atomic 212   |
| <b>Education Engagement Strategy</b><br><i>Promoting opportunities to consult with the department in developing the Engagement Strategy, including marquees, polo shirts, social media</i>                 | Facebook<br>LinkedIn<br>Collateral   | \$13,456        | Booked directly through Facebook Ads Manager and LinkedIn, as well as directly through the providers |
| <b>Teach in the Territory Excellence Awards and World Teachers Day</b><br><i>Filming and advertising campaign to promote our teacher excellence, the excellence awards, world teacher day and used for</i> | Production by PRLX<br>Filming and editing of videos<br>Facebook advertising                        | \$36,266        | No.<br>Advertising booked through Atomic 212, WOG booking service, through Buyer's Guide.            |

| <b>Description (a)</b>  | <b>Advertising Placement (b)</b>  | <b>Cost (c)</b> | <b>Tenders/EOI called (d)<br/>Y/N. If no, why not?</b>  |
|---|---|-----------------|---|
| <i>ongoing promotion for teacher attraction.</i>  |   |                 |   |
| <b>Chief Minister's Reading Challenge</b><br><i>Promotion of the reading challenge, printing of certificates, pull up banners, collateral for prizes</i>  | NT News   | \$2,249         | No.<br>Advertising booked through Atomic 212, WOG booking service.  |
| <b>NTBOS</b><br><i>Feature on NTBOS, photographer for the awards night, printing of programs</i>  | NT News   | \$4,568         | No.<br>Advertising booked through Atomic 212, WOG booking service.<br>Booked directly through the suppliers |
| <b>Photoshoot through the Territory</b><br><i>Promotion of our schools through a photoshoot. Photos to be used in external and internal publications</i>  | Online / Digital Publications   | \$9,270         | No.<br>Booked directly through supplier   |
| <b>NTCET</b><br><i>Promoting the achievements of the top 20 students of the year, including social media, livestream, newspaper placements</i>  | NT News<br>Social media<br>Live stream                                    | \$2,235         | No.<br>Advertising booked through Atomic 212, WOG booking service.<br>Booked directly with supplier         |
| <b>Stay safe in our schools</b><br><i>Promotion of our violence awareness campaign, and education around being safe in our schools.</i>   | Social media including LinkedIn, Facebook, Instagram, YouTube.<br>Posters | \$8,614         | No.<br>Advertising booked through Atomic 212 WOG booking service.   |
| <b>Certificates</b><br><i>Certificates and posters of different awards and internal events through the department, including Get Set, acknowledgment of country posters, Aboriginal Workforce, and STEM</i> | Printed certificates  | \$5,094         | No.<br>Advertising booked through Atomic 212, WOG booking service.  |
| <b>NAIDOC</b>   | Shirts and banner   | \$3,193         | No. Booked directly through supplier  |

| <b>Description (a)</b>  | <b>Advertising Placement (b)</b>   | <b>Cost (c)</b>  | <b>Tenders/EOI called (d)<br/>Y/N. If no, why not?</b>  |
|---|--|------------------|---|
| <i>Promotion and advertisement of NAIDOC Week</i>   |  |                  |   |
| <b>Leaders' Summit</b><br><i>Promotion of the Education NT, Engagement and Leadership Strategies to internal and external stakeholders</i>  | Pull up banners<br>Printing of strategies, photoshoot, lanyards and programs                                       | \$10,642         | No.<br>Booked directly through supplier   |
| <b>Teacher and principal recruitment</b><br><i>Recruitment for teacher and principal positions, production and advertising</i>  | Online advertising including Google, Facebook, LinkedIn, YouTube, Instagram. (Both internationally and nationally) | \$68,302         | No.<br>Advertising booked through Atomic 212, WOG booking service. Social media booked directly through channel |
| <b>Ad-Hoc publishing and outsourcing</b><br><i>Proofreading services, ad-hoc Facebook posts, type setting, graphic design outsourcing, videos, annual report publication and proofing and media filming</i> | Department publications (external and internal)<br>Publishing, pull up banners (including delivery) and brochures  | \$11,167         | No.<br>Booked directly through supplier   |
| <b>Total</b>  |  | <b>\$230,329</b> |   |

## 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 2022 to 31 March 2023 broken down to:

a) **International Travel**

\$3,000

b) **Interstate Travel**

\$227,000

**c) Intrastate Travel**

\$3,474,000

Itemised travel and related expenses for the period 1 July 2022 to 31 March 2023 is provided below:

|                                   | <b>Travel Type</b>    | <b>Total \$000</b> |
|-----------------------------------|-----------------------|--------------------|
| Accommodation                     | Overseas              | -                  |
|                                   | Interstate            | 48                 |
|                                   | Intrastate            | 991                |
| <b>Accommodation Total</b>        |                       | <b>1,039</b>       |
| Official Duty Fares               | Overseas              | 3                  |
|                                   | Interstate            | 121                |
|                                   | Intrastate            | 1,130              |
|                                   | Bus/Air Charter       | 495                |
|                                   | Employee MV Allowance | -                  |
| <b>Official Duty Fare Total</b>   |                       | <b>1,749</b>       |
| Travelling Allowance              | Overseas              | 0                  |
|                                   | Interstate            | 58                 |
|                                   | Intrastate            | 858                |
| <b>Travelling Allowance Total</b> |                       | <b>916</b>         |
| <b>Grand Total</b>                |                       | <b>3,704</b>       |

- 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.**

International travel to Vietnam and Philippines for Senior Director, Regional Services Darwin and Assistant Director, Strategic Initiatives was to promote international student attraction and promotion of the Northern Territory as a study destination. The purpose of the travel was evaluated and subsequently cancelled. Costs associated with the cancellation were \$2,788.

- 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 2022 to 31 March 2023.**

Not applicable.

## HOSPITALITY / FUNCTIONS AND EVENTS

24. Please provide full details of all official hospitality provided for the period 1 July 2022 to 31 March 2023.

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?

Refer to 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 2022 to 31 March 2023, including agency budget totals to administer such programs.

Grants and donations paid by the Department of Education for the period beginning 1 July 2022 and ending 31 March 2023 totalled \$359,440,022 as follows:

| <b>Grant Paid</b>                                       | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|---|---|
| Non-Government Schools *                                | 247,275,628   |
| Government Schools**                                    | 85,695,891  |
| Charles Darwin University                               | 9,446,008   |
| NT Families and Individuals                             | 6,406,207   |
| Early Childhood Services Subsidy                        | 4,208,930   |
| Stars Foundation Ltd                                    | 2,387,500   |
| NT Council of Government School Organisations (NTCOGSO) | 559,600   |
| School Sport NT   | 520,000   |
| Tangentyere Council Aboriginal Corporation              | 350,000   |
| Catholic Care NT  | 242,069   |
| Professional Teachers' Association of the NT            | 185,590   |
| Duke of Edinburgh's Awards (NT Division) Inc            | 184,563   |
| Murin Travel and Freight Services                       | 95,554  |
| Vision Australia  | 90,909  |

| <b>Grant Paid</b>                                    | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|--|---|
| Autism NT  | 90,909  |
| Brother to Another                                   | 90,909  |
| Deaf Connect   | 82,727  |
| Train Safe NT  | 59,725  |
| Riding for the Disabled in the Top End               | 56,364  |
| Batchelor Institute of Indigenous Tertiary Education | 56,236  |
| Down Syndrome Association of the NT Inc              | 55,164  |
| Central Land Council                                 | 45,691  |
| The Arnhem Land Progress Aboriginal Corporation      | 45,208  |
| The BEAT   | 45,000  |
| Child Australia                                      | 40,348  |
| St. John Ambulance Australia Inc                     | 38,912  |
| Isolated Children's Parents Association NT           | 36,645  |
| Board of the Museum and Art Gallery of the NT        | 35,804  |
| Fox Education and Consultancy                        | 35,682  |
| Central Australian Community Toy Library Inc         | 31,818  |
| Royal Life Saving Society Australia NT               | 30,000  |
| Australian Institute of Electrotechnology            | 26,240  |
| Musica Viva Australia                                | 24,555  |
| Ripponlea Institute Pty Ltd                          | 22,531  |
| Connect'n'Grow Pty Ltd                               | 22,280  |
| ECB Training Services Pty Ltd                        | 20,029  |
| SEDA Group   | 19,437  |
| Academy of Interactive Entertainment Ltd             | 12,595  |
| Preschool Teachers Association of the NT             | 11,000  |
| Kentish Lifelong Learning and Care Inc               | 10,000  |
| Braitling Neighbourhood Centre                       | 10,000  |
| YMCA of the Northern Territory                       | 10,000  |
| Karen Sheldon Group                                  | 10,000  |
| Early Childhood Australia                            | 9,091   |
| BLP Training and Services                            | 4,616   |
| Northern Land Council                                | 3,182   |
| Darwin Malayalee Association Inc                     | 2,000   |
| <b>Total***</b>                                      | <b>359,440,022</b>                                    |

<sup>1</sup> Expenditure on incentives paid is not known, and the 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 (\$209.8m), where the NT Government 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.

\*\*\*Excludes awards refer to question 26 and 27 below.

- 26. Please detail the funds utilised to distribute awards and sponsorships in the period 1 July 2022 to 31 March 2023, and to what activities. Please list details of any contract periods as part of any arrangement.**

During the period 1 July 2022 to 31 March 2023, the Department of Education provided funding for awards totalling \$7,350 and sponsorships of \$17,303 as per below:

| <b>Awards and Sponsorships Paid</b> | <b>Description</b> | <b>Contract Period</b> | <b>Amount \$</b> |
|-------------------------------------|--------------------|------------------------|------------------|
| Academic Excellence Award           | Awards             | Annual                 | 6,850            |
| Exit Art                            | Awards             | Annual                 | 500              |
| Naming Rights Sponsorship           | Sponsorship        | 2022-23                | 12,303           |
| Science Experience                  | Sponsorship        | 7 to 9 June 2022       | 5,000            |
| <b>Total</b>                        |                    |                        | <b>24,653</b>    |

- 27. Indicate which awards and sponsorships were managed by Regional Offices. What is anticipated for the 2023/24 financial year?**

Awards and sponsorships were both funded by NT Government and were managed in the Darwin regional office. The anticipated budget for 2023-24 is \$21,500 for awards and \$18,000 for sponsorships.

- 28. Please detail the amounts paid on grants, donations and incentives to non-Government organisations for the period 1 July 2022 to 31 March 2023, including to which organisation and the services to be provided?**

Grants paid by the Department of Education to non-government organisations for the period beginning 1 July 2022 and ending 31 March 2023 totalled \$267,245,883 as per Attachment C.

## **MEDIA MONITORING SERVICES**

- 29. Provide expenditure details on media monitoring services for the period 1 July 2022 to 31 March 2023 (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 2022 to 31 March 2023.**

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 2022 to 31 March 2023?**

The total annual power bill for buildings owned/leased by the Department of Education for the period 1 July 2022 to 31 March 2023 is provided below:

| <b>Department of Education</b>                      | <b>Total \$</b> |
|---|-----------------|
| Alice Springs Plaza                                 | 18,964          |
| Barkly House, Connected Beginnings                  | 1,213           |
| Educational Store, Alice Springs                    | 1,109           |
| Educational Store, Tennant Creek                    | 916             |
| Katherine Training Centre                           | 45,473          |
| Mitchell Centre <sup>1</sup> , Darwin               | 73,405          |
| Palmerston and Rural Regional Office, Goyder Centre | 10,995          |
| Plenty Pathways Trades Skills Centre                | 1,465           |
| Teacher Registration Board                          | 1,684           |
| Tennant Creek Training Centre                       | 65,631          |
| Top End School of Flexible Learning, Malak          | 1,690           |
| Transition Support Unit, Winnellie                  | 5,095           |
| Warehouse, Nhulunbuy                                | 174             |

|   |                 |
|---|-----------------|
| <b>Department of Education</b>  | <b>Total \$</b> |
| Youth Skills Centre, Palmerston   | 28,216          |
| <b>Total power costs for Department of Education owned/leased buildings<sup>2</sup></b> | <b>256,030</b>  |

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

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

**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 2022 to 31 March 2023?**

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 2022/23 financial year and whether any of these fees and charges were increased following the passage of the 2022/23 financial year budget.**

Fees and charges levied by the Department of Education during the period 1 July 2022 to 31 March 2023 are detailed in Attachment D.

Revenue raised from fees and charges for the period 1 July 2022 to 31 March 2023 was \$2,099,927 (including Central Holding Authority revenue of \$548,556).

Where fees and charges are expressed as revenue units within Northern Territory legislation, the value of each revenue unit for the 2022-23 financial year is \$1.27.

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 January 2023, levied in accordance with section 67 and regulation 14 of the *Education Act 2015*. These fees are published on the Northern Territory 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 2022 to 31 March 2023?

Three 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 was no findings of fraud, anomalies or breaches of financial legislation or Northern Territory Government policy and procedures as part of the internal audits.

### 40. How many agencies have been referred to existing bodies eg 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 2022/23, also providing the following information:
- a) The Terms of Reference, if changed from last year
  - b) The current members and when they were appointed

Refer to Attachment E.

- c) The total remuneration paid to each Board member during the 2022/23 financial year

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.

- d) The itemised total cost incurred by the Board during the 2022/23 financial year

Refer to Attachment E.

42. The number of times the Board met during the period 1 July 2022 to 31 March 2023.

Refer to Attachment E.

## REVIEWS AND INQUIRIES

43. Details of all reviews and inquiries completed or commenced during the 2022/23 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

### *Effective Enrolment Review*

- a) The terms of reference for the review were to analyse the current effective enrolment methodology used in the Department of Education School Resourcing Model.

- b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.
- c) Deloitte Access Economics was selected to undertake the review. The firm has an office in the Northern Territory.
- d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$77,189 to date.
- e) The review included research, analysis and stakeholder engagement.
- g) The review was completed in October 2022 and was not tabled in the Legislative Assembly.

#### *Teachers Registration Board*

- a) The terms of reference were to undertake a review to determine if existing department guidelines adequately address legislation requirements, identify any amendments needed and develop revised guidelines.
- b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.
- c) Mr Craig Drury, BA Dip ED (Secondary) LLB GDLP, was selected to undertake the review. The office is located in Queensland.
- d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$5,000 to date.
- e) The review included a desktop review and qualitative research.
- g) The review is scheduled for completion in May 2023.

#### *Secondary Education Review*

- a) The terms of reference were to undertake a strategic review into secondary provision (Years 7-12) in government schools in the Northern Territory.
- b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.

- c) Deloitte Touche Tohmatsu was selected to undertake the review. The firm has an office in the Northern Territory.
- d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$127,825 to date.
- e) The review included research analysis, jurisdictional scan, site visits and stakeholder engagement.
- g) The review is scheduled for completion in mid-2023.

#### *Preschool Education Review*

- a) The terms of reference for the review is to provide recommendations on the efficiency, effectiveness and equity of current Northern Territory Government preschool funding arrangements and their capacity to support service provisions across all contexts and prioritise delivery of 2 years of a quality early childhood education program to disadvantaged children. As well as to establish how collective investment supports the delivery of quality early childhood education programs for children prior to the commencement of full-time schooling.
- (b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.
- (c) Nous Group Pty Ltd was selected to undertake the review. The firm has an office in the Northern Territory.
- (d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$245,150 to date.
- (e) The review included research, analysis, jurisdictional scan, site visits and stakeholder engagement.
- (g) The review is schedule for completion in mid-2023.

#### *Stakeholder Engagement and Consultation*

- (a) The terms of reference are to develop a Multidisciplinary Team Operating Model in consultation with Student Wellbeing and Inclusion Programs and Services, school principals and other key stakeholders.

- (b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.
- (c) Deloitte Touche Tohmatsu was selected to undertake the review. The firm has an office in the Northern Territory.
- (d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$34,036 to date.
- (e) The review includes research and consultation.
- (g) The review is scheduled for completion in July 2023.

*Framework for Inclusion – Student Advocacy Project*

- (a) The terms of reference were to review national and international models of student advocacy and explore options for a flexible, location and culturally appropriate student advocacy service model for the Northern Territory.
- (b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.
- (c) Atria Group was selected to undertake the review. The firm has an office in the Northern Territory.
- (d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$22,080 to date.
- (e) The review included literature review, stakeholder interviews and data analysis.
- (f) The review was completed in October 2022 and was not tabled in the Legislative Assembly.

*Student Disability Fund*

- (a) The terms of reference for the review is to develop a needs-based funding model for inclusive education.
- (b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.

- (c) Deloitte Touche Tohmatsu was selected to undertake the review. The firm has an office in the Northern Territory.
- (d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$253,590 to date.
- (e) The review includes research, analysis, financial modelling and consultation.
- (g) The review is scheduled for completion in June 2023.

*School Based Engagement Officer Review*

- (a) The terms of reference for the review was to undertake a process evaluation of the School Based Engagement Officer Program.
- (b) The procurement panel was selected in accordance with the Northern Territory Government Procurement Rules, and with regard to their subject matter expertise and experience.
- (c) Management Consulting Alliance was selected to undertake the review. The firm has an office in the Northern Territory.
- (d) The payment made for the review in the 2022-23 financial year (to 31 March 2023) was \$13,600 to date.
- (e) The review included literature review, stakeholder interviews and data analysis.
- (f) The review was completed in November 2022 and was not tabled in the Legislative Assembly.

Note: Administrative effort required with a short lead up time and broad range of areas who undertake reviews, have made it difficult to provide a comprehensive response. Therefore, a partial response is provided with further information available on request.

**WORKPLACE HEALTH AND SAFETY**

**44. Please provide the number, nature and cost of reportable safety issues for the period 1 July 2022 to 31 March 2023.**

For the period of 1 July 2022 to 31 March 2023, there were 3 (notifiable) reportable safety issues relating to a serious injury or illness or a dangerous incident.

Table 1: Employee safety issues reported to NT WorkSafe



| Count        | Nature               | Mechanism Group            | Cost        |
|--------------|----------------------|----------------------------|-------------|
| 1            | Wound                | Hitting stationary objects | \$0*        |
| 1            | Electrocution, shock | Contact with electricity   | \$0*        |
| <b>Total</b> | <b>2</b>             | <b>2</b>                   | <b>\$0*</b> |

\*Note the Department of Education does not record costs of employee safety issues reported to NT WorkSafe.

Table 2: Students, visitors and volunteer's safety issues reported to NT WorkSafe

| Count        | Nature  | Mechanism Group            | Cost        |
|--------------|---|----------------------------|-------------|
| 1            | Laceration or open wound not involving traumatic amputation | Hitting stationary objects | \$0*        |
| <b>Total</b> | <b>1</b>  | <b>1</b>                   | <b>\$0*</b> |

\*Note the Department of Education does not record costs of employee safety issues reported to NT WorkSafe.

**45. Please detail the number of stress related matters and claims for the period 1 July 2022 to 31 March 2023.**

For the period of 1 July 2022 to 31 March 2023, there were 42 stress (mental health) related matters reported and 14 new stress (mental health) related claims. There are 31 open mental stress related claims as at 31 March 2023.

Employee mental stress related matters reported

| Type of stress                                    | # of reported matters |
|---|-----------------------|
| Being assaulted by a person or persons            | 6                     |
| Exposure to a traumatic event                     | 10                    |
| Exposure to workplace or occupational violence    | 18                    |
| Other harassment                                  | 1                     |
| Other mental stress factors                       | 3                     |
| Suicide or attempted suicide                      | 1                     |
| Work pressure                                     | 2                     |
| Work related harassment and or/workplace bullying | 1                     |
| <b>Total</b>                                      | <b>42</b>             |

For the period of 1 July 2022 to 31 March 2023, workers' compensation stress claims lodged with insurer (Gallagher Bassett – Department of Treasury and Finance) is at a total cost of \$1,142,977.

## 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 2022/23 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.

| Region   | Number of students 2022 <sup>1</sup> | Number of schools | Regional support staff as at 31/03/2023 <sup>2, 3</sup> | Regional staff expenditure (\$m) <sup>4</sup> |
|--|--------------------------------------|-------------------|---|---|
| Barkly   | 1198                                 | 13                | 17  | 2.10  |
| Big Rivers                                     | 3620                                 | 28                | 41  | 4.42  |
| Central  | 4329                                 | 36                | 54  | 7.08  |
| Darwin   | 11,631                               | 28                | 26  | 3.60  |
| East Arnhem                                    | 2550                                 | 13                | 27  | 3.04  |
| Top End  | 9,452                                | 35                | 38  | 4.92  |
| Multiple region support / NT-wide <sup>5</sup> | -                                    | -                 | 485   | 64.08   |
| <b>Total</b>                                   | <b>32,780</b>                        | <b>153</b>        | <b>688</b>  | <b>89.24</b>                                  |

<sup>1</sup> Enrolment data provided in this report has been sourced from the Department of Education's Age Grade Census dataset.

The Age Grade Census occurs on the first Friday in August each year.

<sup>2</sup> This measure based on staff headcount.

<sup>3</sup> Source: STAFF Payroll Reporting from Pay 20, 2022 (ending 29/03/2023). Calculations are based on precise data. Due to rounding totals may not correspond with the sum of separate figures. Data is current at the time of provision.

<sup>4</sup> Approximate employee cost for the full financial year based on Pay 20, 2022 (ending 29/03/2023) Full Time Equivalent (FTE) staffing at mid-point increment.

<sup>5</sup> Multiple 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** is the centre of expertise for the design of 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

### Total expenditure on consultancies for the period 1 July 2022 to 31 March 2023

| Purpose<br>(a)   | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)                 | Principal place of business<br>(d)         | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f)  | Tenders or expressions of interest invited prior to work?<br>(g) |
|--|--------------------------------------|---|--|--|--|--|
| Review of Northern Territory (NT) school's current practice areas for improvement and evidence of progress made towards improving the quality of teaching and learning outcomes. | 276,316                              | Australian Council for Educational Research Ltd | 19 Prospect Hill Road, Camberwell VIC 3124 | No   | Report on findings and recommendation  | Yes  |
| Development and implementation of an equitable, transparent and accountable needs-based funding model to supports students with disability in NT Government schools              | 253,590                              | Deloitte Touche Tohmatsu                        | Level 1 225 George Street, Sydney NSW 2000 | No   | 1. Funding Analysis<br>2. Interim Report on options for needs based funding model<br>3. Final Report on agreed funding model | Yes  |
| Review of preschool funding and delivery in the Northern Territory   | 223,373                              | Nous Group Pty. Ltd.                            | PO Box 13069 Melbourne Law Courts VIC 8010 | No   | Report on findings and recommendation  | Yes  |

| Purpose<br>(a)  | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)  | Principal place of business<br>(d)                  | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f) | Tenders or expressions of interest invited prior to work?<br>(g) |
|---|--------------------------------------|----------------------------------|---|--|---|--|
| Australian Curriculum Implementation - Analysis of the Australian Curriculum in NT schools to identify what is working.   | 200,000                              | The Learning First Group Pty Ltd | 24 Cambridge Street<br>Collingwood<br>VIC 3066      | No   | Report on findings and recommendation         | Yes  |
| To conduct a strategic review into secondary provision (Years 7-12) in government schools in the NT.  | 112,527                              | Deloitte Touche Tohmatsu         | Level 1 225 George Street,<br>Sydney NSW 2000       | 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.             | PO Box 13069<br>Melbourne<br>Law Courts<br>VIC 8010 | No   | Report on findings and recommendation         | Yes  |
| Design of demographic and qualitative question and implementation of survey to gather information regarding current teacher wellbeing status and reporting of the result as a part of part of Teacher wellbeing strategy 2019-2022. | 79,682                               | Australian Catholic University   | 40 Edward Street North,<br>Sydney NSW 2060          | No   | Report on findings and recommendation         | Yes  |

| Purpose<br>(a)   | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)        | Principal place of business<br>(d)         | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f) | Tenders or expressions of interest invited prior to work?<br>(g) |
|--|--------------------------------------|--|--|--|---|--|
| Review of current effective enrolment methodology used in the Department's School Resourcing Model and to provide options on a methodology to allocate the school funding pool to schools based on student numbers to ensure equity, funding certainty and transparency. | 77,189                               | Deloitte Touche Tohmatsu               | Level 1 225 George Street, Sydney NSW 2000 | 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.   | 59,090                               | Salli Cohen Consulting Pty Ltd         | Northern Territory                         | No   | Development of a framework                    | Yes  |
| Review of non-government schools' registration requirements under the Education Act 2015 and Education Regulations.  | 44,279                               | Management Consulting Alliance Pty Ltd | Northern Territory                         | No   | Report on findings and recommendation         | Yes  |

| Purpose<br>(a)  | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)       | Principal place of business<br>(d)                                 | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f) | Tenders or expressions of interest invited prior to work?<br>(g) |
|---|--------------------------------------|---------------------------------------|--|--|---|--|
| To conduct research, design and implement a Continuity of Learning - Birth to Year 12 Framework.  | 44,277                               | University of Melbourne               | Alan Gilbert Building, Barry St, University of Melbourne, VIC 3010 | No   | Development of a framework                    | 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. | 42,276                               | Eduvation                             | Northern Territory   | No   | Report on findings and recommendation         | Yes  |
| Undertake a review and redesign of the Student Wellbeing and Inclusion's organisation structure.  | 40,025                               | Mercer Consulting (Australia) Pty Ltd | Level 8 727 Collins Street Melbourne VIC 3008                      | No   | Report on findings and recommendation         | Yes  |
| Review of Student Wellbeing and Inclusion Program and Services structure, deliver and implement a framework for the School Counselling Service.             | 34,036                               | Deloitte Touche Tohmatsu              | Level 1 225 George Street, Sydney NSW 2000                         | No   | Summary of analysis and implementation plan.  | Yes  |

| Purpose<br>(a)   | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)   | Principal place of business<br>(d) | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f)              | Tenders or expressions of interest invited prior to work?<br>(g) |
|--|--------------------------------------|-----------------------------------|------------------------------------|--|--|--|
| Conduct research evidence on the patterns and characteristics of mobility amongst primary school students in specific regions of the NT.   | 32,679                               | Menzies School of Health Research | Northern Territory                 | No   | Report on findings and recommendation                      | Yes  |
| Review and evaluation of Phase I - Pilot (2020-2022) Student Advocacy Project trial in Darwin and Palmerston schools to address barriers and difficulties many students, including students with disability face to access and participate in education. | 22,080                               | Atria Group                       | Northern Territory                 | No   | Conduct review and report on findings and recommendations. | Yes  |
| Development of Department's Emergency Management Framework to ensure appropriate level of preparedness to facilitate effective management of emergency situations.   | 21,000                               | Warton Strategic Pty Ltd          | Northern Territory                 | No   | Emergency Management Framework                             | Yes  |
| Special investigation of a government school.  | 15,844                               | Nemesis Consultancy Group Pty Ltd | PO Box 384 Narellan NSW 2567       | No   | Report on findings and recommendation                      | Yes  |



| Purpose<br>(a)  | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)        | Principal place of business<br>(d)      | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f) | Tenders or expressions of interest invited prior to work?<br>(g) |
|---|--------------------------------------|--|---|--|---|--|
| Review and report on the achievement and ways of improvement in governance, management, and operation of implementation of School Based Engagement Officer program. | 13,600                               | Management Consulting Alliance Pty Ltd | Northern Territory                      | No   | Report on findings and recommendation         | Yes  |
| Review and report on occupational violence and aggression in NT Government Schools.   | 13,200                               | Jane Frances Richards                  | 67 Oaklands Road, Somerton Park SA 5044 | 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.         | 10,623                               | Chatto Consulting                      | Northern Territory                      | No   | Report on findings and recommendation         | Yes  |

| Purpose<br>(a)  | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c) | Principal place of business<br>(d) | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f) | Tenders or expressions of interest invited prior to work?<br>(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. | 9,412                                | Julie Perry                     | Northern Territory                 | 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. | 9,230                                | Languages for Learning          | Northern Territory                 | 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. | 6,862                                | Elizabeth Veel                  | Northern Territory                 | No   | Report on findings and recommendation         | Yes  |

| Purpose<br>(a)   | Cost (\$) incurred in 2022-23<br>(b) | Person or entity engaged<br>(c)  | Principal place of business<br>(d)         | Report tabled in Legislative Assembly<br>(e) | Outcomes or key performance indicators<br>(f)                                   | Tenders or expressions of interest invited prior to work?<br>(g) |
|--|--------------------------------------|----------------------------------|--|--|---|--|
| Review of existing departmental policies, procedures, and guidelines in relation to sections 67A and 72 of the <i>Teacher Registration (NT) Act</i> as well as part 3.1 of Chapter 3 of the <i>Care and Protection of Children Act</i> . | 5,000                                | Drury, Geoffrey                  | 23 Oxford Parade, Pelican Waters, QLD 4551 | No   | Report on findings and recommendation   | Yes  |
| Review of the methodology to determine how to share the costs for the Zuccoli Shared Facilities.   | 4,600                                | Rider Levett Bucknall NT Pty Ltd | Northern Territory                         | No   | Recommendation report on most appropriate method for school cost apportionment. | 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.  | 2,656                                | Hodgson, Ms Lorraine             | Northern Territory                         | No   | Report on findings and recommendation   | Yes  |
| <b>Total</b>   | <b>\$1,735,821</b>                   |                                  |  |  |   |  |

## ATTACHMENT B

### Official hospitality provided for the period of 1 July 2022 to 31 March 2023

| Hospitality          | (a)<br>What was the purpose?  | (b)<br>How many guests? | (c)<br>How many Ministers? | (d)<br>How many Ministerial staff? | (e)<br>How many MLAs? | (f)<br>How many Public Sector employees attended? <sup>1</sup> | (g)<br>Total cost \$ |
|----------------------|---|-------------------------|----------------------------|------------------------------------|-----------------------|--|----------------------|
| 2022 Leaders' Summit | Education corporate leaders, school principals and teacher leaders collaborated and focussed on sustainable leadership practices to improve the quality of teaching | 410                     | 1                          | Unknown <sup>2</sup>               | 1                     | Unknown <sup>2</sup>   | 7,432                |
| NT Board of Studies  | Annual presentations held in Darwin and Alice Springs to publicly recognise academic and vocational achievements of outstanding senior secondary students           | 290                     | 4                          | 0                                  | 5                     | Unknown <sup>2</sup>   | 8,403                |

| <b>Hospitality</b>            | <b>(a)<br/>What was the purpose?</b>  | <b>(b)<br/>How many<br/>guests?</b> | <b>(c)<br/>How many<br/>Ministers?</b> | <b>(d)<br/>How many<br/>Ministerial<br/>staff?</b> | <b>(e)<br/>How many<br/>MLAs?</b> | <b>(f)<br/>How many<br/>Public<br/>Sector<br/>employees<br/>attended?<sup>1</sup></b> | <b>(g)<br/>Total cost<br/>\$</b> |
|-------------------------------|---|-------------------------------------|--|--|-----------------------------------|---|----------------------------------|
| NT Training Awards            | To encourage and recognise senior secondary students who have demonstrated a high level of commitment, skill and achievement whilst undertaking a vocational education and training program as part of their Northern Territory Certificate of Education and Training | Unknown <sup>2</sup>                | Unknown <sup>2</sup>                   | Unknown <sup>2</sup>                               | Unknown <sup>2</sup>              | 17  | 2,473                            |
| Retirement/Farewell Functions | To recognise staff retiring with significant years of service or recognition of their contribution to the department or Northern Territory Public Sector  | Unknown <sup>2</sup>                | Unknown <sup>2</sup>                   | Unknown <sup>2</sup>                               | Unknown <sup>2</sup>              | Unknown <sup>2</sup>  | 882                              |
| World Teachers' Day           | To honour teachers and those who have made a special contribution to their school community   | Unknown <sup>2</sup>                | Unknown <sup>2</sup>                   | Unknown <sup>2</sup>                               | Unknown <sup>2</sup>              | Unknown <sup>2</sup>  | 18,625                           |

| <b>Hospitality</b>                       | <b>(a)<br/>What was the purpose?</b>   | <b>(b)<br/>How many<br/>guests?</b> | <b>(c)<br/>How many<br/>Ministers?</b> | <b>(d)<br/>How many<br/>Ministerial<br/>staff?</b> | <b>(e)<br/>How many<br/>MLAs?</b> | <b>(f)<br/>How many<br/>Public<br/>Sector<br/>employees<br/>attended?<sup>1</sup></b> | <b>(g)<br/>Total cost<br/>\$</b> |
|--|--|-------------------------------------|--|--|-----------------------------------|---|----------------------------------|
| Business related activities or functions | To encourage and strengthen connections in the department through networking and engaging with stakeholders. | Unknown <sup>2</sup>                | Unknown <sup>2</sup>                   | Unknown <sup>2</sup>                               | Unknown <sup>2</sup>              | Unknown <sup>2</sup>  | 68,558                           |
| <b>TOTAL</b>                             |  |                                     |  |  |                                   |   | <b>106,373</b>                   |

<sup>1</sup> Information provided is for NT Department of Education and/or school council staff and invitees only.

<sup>2</sup> These were larger events, with invitations sent to people beyond NT public servants or were held in multiple regions and may not have been organised by the Department of Education. 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.

## ATTACHMENT C

Grants paid to non-government organisations for the period of 1 July 2022 to 31 March 2023.

| <b>Organisation Name</b>                                | <b>Service Provided</b>                              | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|---|--|---|
| Non-Government Schools                                  | NSRA Grant funding - Australian Government           | 209,760,074   |
| Non-Government Schools                                  | Operational Grants                                   | 36,872,901  |
| Non-Government Schools                                  | Early Childhood Services Subsidy                     | 314,674   |
| Non-Government Schools                                  | Early Childhood Programs                             | 285,717   |
| Non-Government Schools                                  | VET In Schools                                       | 42,262  |
| Charles Darwin University                               | Operational Grants                                   | 8,210,640   |
| Charles Darwin University                               | VET in Schools                                       | 1,229,883   |
| Charles Darwin University                               | Early Childhood Services Subsidy                     | 5,484   |
| Stars Foundation Limited                                | Girls Engagement and Mentoring Program               | 2,387,500   |
| Clontarf Foundation                                     | Boys Engagement and Mentoring Programs               | 696,875   |
| NT Council of Government School Organisations (NTCOGSO) | COGSO Regional Governance Officers                   | 559,600   |
| School Sport NT   | School Sports Program                                | 520,000   |
| Tangentyere Council Aboriginal Corporation              | Early Childhood Programs                             | 350,000   |
| Catholic Care NT  | Early Childhood Programs                             | 242,069   |
| Professional Teachers' Association of the NT            | Professional Learning & Development for NT Educators | 185,590   |
| Duke of Edinburgh's Awards (NT Division) Inc            | Grants to Education Organisations                    | 184,563   |
| Murin Travel and Freight Services                       | Early Childhood Programs                             | 95,554  |
| Autism NT   | Community Based Special Education Program            | 90,909  |

| <b>Organisation Name</b>                     | <b>Service Provided</b>                   | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|--|---|---|
| Brother to Another                           | Community Based Special Education Program | 90,909  |
| Vision Australia                             | Community Based Special Education Program | 90,909  |
| Deaf Connect                                 | Community Based Special Education Program | 82,727  |
| Train Safe NT                                | VET in Schools                            | 59,725  |
| Riding for the Disabled in the Top End       | Community Based Special Education Program | 56,364  |
| Down Syndrome Association of the NT Inc      | Community Based Special Education Program | 55,164  |
| Central Land Council                         | Other Grants                              | 45,691  |
| The Arnhem Land Progress Aboriginal Corp     | VET in Schools                            | 45,208  |
| The BEAT                                     | Community Based Special Education Program | 45,000  |
| Child Australia                              | Other Grants                              | 40,348  |
| St. John Ambulance Australia Inc             | VET in Schools                            | 38,912  |
| Isolated Children's Parents Association NT   | Community Based Special Education Program | 36,645  |
| Fox Education and Consultancy                | VET in Schools                            | 35,682  |
| Central Australian Community Toy Library Inc | Community Based Special Education Program | 31,818  |
| Royal Life Saving Society Australia NT       | Community Based Special Education Program | 30,000  |
| Australian Institute of Electrotechnology    | VET in Schools                            | 26,240  |
| Musica Viva Australia                        | Grants to Education Organisations         | 24,555  |
| Ripponlea Institute Pty Ltd                  | VET in Schools                            | 22,531  |
| Connect'n'Grow Pty Ltd                       | VET in Schools                            | 22,280  |
| ECB Training Services Pty Ltd                | VET in Schools                            | 20,029  |
| SEDA Group                                   | VET in Schools                            | 19,437  |
| Academy of Interactive Entertainment Ltd     | VET in Schools                            | 12,595  |
| Preschool Teachers Association of the NT     | Early Childhood Programs                  | 11,000  |
| Braitling Neighbourhood Centre               | Quality Education and Care                | 10,000  |



| <b>Organisation Name</b>                       | <b>Service Provided</b>          | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|--|----------------------------------|---|
| Karen Sheldon Group                            | VET in Schools                   | 10,000  |
| Kentish Lifelong Learning and Care Inc         | Quality Education and Care       | 10,000  |
| YMCA of the Northern Territory                 | Quality Education and Care       | 10,000  |
| Early Childhood Australia                      | Other Grants                     | 9,091   |
| BLP Training and Services                      | VET in Schools                   | 4,616   |
| Northern Land Council                          | Other Grants                     | 3,182   |
| Darwin Malayalee Association Inc               | Other Grants                     | 2,000   |
| Goodstart Early Learning                       | Early Childhood Services Subsidy | 659,451   |
| Affinity Education Group Ltd                   | Early Childhood Services Subsidy | 409,981   |
| YMCA of the Northern Territory                 | Early Childhood Services Subsidy | 356,719   |
| Territory Child Care Group Inc                 | Early Childhood Services Subsidy | 192,175   |
| Children's Integrated Management Services Ltd  | Early Childhood Services Subsidy | 178,921   |
| Little Flyers Darwin                           | Early Childhood Services Subsidy | 164,172   |
| Kentish Lifelong Learning and Care Inc         | Early Childhood Services Subsidy | 120,866   |
| Zuccoli Early Learners Early Education Centre  | Early Childhood Services Subsidy | 111,959   |
| Humpty Doo Community and Child Care Centre Inc | Early Childhood Services Subsidy | 94,471  |
| Lil' Antz Pty Ltd                              | Early Childhood Services Subsidy | 85,056  |
| Happy Trails Early Learning Centre             | Early Childhood Services Subsidy | 82,576  |
| One Tree Community Services Inc                | Early Childhood Services Subsidy | 81,037  |
| Arnhem Early Learning Centre                   | Early Childhood Services Subsidy | 75,257  |
| Malak Family Centre                            | Early Childhood Services Subsidy | 73,307  |
| Murin Travel and Freight Services              | Early Childhood Services Subsidy | 71,665  |
| Creative Kids Childcare Howard Springs         | Early Childhood Services Subsidy | 70,876  |
| Top End Early Learning Centre Inc              | Early Childhood Services Subsidy | 69,594  |

| <b>Organisation Name</b>                   | <b>Service Provided</b>          | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|--|----------------------------------|---|
| Journey Services Group Pty Ltd             | Early Childhood Services Subsidy | 69,069  |
| Family First Early Learning                | Early Childhood Services Subsidy | 64,853  |
| Territory Kids Early Learning Centre       | Early Childhood Services Subsidy | 64,571  |
| Nightcliff Family Centre Inc               | Early Childhood Services Subsidy | 62,905  |
| Dripstone Children's Centre Inc            | Early Childhood Services Subsidy | 62,563  |
| Tiny Town Children's Centre Pty Ltd        | Early Childhood Services Subsidy | 60,099  |
| GAP Community Childcare Centre             | Early Childhood Services Subsidy | 55,894  |
| Mother Teresa Catholic Primary School      | Early Childhood Services Subsidy | 55,726  |
| Mitchell Street Childcare Centre           | Early Childhood Services Subsidy | 54,842  |
| Stuart Park Child Care Centre              | Early Childhood Services Subsidy | 51,496  |
| Woodroffe Child Care Centre                | Early Childhood Services Subsidy | 44,933  |
| Casuarina Childcare Centre                 | Early Childhood Services Subsidy | 42,020  |
| Gray Child Care Centre                     | Early Childhood Services Subsidy | 41,690  |
| Scallywags Childcare Centre                | Early Childhood Services Subsidy | 41,430  |
| Central Australian Aboriginal Congress     | Early Childhood Services Subsidy | 39,861  |
| Parap Family Centre                        | Early Childhood Services Subsidy | 39,224  |
| Foundations For Life Early Learning Centre | Early Childhood Services Subsidy | 38,266  |
| Alyangula Daycare Inc                      | Early Childhood Services Subsidy | 37,323  |
| Six Little Ducks Childcare                 | Early Childhood Services Subsidy | 36,065  |
| Alice Springs Child Care Centre            | Early Childhood Services Subsidy | 35,451  |
| Nhulunbuy Child Care Services              | Early Childhood Services Subsidy | 35,262  |
| Braitling Neighbourhood Centre             | Early Childhood Services Subsidy | 34,099  |
| Journey Early Learning Centre              | Early Childhood Services Subsidy | 33,670  |
| Preeti Kunj Child Care Centre              | Early Childhood Services Subsidy | 33,455  |

| <b>Organisation Name</b>                     | <b>Service Provided</b>          | <b>1 July 2022 to<br/>31 March 2023<br/>Amount \$</b> |
|--|----------------------------------|---|
| Goodstart Early Learning                     | Early Childhood Services Subsidy | 28,392  |
| Katherine East Child Care Centre             | Early Childhood Services Subsidy | 27,079  |
| St Mary's Catholic Primary School            | Early Childhood Services Subsidy | 24,442  |
| Yulara Child Care Centre                     | Early Childhood Services Subsidy | 21,590  |
| West Arnhem Regional Council                 | Early Childhood Services Subsidy | 20,512  |
| Alice Springs Family Day Care                | Early Childhood Services Subsidy | 15,688  |
| Dragonfly Play and Learn                     | Early Childhood Services Subsidy | 11,297  |
| Zuccoli Village Early Learners               | Early Childhood Services Subsidy | 9,216   |
| Central Australian Community Toy Library Inc | Early Childhood Services Subsidy | 6,890   |
| Kingdom Kids Early Learning Centre           | Early Childhood Services Subsidy | 5,863   |
| Warlpiri Youth Development Aboriginal Corp   | Early Childhood Services Subsidy | 5,111   |
| <b>Total*</b>                                |                                  | <b>267,245,883</b>                                    |

\*Excludes NT Government schools, NT Families & Individuals, and other government organisations.

\*Rounding of 1 applied to Gray Child Care Centre and Scallywags Childcare Centre.

## ATTACHMENT D

### Statutory fees and charges as at 31 March 2023

| DEPARTMENT OF EDUCATION   |        |
|---|--------|
| Fee/Charge Description  | \$     |
| <b><u>Early Childhood Registration Fees</u></b>   |        |
| <b><i>Prescribed Fees</i></b>   |        |
| <b><i>Part 1 - Fees Relating to Provider Approvals, Service Approvals and Ratings</i></b>                   |        |
| <b><i>Centre-based service (No. of approved places or places to be offered)</i></b>                         |        |
| Application for provider approval   | 241.00 |
| Application for service approval  |        |
| – 24 places or fewer  | 482.00 |
| – 25 to 80 places   | 725.00 |
| – 81 or more places   | 967.00 |
| Annual fee - approved service   |        |
| – 24 or fewer approved places   | 218.00 |
| – 25 to 80 approved places  | 329.00 |
| – 81 or more approved places  | 438.00 |
| Notification of intended transfer of service approval   | 116.00 |
| Application for service waiver  | 116.00 |
| Application for temporary waiver  | 116.00 |
| Application for extended temporary waiver   | 116.00 |
| Application for reassessment and re-rating  |        |
| – 24 or fewer approved places   | 482.00 |
| – 25 to 80 approved places  | 725.00 |
| – 81 or more approved places  | 967.00 |
| Application for review by Ratings Review Panel  |        |
| – 24 or fewer approved places   | 482.00 |
| – 25 to 80 approved places  | 725.00 |
| – 81 or more approved places  | 967.00 |
| <b><i>Family day care service (No. of family day care educators engaged by your registered service)</i></b> |        |
| Application for provider approval   | 241.00 |
| Application for service approval  | 725.00 |
| Annual fee – approved service   |        |
| – 5 or fewer family day care educators  | 218.00 |
| – 6 to 20 family day care educators   | 329.00 |
| – 21 or more family day care educators  | 438.00 |

| <b>DEPARTMENT OF EDUCATION</b>   |  |
|--|--|
| <b>Fee/Charge Description</b>  | <b>\$</b>                                      |
| Notification of intended transfer of service approval  | 116.00   |
| Application for service waiver   | 116.00   |
| <b>Fee/Charge Description</b>  | <b>\$</b>                                      |
| Application for temporary waiver   | 116.00   |
| Application to extend temporary waiver   | 116.00   |
| Application for reassessment and re-rating   |  |
| – 5 or fewer family day care educators   | 482.00   |
| – 6 to 20 family day care educators  | 725.00   |
| – 21 or more family day care educators   | 967.00   |
| Application for review by Ratings Review Panel   |  |
| – 5 or fewer family day care educators   | 482.00   |
| – 6 to 20 family day care educators  | 725.00   |
| – 21 or more family day care educators   | 967.00   |
| <b>Part 2 - Other Fees</b>   |  |
| Copy or extract from Register of approved providers  |  |
| – per page   | 5.00   |
| – for an electronic copy   | 75.00  |
| Copy or extract from Register of approved education and care services  |  |
| – per page   | 5.00   |
| – for an electronic copy   | 75.00  |
| Application for an assessment of a course to be included as an approved qualification  | 2,426.00                                       |
| Application for determination of equivalent qualification  | 116.00   |
| <b><u>Freedom of Information Fees</u></b>  |  |
| Application Fee of Freedom of Information request for Government Information   | 30.00  |
| Processing Fee of Freedom of Information request for Government Information  | 25.00 per hour or part of an hour              |
| Processing Fee of Freedom of Information for non-personal information - Searching for and retrieving information and returning it to storage (but not searching for misplaced information) and stored in secondary storage | Actual cost                                    |
| Processing Fee of Freedom of Information for non-personal information - Considering and making decision in relation to application (including consultation)  | 25.00 per hour or part of an hour              |
| Processing Fee of Freedom of Information for personal information - Supervising examination of information by applicant  | 25.00 per hour or part of an hour over 2 hours |

| <b>DEPARTMENT OF EDUCATION</b>   |                                   |
|--|-----------------------------------|
| <b>Fee/Charge Description</b>  | <b>\$</b>                         |
| Processing Fee of Freedom of Information for non-personal information - Supervising examination of information by applicant      | 25.00 per hour or part of an hour |
| <b><u>Enrolment and Attendance</u></b>   |                                   |
| Part 4 - <i>Education Act</i> provides for penalties to be applied for offences under the Act based on a number of penalty units |                                   |
| For following breaches but not limited to:   |                                   |
| – Non-Attendance, Compulsory Conference and Failure to Enrol   | 314.00                            |
| – Non-Attendance, Compulsory Conference and Failure to Enrol (Child)   | 32.00                             |
| <b><u>International education</u></b>  |                                   |
| Accommodation placement fee  | 220.00                            |
| International student administration fee (one-off)   | 220.00                            |
| Transition–Year 6 tuition fee (annual) (primary holder)  | 11,000.00                         |
| Year 7-9 tuition fee (annual) (primary holder)   | 12,500.00                         |
| Year 10-12 tuition fee (annual) (primary holder)   | 13,600.00                         |
| Pre-school tuition fee (annual) (dependent holder)   | 4,000.00                          |
| Transition–Year 6 tuition fee (annual) (dependent holder)  | 6,600.00                          |
| Year 7-9 tuition fee (annual) (dependent holder)   | 7,500.00                          |
| Year 10-12 tuition fee (annual) (dependent holder)   | 8,200.00                          |
| Transition–Year 6 tuition fee (annual) (distance education)  | 8,800.00                          |
| Year 7-9 tuition fee (annual) (distance education)   | 10,000.00                         |
| Year 10-12 tuition fee (annual) (distance education)   | 10,900.00                         |
| <b><u>Non-government schools</u></b>   |                                   |
| Application fee for variation of registration  | 254                               |
| Application fee for registration application   | 1,905                             |

| <b>TEACHER REGISTRATION BOARD</b>  |           |
|--|-----------|
| <b>Fee/Charge Description</b>  | <b>\$</b> |
| <b><i>Teacher Registration Fees</i></b>  |           |
| Application for Registration   |           |
| Charles Darwin University and Batchelor Institute of Indigenous Tertiary Education graduates | 95.00     |
| Mutual Recognition applicants  | 133.00    |
| All other new applicants   | 145.00    |
| Annual Registration Fee  |           |
| Annual fee   | 95.00     |
| – Authorisation  |           |
| Initial Authorisation Fee  | 146.00    |
| Repeat Authorisation Fee   | 95.00     |

|  |         |
|--|---------|
| Miscellaneous Fees   |         |
| – Letter of Professional Standing                            | 30.00*  |
| – 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

### Boards/advisory bodies details (as at 31 March 2023)

| Board/advisory body name                           | Board/advisory body terms of reference<br><br>Sub-question 41(a) | Current members and date of their appointment<br><br>Sub-question 41(b)   | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--|--|---|--|--|
| Non-Government School Ministerial Advisory Council | Terms of reference are at Appendix 1.                            | <p>Ms Gail Barker<br/>Independent Chair<br/>27/01/2022</p> <p>Ms Cheryl Salter<br/>Executive Director, Association of Independent Schools NT<br/>21/01/2022</p> <p>Ms Phoebe Van Bentum<br/>Chief Executive Office, NT Christian Schools<br/>29/07/2020</p> | \$531.36   | 3  |



| Board/advisory body name            | Board/advisory body terms of reference<br><br>Sub-question 41(a)                            | Current members and date of their appointment<br><br>Sub-question 41(b)   | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|-------------------------------------|---|---|--|--|
|                                     |   | <p>Lutheran Education representative member position – vacant</p> <p>Catholic Education representative member position – vacant</p> <p>Debra Liddiard<br/>Director, Education Regulation,<br/>Department of Education<br/>25/11/2019</p> <p>Gillian Sharkey<br/>Senior Director, Strategic Policy,<br/>Department of Education<br/>25/11/2019</p> |  |  |
| Northern Territory Board of Studies | <i>Education Act 2015</i> , Part 3 Northern Territory Board of Studies – section 25 states: | Marion Guppy<br>Chairperson and expert member<br>02/03/2023   | \$12,803.15  | 4  |

| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)  | Current members and date of their appointment<br><br>Sub-question 41(b)  | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|---|--|--|--|
|                          | <p><b>Functions of Board:</b><br/>The Board has the following functions:</p> <p>(a) to provide advice to the Minister for Education and the CEO on curriculum policy in relation to:</p> <p>(i) establishing and maintaining curriculum frameworks that address the needs of all students in the Territory school education system; and</p> <p>(ii) establishing and maintaining procedures for student</p> | <p>Ralph Wiese<br/>Expert member<br/>02/03/2023</p> <p>Dr Gavin Morris<br/>Expert member<br/>31/12/2020</p> <p>Charles Richardson<br/>Expert member<br/>31/12/2020</p> <p>Saeed Amin<br/>Department of Education representative<br/>02/03/2023</p> <p>Rachel Boyce</p> |  |  |

| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)  | Current members and date of their appointment<br><br>Sub-question 41(b)   | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|---|---|--|--|
|                          | <p>assessment, reporting and certification; and</p> <p>(iii) monitoring, evaluating and reporting on student performance; and</p> <p>(iv) improving student outcomes;</p> <p>(b) to provide advice to the Minister for Education and the CEO on government policy affecting the Board's functions;</p> <p>(c) to cooperate and consult with bodies prescribed by regulation that are engaged in education or related matters.</p> | <p>Association of Independent School of the NT representative<br/>02/03/2023</p> <p>Jacqueline Langdon<br/>Catholic Education NT representative<br/>31/12/2020</p> <p>Tabitha Fudge<br/>Parent representative<br/>31/12/2020</p> <p>Jacklyn Roberts<br/>Teacher representative<br/>02/03/2023</p> |  |  |

| Board/advisory body name                             | Board/advisory body terms of reference<br><br>Sub-question 41(a)  | Current members and date of their appointment<br><br>Sub-question 41(b)   | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--|---|---|--|--|
|  |   | <p>Renez Lammon<br/>Aboriginal and Torres Strait Islander representative<br/>02/03/2023</p> <p>Kellie Opitz<br/>Employer representative<br/>02/03/2023</p>  |  |  |
| Teacher Registration Board of the Northern Territory | <p><i>Teacher Registration (Northern Territory) Act 2004</i> – section 11 states</p> <p><b>Functions of Board</b></p> <p>(1) The Board has the following functions:</p> <p>(a) to administer the scheme of registration under Part 4;</p> | <p>Joe Hewett<br/>Person nominated by the Chief Executive Officer (of Department of Education)<br/>11 October 2022</p> <p>Danielle Schmidt<br/>Registered teacher (based at a remote school) nominated by the NT Branch of the Australian Education Union</p> | \$11,848.61  | 10   |

| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)   | Current members and date of their appointment<br><br>Sub-question 41(b)  | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|--|--|--|--|
|                          | <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>14 May 2019</p> <p>Gordon Canning<br/>Registered teacher nominated by the Northern Territory Branch of the Australian Education Union<br/>11 October 2018</p> <p>Gregory Hauser<br/>Indigenous registered teacher at a government school nominated by the Chief Executive Officer (of Department of Education)<br/>31 August 2018</p> <p>Susanne Fisher</p> |  |  |

| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)   | Current members and date of their appointment<br><br>Sub-question 41(b)  | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|--|--|--|--|
|                          | <p>(e) to liaise with the Agency administering the <i>Education Act 2015</i> in relation to strategic priorities for professional development of teachers in the Territory;</p> <p>(ea) to promote the professional development of teachers in the Territory and approve a framework for the professional development of teachers;</p> | <p>Registered teacher nominated by the Northern Territory Principals' Association<br/>11 October 2020</p> <p>Joel Van Bentum<br/>Educator nominated by the Association of Independent Schools of the Northern Territory<br/>7 April 2022</p> <p>Registered teacher nominated by the Independent Education Union – nominally vacant<br/>Alternate member – Justin Zammit<br/>26 July 2022.</p> <p>Shane Donohue</p> |  |  |

| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)  | Current members and date of their appointment<br><br>Sub-question 41(b)   | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|---|---|--|--|
|                          | <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>Educator nominated by the Catholic Education Office<br/>11 October 2022</p> <p>Ruth Wallace<br/>Educator nominated by Charles Darwin University<br/>11 October 2022</p> <p>Educator nominated by Batchelor Institute of Indigenous Tertiary Education – vacant</p> <p>Marisa Boscato<br/>Person nominated by the Northern Territory Council of Government School Organisations<br/>11 October 2018</p> |  |  |

| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)  | Current members and date of their appointment<br><br>Sub-question 41(b)   | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|---|---|--|--|
|                          | <ul style="list-style-type: none"> <li>(i) to research and promote best practice in teaching in the Territory;</li> <li>(ia) to support, recognise and certify quality teaching and educational leadership in the Territory;</li> <li>(k) to deal with complaints about teachers, hold preliminary investigations and inquiries in relation to teachers and take disciplinary action under Part 6;</li> </ul> | <p>Lorraine Hodgson<br/>Registered teacher nominated by the Professional Teachers' Association of the Northern Territory<br/>20 July 2009</p> |  |  |



| Board/advisory body name | Board/advisory body terms of reference<br><br>Sub-question 41(a)   | Current members and date of their appointment<br><br>Sub-question 41(b) | Total cost incurred by board/advisory body in 2022-23 (as at 31/03/2023)<br><br>Sub-question 41(d) | No. of times board/advisory body met beginning 1 July 2022 and ending 31 March 2023<br><br>Sub-question 42 |
|--------------------------|--|---|--|--|
|                          | <p>(1) 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> |   |  |  |

## NON-GOVERNMENT SCHOOL MINISTERIAL ADVISORY COUNCIL

### TERMS OF REFERENCE

DECEMBER 2017

#### 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.