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Letter of submission to the Ministers

The Hon. Adrian Piccoli MP
Minister for Education
Level 18, 52 Martin Place
Sydney NSW 2000

The Hon. Leslie Williams MP
Minister for Early Childhood Education,
Minister for Aboriginal Affairs and
Assistant Minister for Education
Level 16, 52 Martin Place
Sydney NSW 2000

Dear Ministers

In compliance with the terms of the *Annual Reports (Departments) Act 1985*, the *Public Finance and Audit Act 1983* and Regulations under those Acts, I submit the 2014 NSW Department of Education and Communities Annual Report for your presentation to the NSW Parliament.

The report summarises our services, achievements and operational activities for 2014. This provides the NSW Parliament, the NSW Government and the community with information on our performance over the past year.

It covers our services in the areas of public schools, vocational education and training, early childhood education and care, Aboriginal affairs, volunteering, youth and community and regional engagement. It also includes the operations of TAFE NSW, Sport and Recreation and Veterans' Affairs until 30 June 2014.

In addition, the report contains the department's audited financial statements for the financial year ended 30 June 2014 and appendices as required by legislation.

Yours sincerely



Dr Michele Bruniges AM
SECRETARY
DEPARTMENT OF EDUCATION AND COMMUNITIES
April 2015

Secretary's foreword

2014 has been a year of significant achievements as we work toward the department's vision of a highly skilled, educated, vibrant and inclusive NSW. The department is one of the largest organisations in Australia. After mid-year machinery-of-government changes, which led to TAFE NSW becoming a separate government agency and Sport and Recreation and Veterans' Affairs divisions transferring to the Department of Premier and Cabinet, the department employs in excess of 84,000 staff. The department's operating budget for 2014/15 is over \$14.2 billion.

The department's role is broad – from early childhood education and care, to school education and tertiary education and training. We also make it easier for people to be involved in their communities and work to advance the wellbeing of Aboriginal people.

The first five years of a student's life is important to long-term achievement. In 2014, we introduced a fairer, needs-based preschool funding model so we can target support to those who need it most. The department is also working with the early childhood sector to improve standards through the implementation of the National Quality Framework.

In public education, for the past three years we have systematically been working on reforms to put in place the foundations for continuous improvement across NSW public schools, focusing on enhanced professionalism, increased local authority, improved accountability and systemic support.

The National Education Reform Agreement commenced in 2014. Additional funding has been distributed to both public and non-government schools via a new needs-based funding approach. The additional investment by the NSW and Commonwealth governments will allow the department to extend and accelerate the innovative reforms already underway throughout the state.

The Local Schools, Local Decisions reform is designed to improve teaching and learning by increasing the level of local decision-making by schools. One of the key reforms is the phased implementation of the Resource Allocation Model (RAM), which provides a fairer, more transparent needs-based school funding model. In 2014, all schools were provided with RAM funding for students of low socio-economic background and Aboriginal background.

We are strengthening the teaching profession by providing improvements at every stage of the teacher career cycle. The progressive rollout of reforms arising from the Great Teaching, Inspired Learning initiative will provide more support for beginning teachers and more investment in professional development for teachers. New initiatives in 2014 included the introduction of teach.Rural scholarships, our intern and cadetship programs and additional classroom release time and mentoring for beginning teachers.

Targeted programs are being rolled out to students in need of more help. The department's Early Action for Success strategy is designed to lift the literacy and numeracy achievements of students in the early years of school. In 2014, the number of public schools taking part in the strategy increased from 92 to 199, supported by 140 instructional leaders.

To help close the gap between city and country students, we are focusing on improving the quality of teaching in rural and remote areas and giving students access to a broad curriculum. In 2014, under the Rural and Remote Education initiative, we established Aurora College, the state's first virtual school. Rural and remote schools are also being supported to establish education networks that bring together resources across a number of schools to meet local needs.

We are continuing to improve the capacity of schools and teachers to meet the diverse educational needs of students with disability through the implementation of Every Student, Every School. In 2014, we focused on building the capabilities of teachers in personalised learning and support for students with disability, learning and behaviour difficulties.

The department remains determined to close the gap in educational outcomes between Aboriginal and other students. In 2014, we changed the way we provide support for Aboriginal students in public schools so that every public school with Aboriginal students now receives funding to support their learning needs. The Connected Communities strategy is being implemented in 15 communities across the state. Signs of improvement are already apparent and include a steady upward trend in overall primary attendance rates.

In post-school learning we are investing in the skills needed for the economic prosperity of NSW. Smart and Skilled, the NSW Government's reform of the vocational education and training (VET) system, will give people the opportunity to gain the skills they need to ensure a highly skilled workforce when introduced in 2015.

TAFE NSW plays a vital role as the state's public provider of VET to develop the skills needed to support a strong economy. In 2014, TAFE NSW prepared for the implementation of Smart and Skilled by ensuring that the institutes adjusted their training profiles and course offerings to courses on the NSW Skills List. On 1 July 2014, TAFE NSW separated from the department and commenced operating as a separate agency.

We are increasing the capacity for Aboriginal people to participate in decisions that impact on their lives through the implementation of OCHRE, the NSW Government's plan for Aboriginal affairs. In 2014, four opportunity hubs were established to support young Aboriginal people to stay at school and progress to further education and employment; five Aboriginal language and cultural nests were put in place in schools; and five local decision-making regional alliances were established.

We are increasing community participation and engagement through initiatives designed to strengthen communities. Significant progress has been made in implementing the NSW Volunteering Strategy, with the Statement of Principles for the Recognition of Volunteers now endorsed by 220 organisations representing 721,000 volunteers across NSW. Twenty-eight new Youth Opportunities projects have been funded, supporting youth-led community initiatives that will engage more than 11,000 young people.

Until June 2014, the department had responsibility for Veterans' Affairs, which continued to work closely with the Centenary of Anzac Council Ambassadors to lead community engagement for the Centenary of the First World War 2014-2018 commemorations. Until 2014 the department also had responsibility for the operation of sport and recreation centres and funding support for more than 129 community sports facilities.

I am proud of the progress we have made in 2014. I wish to take this opportunity to acknowledge the support and efforts of our communities and to thank our staff, students and their parents and carers for their contributions to our successes in 2014.

Dr Michele Bruniges AM
SECRETARY
DEPARTMENT OF EDUCATION
AND COMMUNITIES

About us

The Department of Education and Communities serves the NSW community by providing world-class education and training and supporting vibrant and inclusive communities.

We provide services to the citizens of NSW from early childhood through to adulthood. We protect young children by regulating preschool and long day care providers. Once children move into school, we provide them with a first-rate primary and secondary education. As our students grow to adulthood, we support their transition into vocational training and higher education.

We make it easier for people to be involved in their communities, work to advance the wellbeing of Aboriginal people, promote the interests of young people and harness the strong desire of people to improve and contribute to their local neighbourhoods through volunteering.

Our vision

Our vision is for a highly skilled, educated, vibrant and inclusive NSW where all people:

- achieve their potential
- build social and economic prosperity
- participate in activities that contribute to their wellbeing
- contribute as informed citizens to our society.

Our outcomes

- **In early childhood:** All children will receive high-quality early childhood education and care to give them a great start in life and at school.
- **At school:** All students will receive the teaching and support they need to learn, achieve and progress.
- **In tertiary education and training:** All students will receive the skills and knowledge for successful participation in employment and their communities, ensuring easier transitions and participation in vocational and higher education.
- **In our communities:** We will build on the state's tremendous community spirit by promoting strong social partnerships.

Our priorities

We will have **high expectations** for all and focus on **closing gaps** in achievement in areas of disadvantage. We will ensure everyone has the opportunity to achieve their potential and participate fully in our society.

Quality teaching and leadership are essential to the success of our students and improving the literacy and numeracy skills of children in our schools. We will develop our teachers and leaders in education and training and increase their capacity to deliver our outcomes.

We will find **new and better ways of doing business**. We will innovate and respond to the changing needs of the people of NSW. We will develop our staff and support them in delivering excellence. We will form strong partnerships with parents and families, industry and community groups, education, training and other providers. We will be open and accountable in both our day-to-day business and strategic outcomes.

Our students

Preschool children

Preschools provide educational programs for children in the years before school. In 2014, the NSW Government provided and funded 53,636 places in preschools. This included 4,365 children enrolled in 100 government preschools and an additional 720 children enrolled in 47 early intervention classes in public schools. We fund more than 700 community preschools, approximately 400 long day care centres, 49 mobile preschools and almost 200 out of school hours care services. We also regulate the operation of around 5,000 early childhood education and care services under the National Quality Framework.

Primary and secondary students

Our public schools provide an education for students from preschool through to Year 12. In 2014, more than 764,000 students were enrolled in 2,219 public schools. This represents about two-thirds of all NSW school students.

Our students reflect a diversity of cultural, linguistic and socio-economic backgrounds from the inner city, outer suburbs of Sydney, regional centres and rural and isolated communities across NSW.

Table 1: NSW public school enrolments (2014)

Preschool students	4,365
Children in early intervention classes	720
Full-time primary students	458,130
Full-time secondary students	304,114
Full-time primary and secondary students	762,244
Full-time and part-time primary and secondary students	764,627

Source: Department of Education and Communities mid-year census. Notes: Figures are consistent with Australian Bureau of Statistics (ABS) Schools Australia (cat. 4221.0) counting rules. The number of preschool students and children in early intervention classes are not included in the full-time primary and secondary enrolments total, consistent with Schools Australia.

Table 2: NSW public school student profile (2014)

Female students	371,841
Male students	391,857
Aboriginal students	51,613
Students with a language background other than English	242,850
Students in the Priority Schools Program	146,714
Students in the Country Areas Program	24,242
Students in schools for specific purposes	5,207
Students in support classes	16,478

Source: Department of Education and Communities mid-year census. Notes: Student numbers in this table are counted as full-time equivalent, with the exception of students with a language background other than English, which is counted as the number of students (headcount).

Apprentices and trainees

The department is responsible for the apprenticeship and traineeship system in NSW. In 2014, we supported 123,481 apprentices and trainees and approximately 33,000 employers. The department's State Training Services approved 51,974 new training contracts and an additional 9,551 re-commencements of apprentices and trainees who had previously cancelled their training contracts, while 50,190 apprentices and trainees successfully completed their formal training.

Our communities

NSW is home to a diverse population of 7.5 million people. We work closely with communities across NSW to support them to become strong and self-sustaining. More than a third of the NSW population have parents who were both born overseas. One in four people speaks a language other than English at home. There are over 208,000 people of Aboriginal origin, representing just over two per cent of the NSW population.

Over 3.5 million adults and half a million children in NSW participate in sport and physical recreation. Over two million people attend sporting events as a spectator.

There are around two million volunteers in NSW. A third of the state's volunteers are involved in sport and recreational organisations. Around 430,000 people volunteer their time to charities, welfare agencies and other organisations working for the social benefit of the community. Around 600,000 people support their local schools through school committees, boards and other education and training support organisations, or are involved in play groups, scouts, guides and other organisations supporting children and youth development.

Table 3: Government-funded vocational education and training students (2013)

Women	221,602
Students from a non-English speaking background	78,761
Aboriginal students	29,011
Students with disability	36,067
All government-funded students	423,247

Source: Report on Government Services, 2013: Table 5A. 19. Notes: Government-funded activity for all years now includes Commonwealth-specific and state-specific funding, including funding under the National Agreement for Skills and Workforce Development. This differs from previous publications, which were based on recurrent funded activity only. Figures for 2014 will not be available until July 2015.

Table 4: Apprenticeships and traineeships (2014)

Approvals	51,974
Completions	50,190

Source: Department of Education and Communities, State Training Services.

Our organisation

Our ministers

In 2014, the education and training portfolios were the responsibility of the Minister for Education, the Hon. Adrian Piccoli MP. The Hon. Victor Dominello MP was the Assistant Minister for Education, alongside his responsibilities as Minister for Citizenship and Communities, Minister for Aboriginal Affairs and Minister for Veterans' Affairs. The Hon. Stuart Ayres MP was Minister for Sport and Recreation, having replaced the Hon. Gabrielle Upton MP as the Minister for Sport and Recreation on 23 April 2014.

On 1 July 2014, the Office of Sport was established as an executive agency related to the Department of Premier and Cabinet (DPC) and the divisions and entities within the Minister for Sport and Recreation's portfolio were transferred to the DPC cluster.

The Hon. Mark Speakman MP was the Parliamentary Secretary for Tertiary Education and Skills until 17 April 2014 after which time he was replaced by the Hon. Catherine Cusack MLC. The work of the Minister for Citizenship and Communities was supported by the Hon. Matt Kean MP, the Parliamentary Secretary for Communities; the Hon. David Elliott MP, the Parliamentary Secretary to the Premier for Youth, Homelessness and Centenary of Anzac; and the Hon. Charlie Lynn MLC, the Parliamentary Secretary for Veterans' Affairs.

The department

From 1 July 2014 there were some major changes to the structure of the department:

- TAFE NSW separated from the department and now operates as a separate government agency

- the Sport and Recreation and Veterans' Affairs divisions were transferred to the DPC cluster.

As a result, this annual report includes the financial statements and operations of TAFE NSW, Sport and Recreation and Veterans' Affairs up to 30 June 2014 only.

TAFE NSW will prepare a separate annual report for 2014/15 and the Sport and Recreation and Veterans' Affairs portfolios will be included in DPC's 2014/15 annual report.

As at the end of December 2014, the department consists of the following five portfolios.

Public Schools NSW

The department's Public Schools NSW portfolio runs the public education system. With 2,219 public schools across NSW, we help young people grow into literate, numerate and well-educated citizens. Our schools give them the experiences and confidence to make a positive contribution to society. We also operate preschools at 100 primary and central schools. Government preschools provide an educational preschool program for children in the year before they are enrolled in Kindergarten, with a particular focus on services for disadvantaged communities.

Students in public schools have access to a rich and varied curriculum, delivered by quality teachers and dedicated school leaders. Our schools provide a firm foundation in both literacy and numeracy. Extensive science and technology, cultural, arts and sports programs further develop and enrich students' knowledge. The Public Schools NSW portfolio has research partnerships with a number of tertiary institutions to help inform innovative approaches to teaching and assessment.

The portfolio supports students with disability, those learning English as a second language, Aboriginal education and training, regional communities and early childhood education. We work closely with key stakeholders, including principals' associations, the Aboriginal Education Consultative Group (AECG), parents and citizens' associations, the Disability Council and other organisations with interests in equity and access to education.

Office of Education

The Office of Education provides strategic analysis and advice on cross-sectoral, state-wide and national developments across early childhood, school and tertiary education. We support the Minister for Education in strategic discussions with the Commonwealth and other jurisdictions and lead negotiations over funding arrangements. Through the Centre for Education Statistics and Evaluation, the

portfolio leads evaluations of programs and provides education statistics to inform evidence-based policy making.

The office is also responsible for early childhood education and care in NSW. It regulates services across the state and is responsible for funding preschool service providers. Through our State Training Services, we allocate training funds across the public and private sectors, direct skills policy and funding, manage programs to meet skill needs and regulate the state's apprenticeship and traineeship system.

Corporate Services

Corporate Services supports the work of portfolios by ensuring a skilled, productive workforce and efficient operating environment. The portfolio is responsible for:

- recruiting and placement of teachers, school administrative and support staff and corporate staff

Table 5: Number of NSW public schools (2014)

Number of primary schools	1,617
Number of secondary schools	398
Number of central schools	67
Number of schools for specific purposes	114
Number of environmental education centres	23
Total number of schools	2,219

Source: Department of Education and Communities mid-year census. Notes: Figures are consistent with ABS Schools Australia (cat. 4221.0) counting rules, except for the following: the total number of schools differs from figures published by the ABS. The ABS only counts schools that have permanent enrolments for four or more continuous weeks and therefore environmental education centres, some schools for specific purposes and the Open High School are excluded.

Table 6: Student-to-teacher ratios in NSW public schools (2014)

Primary student-to-teaching staff ratio	15.6
Secondary student-to-teaching staff ratio	12.4
Overall student-to-teaching staff ratio	14.2

Source: Department of Education and Communities mid-year census. Notes: Figures are consistent with ABS Schools Australia (cat. 4221.0) counting rules and ratios are expressed as full-time equivalents (FTEs). The number of preschool students and children in early intervention classes is not included in the FTE total, consistent with Schools Australia.

- developing and negotiating industrial awards and agreements and providing industrial relations advice
- providing legal support and advice to schools, TAFE NSW and the wider department
- investigating and managing employee conduct and performance issues
- coordinating the allocation, monitoring, reporting and management of financial resources across the department
- planning and delivering capital works, maintenance and infrastructure projects across the state
- ensuring value and efficiency in purchasing and compliance with procurement requirements
- introducing the Learning Management and Business Reform program to modernise the way the department delivers support services to schools and TAFE NSW institutes
- providing information and communication technologies to students, teachers and staff in schools and TAFE NSW institutes
- supporting schools, institutes and workplaces to achieve safe working and learning environments for students, staff and visitors
- providing support to schools to protect our assets and manage security-related incidents.
- monitoring savings, efficiency targets and related reforms to ensure the department is meeting its budget
- strategic communications, media relations, public school promotion and community engagement
- corporate planning and performance reporting
- enterprise risk management
- audit services, including assurance, risk management, corruption prevention and related consulting services
- providing expert research on learning and development.

Aboriginal Affairs

As the NSW Government agency focused on Aboriginal community wellbeing, Aboriginal Affairs provides Aboriginal communities with a voice into government. We have a unique role in bringing together the full range of Aboriginal peoples' social, economic and cultural rights and interests; and supporting a deeper understanding of Aboriginal communities, culture and aspirations within government, business and non-government sectors.

Aboriginal Affairs leads policy debate and reform within government to address complex cross-sectoral issues. We focus on capacity building to strengthen Aboriginal community leadership and governance, local solutions, improved service delivery and greater local accountability. We facilitate, promote and support culture and healing to increase cohesion and confidence within Aboriginal communities. We aim to improve economic and social prosperity for communities through economic development.

Aboriginal Affairs is responsible for coordinating the implementation of OCHRE: Opportunity, choice, healing, responsibility, empowerment, the NSW Government's plan for Aboriginal affairs.

Office of the Secretary

The Office of the Secretary is the central point of contact for the department's portfolios and ministers, providing consistent, high-quality and timely advice, briefings, correspondence and support of parliamentary operations. We are also responsible for:

- the Office of Communities, which leads community and regional engagement, volunteering, youth strategy and participation and the community building partnership program

Performance report: In early childhood

Our performance targets

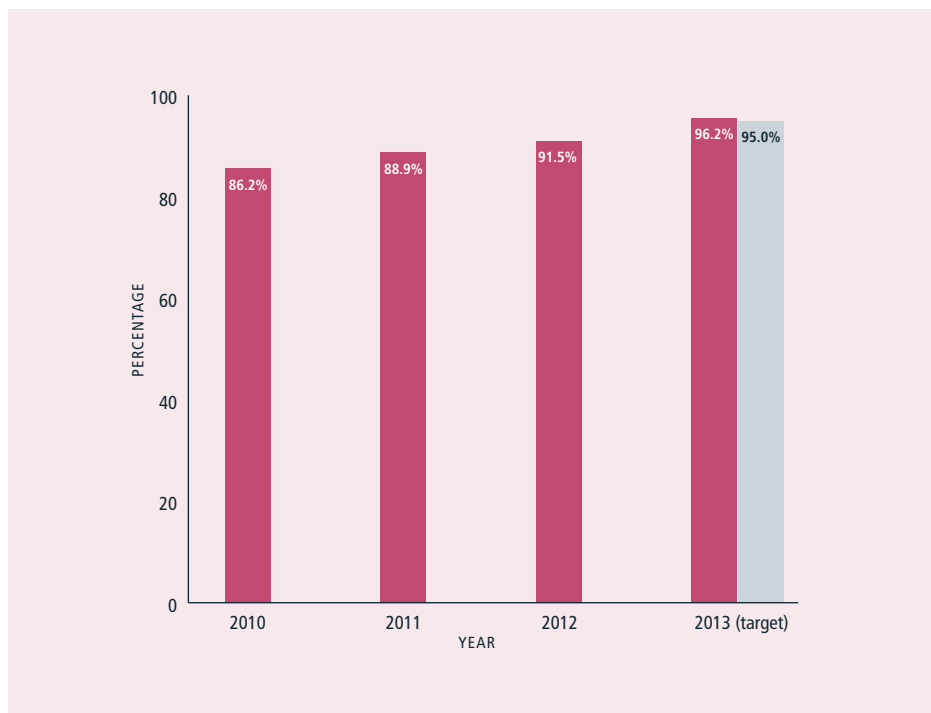
Ensure all children have access to quality early childhood education in the year before school by 2013

In 2013, 96.2 per cent of children were enrolled in a preschool program in the year before school, up from 91.5 per cent in 2012. Children from disadvantaged backgrounds now represent over a quarter of all children enrolled in preschool programs in NSW. There was also a 15 per cent increase in the number of Aboriginal children in the year before school enrolled in a quality preschool program, from 3,606 in 2011 to 4,164 in 2013 (see Figure 1).

Increase the proportion of children with the literacy and numeracy skills they need for the best start at school

The Best Start Kindergarten Assessment is an assessment of each student's literacy and numeracy skills when they start Kindergarten. In 2014, 77 per cent of school starters participating in the assessment achieved level 1 or higher in an aspect of literacy and were assessed as 'beginning Kindergarten already knowing some Kindergarten content' in literacy. Around 90 per cent achieved the equivalent level in numeracy (see Figure 2).

Figure 1: Proportion of children enrolled in a preschool program in the year before full-time school, 2010 to 2013



Source: NSW annual reports on implementing the Bilateral Agreement under the National Partnership Agreement on Early Childhood Education.
Notes: Under the bilateral agreement, performance was measured by the proportion of children accessing an early childhood education program in the year before school. The universal access target is associated with a 95 per cent benchmark, which was chosen because attendance at a preschool program is not compulsory.

Figure 2: Proportion of students achieving level 1 or higher on at least one aspect of the Best Start Kindergarten Assessment in numeracy and literacy, 2010 to 2014



Source: Department of Education and Communities, Public Schools NSW.

Our priorities: In early childhood

High expectations, closing the gaps

Increasing access to preschool

In 2014, according to the department's annual preschool census, the number of children in the year before school and three-year-old children from disadvantaged or Aboriginal backgrounds enrolled in government or community preschools increased by 1.7 per cent.

The increase has been facilitated by the new preschool funding model, which came into effect in January 2014. This initiative increased the base funding rates for children in the year before school, bringing the minimum and maximum base rates up by 45 per cent and 75 per cent respectively.

The new funding model also provides additional equity funding for children from low-income families and Aboriginal children aged three and over. The number of Aboriginal children enrolled in government and community preschools increased by 6.2 per cent in 2014 with Aboriginal children representing 8.0 per cent of total enrolments, up from 7.4 per cent in 2013.

In August 2014, the Minister for Education announced the new Preschool Disability Support Program to improve access to preschool and support equitable education outcomes for children with disability in community preschools. From 2015, the program will provide a new universal disability loading in the form of targeted funding based on enrolments to support the inclusion of children with disability or additional needs. The program also provides higher rates of funding for children with higher needs and supports professional development with a new scholarship program for special education teachers. Preschools received their first disability loading payment in December 2014 and will receive their first child-based payment in Term 1, 2015.

In 2014, we distributed \$984,635 in capital funding to community-based preschools in rural and remote NSW. These preschools were chosen because of the high level of

need for more preschool places in their local communities. The capital works grants are used to extend existing buildings or construct new, purpose-built facilities. In total the program will deliver 362 new preschool places across rural and remote areas of the state.

Giving young children the best start at school

In 2014, the Best Start Kindergarten Assessment, which identifies the literacy and numeracy skills that each child brings to Kindergarten, was conducted in all NSW public schools. This involved 70,297 children and over 3,700 teachers. The department's Planning Literacy and Numeracy (PLAN) software enables teachers of students in Kindergarten to Year 8 to enter initial assessment data, as well as track the progress of students against our literacy and numeracy continuums as they move through each year of school.

The Transition to School Statement was launched in September 2014. This is a child-focused, practical and user-friendly tool designed in consultation with educators and teachers from the early childhood and schools sectors. It summarises a child's strengths, identifies interests and approaches to learning and suggests ways these can be supported.

The statement is completed by the child's early childhood educator, in cooperation with the child's family. This information is then communicated to the child's intended school, where it provides the school and teachers with information they can use in planning and preparing for the child's arrival and transition into the new learning environment.

A successful trial was completed in early 2014 with feedback collected from early childhood education and care services and educators, parents and carers, Kindergarten teachers and principals. The department's Centre for Education Statistics and Evaluation has begun an evaluation of the statement, which will continue into 2015.

Quality teaching and leadership

Implementing the National Quality Framework

The department continued to implement the National Quality Framework (NQF), which came into effect in 2012. The framework aims to improve the quality and consistency of early childhood education and care across Australia through an integrated approach to the approval, quality assessment and compliance of services with the national legislation. It applies to around 5,000 services in NSW, including long day care centres, preschools, family day care services and outside school hours care services.

As of December 2014, the department had rated and published almost 3,000 reports for services. This included 47 of the department's preschools.

In 2014, we worked with the early childhood sector and other jurisdictions to refine and streamline the process for assessment and rating. The department also partnered with other jurisdictions, the Commonwealth and the Australian Children's Education and Care Quality Authority to review the NQF itself. Consultation on a regulatory impact statement began in November 2014 and will inform potential legislative changes.

The department also monitors compliance with legislative requirements, investigates complaints and responds to incidents. In 2014, these activities involved around 2,800 visits to service providers. We responded to over 33,200 telephone enquiries, 12,650 email enquiries and handled over 9,640 regulatory notifications from service providers.

Building the knowledge and skills of early childhood educators

The department continues to support early childhood educators to improve their skills and qualifications, assisting services to achieve the best outcomes for children and meet the requirements of the NQF.

In early 2014, the department finalised a second round of early childhood teaching scholarships, each worth up to \$10,000, to early childhood educators to upgrade their qualification to a bachelor degree. We awarded 70 scholarships to early childhood educators working in rural and remote NSW. This brought the total scholarships awarded across both rounds of the program to 102. Of these, 63 per cent went to educators in rural and remote areas, including three Aboriginal educators.

The Preschool Disability Support Program includes a scholarship program to help staff develop new skills. The department provides funding to support preschool educators complete postgraduate study to assist children with additional needs. Up to 20 scholarships will be available each year and will cover the full cost of a graduate certificate or masters degree.

New and better ways of doing business

Reforming the funding of early childhood education and care

In January 2014, the new preschool funding model came into effect, making \$150 million available to the community preschool sector, a 20 per cent increase on previous funding levels. Under the model, 95 per cent of community preschools will see an increase in their base funding rate, with the highest increases directed to children from disadvantaged backgrounds. The additional investment was supported by the National Partnership for Universal Access to Early Childhood Education.

The changes to the funding system are based on a review by Professor Deborah Brennan, who found that government funding for early childhood education was complex, inefficient and poorly targeted, meaning that not enough children in the year before school and from disadvantaged backgrounds were accessing preschool. Professor Brennan estimated that up to 30,000 children were missing out on early childhood education in the year before school.

In line with Professor Brennan's recommendations, funding for community preschools is being targeted towards children four and five years old in the year before school and children three years old from disadvantaged and Aboriginal backgrounds. The changes aim to drive increased participation and reduced fees so that cost is not a barrier to access for these children.

To help preschools adjust to the new funding arrangements, the NSW Government established a Community Preschool Operational Support program. This assists eligible community preschools develop the business skills necessary to operate an efficient and effective service and to ensure their sustainability over the longer term. The first stage of this program commenced in September 2014 with local Small Biz Connect advisors providing general business advice and health checks to participating preschools.

For a small number of community preschools additional support may be required to ensure that children have continued access to a local early childhood education service. The department is developing a program to support the viability of eligible services. The eligibility criteria are underpinned by six guiding principles for additional funding developed in consultation with the community preschool sector. We are now working to develop appropriate settings for the eligibility criteria to inform a policy that is equitable and supports universal access. Further consultation will continue into 2015.

Performance report: At school

Our performance targets

Ensure participation of students in national (NAPLAN) tests exceeds the national average

NSW participation in National Assessment Program: Literacy and Numeracy (NAPLAN) tests has been consistently higher than the national average across all year levels (Years 3, 5, 7 and 9) since testing began in 2008 (see Figure 3).

Figure 3: Participation rate of NSW students in NAPLAN tests compared to the national average in 2014



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2014.

Increase the proportion of NSW students achieving at or above the national minimum standard for reading and numeracy

In 2014, the proportion of NSW students achieving at or above the national minimum standard in reading and numeracy was consistently higher than the national average (see Figure 4).

Over the period 2008 to 2014, the proportion of students across all year levels meeting or exceeding the national minimum standard in reading has shown no statistically significant change. The same is true for numeracy, with the exception of Year 3, where there was a statistically significant decrease.

Figure 4: Proportion of NSW students in Years 3, 5, 7 and 9 at or above the national minimum standard for reading and numeracy in 2014



Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2014.

Increase the proportion of NSW students achieving in the top two performance bands for reading and numeracy

In 2014, the proportion of NSW students achieving in the top two performance bands for reading and

numeracy was consistently higher than the national average (see Figure 5).

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

Figure 5: Proportion of NSW students in Years 3, 5, 7 and 9 in the top two performance bands for reading and numeracy in 2014



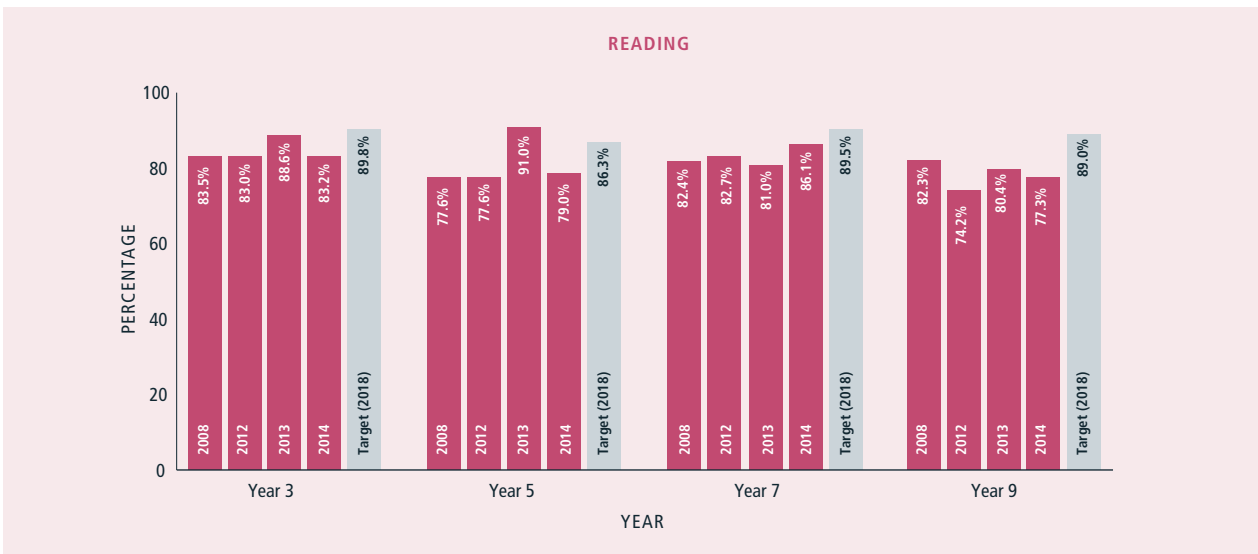
Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2014.

Halve the gap between Aboriginal and non-Aboriginal students in reading and numeracy by 2018

Over the period 2008 to 2014, the proportion of Aboriginal students across all year levels meeting or exceeding the national minimum standard in reading has shown no

statistically significant change. The same is true for numeracy, with the exception of Year 3 students where there was a statistically significant decrease. The decrease in the proportion of Aboriginal Year 3 students meeting or exceeding the national minimum standard for numeracy is also evident for non-Aboriginal students (see figures 6 and 7).

Figure 6: Proportion of Aboriginal students in NSW achieving at or above the national minimum standard in reading (2008 to 2014)



Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2014. Notes: In line with the Council of Australian Government (COAG) National Indigenous Reform Agreement (Closing the Gap), the 2018 target is to halve the gap between Aboriginal and non-Aboriginal results in reading and numeracy for Years 3, 5, 7 and 9 as it existed in 2008 (baseline).

Figure 7: Proportion of Aboriginal students in NSW achieving at or above the national minimum standard in numeracy (2008 to 2014)



Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2014. Notes: In line with the Council of Australian Government (COAG) National Indigenous Reform Agreement (Closing the Gap), the 2018 target is to halve the gap between Aboriginal and non-Aboriginal results in reading and numeracy for Years 3, 5, 7 and 9 as it existed in 2008 (baseline).

Ensure that 90 per cent of young people have attained a Year 12 or AQF qualification at certificate II or above by 2015

In 2014, the proportion of young people who had completed Year 12 or an Australian Qualifications Framework (AQF) qualification at certificate II or above was 87.1 per cent (see Figure 8).

Ensure that 90 per cent of young people have attained a Year 12 or AQF qualification at certificate III or above by 2020, including those in regional NSW

While there are fluctuations in survey data from year to year, the overall proportion of young people who had completed Year 12 or an AQF qualification at certificate III or above remained stable at 85.1 per cent in 2014 (see Figure 9).

The proportion of young people living in rural and regional NSW who had attained Year 12 or an equivalent qualification at certificate III or above has remained relatively stable since 2007.

Improve Year 12 completion rates for students in disadvantaged areas

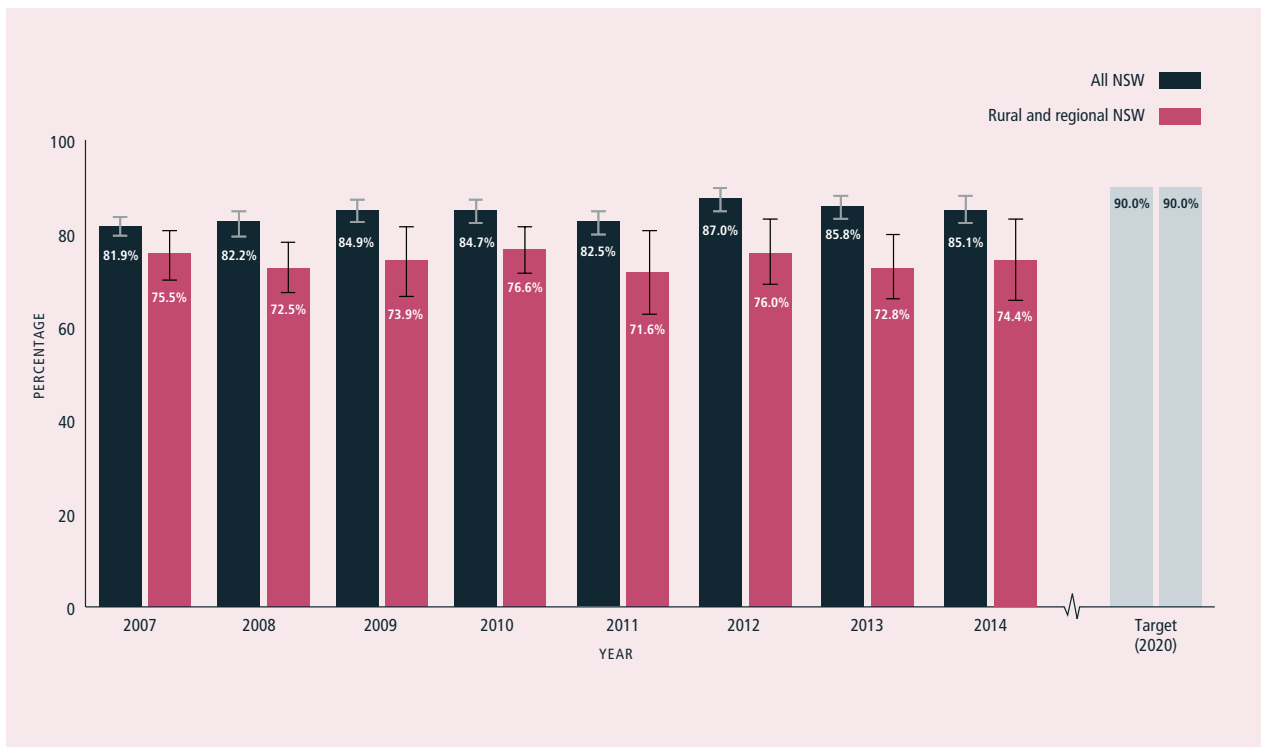
Since 2008, the proportion of NSW students living in low socio-economic areas who have completed Year 12 has increased from 64 per cent to 68 per cent. Over the same period, the national average has increased from 67 per cent to 68 per cent (see Figure 10).

Figure 8: Proportion of 20 to 24 year olds who have attained a Year 12 or AQF qualification at certificate II or above (2007 to 2014)



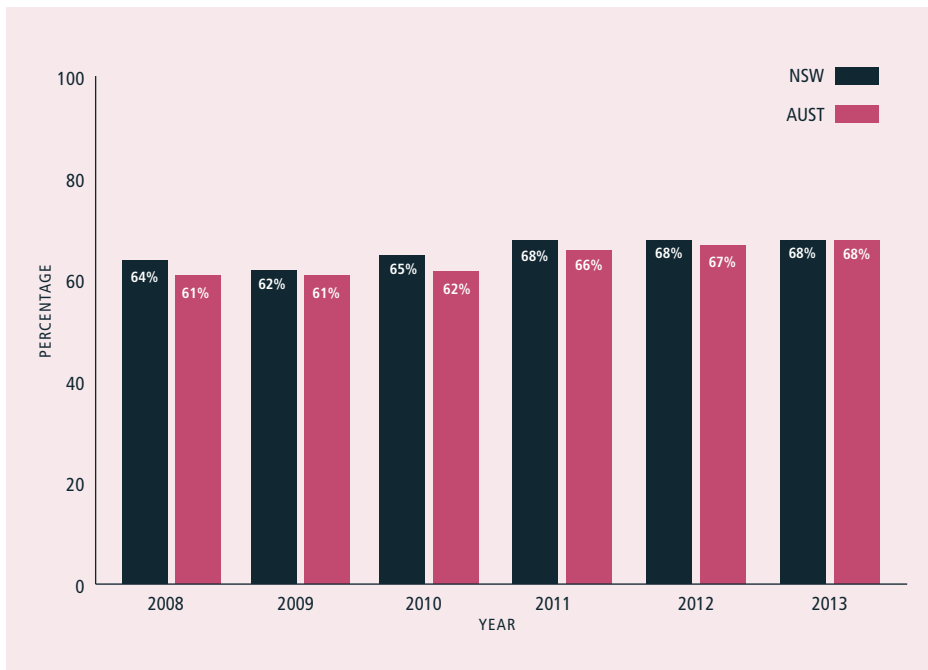
Source: ABS Australia, Survey of Education and Work (cat. 6227), additional data cubes. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean differences from year to year are not statistically significant.

Figure 9: Proportion of 20 to 24 year olds who have attained a Year 12 or AQF qualification at certificate III or above (2007 to 2014)



Source: ABS Australia, Survey of Education and Work (cat. 6227), additional data cubes. Notes: Rural and regional attainment data are calculated from a sample survey for which there is a known standard error. The ABS has advised that year to year fluctuations are to be expected due to sampling variability. Care needs to be taken with the interpretation of survey data as high standard errors can mean differences from year to year are not statistically significant.

Figure 10: Year 12 completion rates for students living in low socio-economic areas (2008 to 2013)



Source: Productivity Commission, Report on Government Services (2015), Steering Committee for the Review of Government Service Provision. Note: 2014 data is not available until 2016.

Halve the gap in Year 12 or equivalent attainment for Aboriginal students by 2020

In 2011, 55.9 per cent of young Aboriginal people had attained Year 12 or equivalent qualification. While this is an increase of over six percentage points between the 2006 and 2011 census collections, significant and sustained effort is required if we are to achieve the 2020 target of 66.8 per cent (see Figure 11).

Since the school leaving age was raised to 17 in 2010, school retention rates have increased for all NSW students across Years 7 to 12. The retention rate for Aboriginal students has increased from 32.2 per cent in 2008 to 48.4 per cent in 2014, nearing the 2020 target of 49.2 per cent. If current trends continue, NSW will have exceeded its halving the gap target for Aboriginal student retention rates by 2020 (see Figure 12).

Increase the number of teachers with higher-level professional accreditation

Accreditation at the higher career stages of Highly Accomplished and Lead Teacher requires teachers to demonstrate they have achieved the relevant teaching standards through a combination of documentary evidence, referee reports and independent observation.

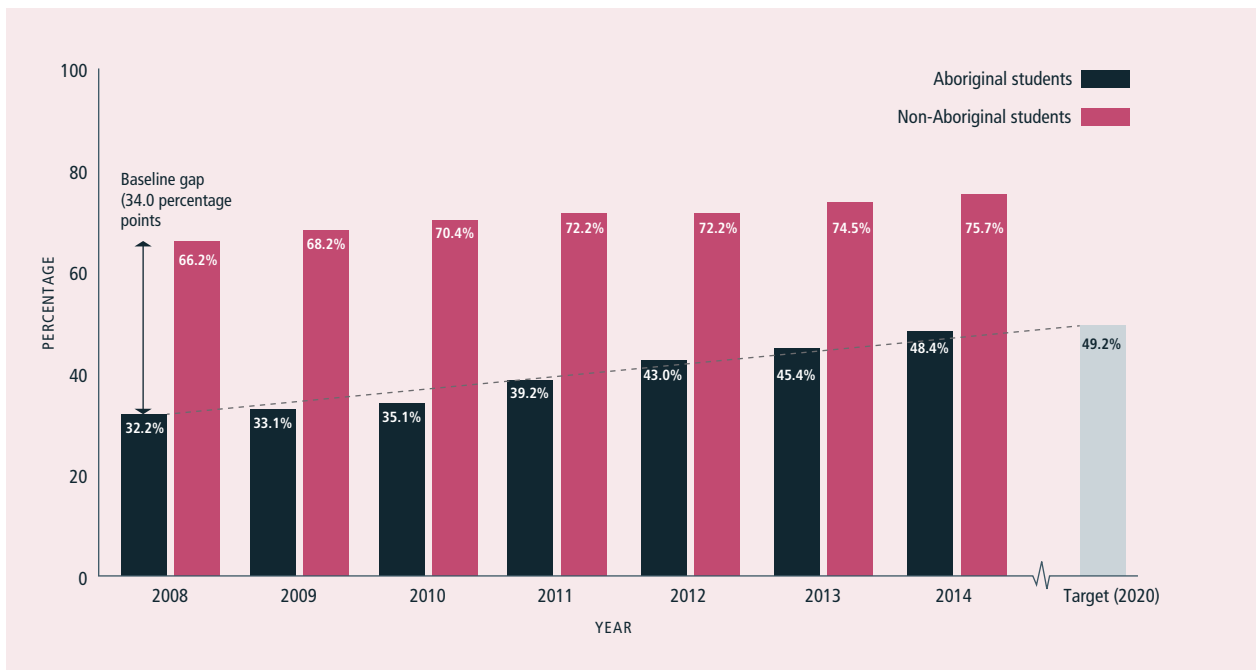
In 2014, 7 teachers achieved accreditation at the Highly Accomplished level and 13 at Lead Teacher level. Since 2008, 96 teachers have achieved accreditation at the higher levels. An increase in the number of teachers seeking higher accreditation is expected with the introduction of standards-based remuneration in January 2016.

In 2014, 851 public school teachers expressed interest in seeking voluntary accreditation at the Highly Accomplished level, with 193 commencing the process

Figure 11: The gap in Year 12 or equivalent attainment for Aboriginal 20 to 24 year olds (2006 to 2014)



Source: ABS, Census of Population and Housing (five-yearly), as sourced from the Report on Government Services (Productivity Commission). Notes: All student data sourced from the annual ABS Australia, Survey of Education and Work (cat. 6227).

Figure 12: Year 7 to Year 12 apparent retention for Aboriginal and non-Aboriginal students (2008 to 2014)

Source: ABS Schools Australia (cat. 4221.0). Notes: Apparent retention measures the extent to which students in NSW public schools progress to their final year of schooling. The term 'apparent' is used because the measurement is based on the total number of students in each year level compared to the number in an early year, rather than by tracking the retention of individual students.

with the Board of Studies, Teaching and Educational Standards (BOSTES) NSW. A further 663 teachers completed a preliminary application at Lead Teacher level, with 264 commencing the accreditation process. Teachers have up to three years to complete their submission for accreditation.

Ensure 60 per cent of school students with disability have a personalised learning and support plan by 2020

In 2014, over 1,700 NSW public schools participated in the second phase of the Nationally Consistent Collection of Data on school students with disability. This data collection draws on the ongoing work of teachers to identify, plan for and provide personalised learning and support for students with disability in consultation with their parents and carers.

An electronic data recording system was developed for the data collection in 2014. From 2015 onward, all schools will participate in the annual collection.

To further support planning for students with additional learning needs, including students with disability, in 2014 we continued to develop a new resource to assist teachers in understanding the unique strengths and needs of their individual students. The Personalised Learning and Support Signposting Tool creates a unique student profile that teachers and school teams can use as a basis for planning personalised learning and support for that student, in consultation with their parents or carers. In 2014, feedback from more than 550 trial schools informed further work to refine and finalise the tool for release to all schools in early 2015.

Our priorities: At school

High expectations, closing the gaps

Supporting students with disability, learning and behavioural difficulties

Approximately 90,000 students enrolled in NSW public schools require additional support or adjustments to access learning on an equitable basis. In 2014, more than 2,500 specialist support classes were provided, with a further capacity to support more than 20,000 students. We provided additional assistance for around 7,500 students in regular classes through the Integration Funding Support program. A further 63,000 students were supported with specialist resources provided to public schools across NSW.

The Braille and large print service continues to support more than 500 vision-impaired students in NSW public schools. In addition, the department's specialist itinerant teachers support more than 2,200 students with vision or hearing impairment.

The department is actively supporting the trial of the National Disability Insurance Scheme (NDIS) in the Hunter region. The aim of this work is to ensure that students continue to be fully and effectively supported in the transition to the full NDIS in 2018.

Initiatives under the Every Student, Every School strategy, announced by the NSW Government in March 2012, focus on building the capacity of schools to meet the needs of their students. In 2014, we continued to build the capabilities of teachers in personalised learning and support for students with disability, learning and behaviour difficulties.

Over 44,000 teachers and school staff have completed accredited training on the *Disability Discrimination Act 1992* and Disability Standards for Education 2005, strengthening their understanding of obligations towards students with disability, their parents and their carers. More than 21,000 staff completed this training in 2014.

In 2014, over 2,500 staff completed more than 86,000 hours of accredited training across a range of six tutor-supported online learning courses that address educational support for students with disability. A new course to support personalised learning for students with disability and additional learning needs is under development in collaboration with other states and territories, for release in 2015.

Scholarships for teachers to undertake further tertiary study in education for students with disability continue to be offered through the Every Student, Every School initiative. Since July 2014, the department has offered a total of 24 scholarships to permanent teachers. Of these, 14 have been granted and 10 are under offer. Since the initiative began in 2013, 62 teachers have completed their masters degree following sponsorship through this scholarship program.

This year we further developed the Personalised Learning and Support Signposting Tool for all NSW public schools to use in 2015. The student profile report generated from the signposting tool will support teachers' planning to personalise learning and support for students, in collaboration with their parents and carers.

Closing the gap in educational outcomes for Aboriginal students

The department remains committed to close the gap in educational outcomes between Aboriginal and other students. The department continues to work closely with the NSW AECG at the state, regional and local level, as its main community partner in all matters concerning Aboriginal education. The 2014 Aboriginal Students in NSW Public Schools Annual Report and data appendix on key areas such as enrolment, NAPLAN performance, attendance, retention and suspension rates were published on the department's website.

This year, we changed the way we provide support for Aboriginal students in NSW public schools through implementation of the new Resource Allocation Model (RAM) as part of the Local Schools, Local Decisions initiative. The RAM includes a loading for Aboriginal students and every NSW public school with Aboriginal students now receives funding to support their learning needs. More than \$48 million was distributed to schools through the RAM in 2014.

In 2014, the department also allocated approximately \$16 million to schools to continue implementation of Norta Norta. This provided approximately 2,400 Aboriginal students, including 200 students in juvenile justice centres, with additional learning assistance via the program's NAPLAN component. In addition, under the program's individual sponsorship component, over 3,800 Aboriginal students in Years 11 and 12 were provided with tutorial assistance to keep them engaged in school and improve their academic achievement.

A further 10 Aboriginal students from NSW public schools were selected to join the 40 Aboriginal students already involved in the Galuwa Sponsorship Program, a partnership between Glencore (formerly Xstrata Coal) and the department. The scholarships help students complete secondary schooling and plan for their future careers by providing tutoring and mentoring support, literacy and numeracy support and participation in cultural and career aspiration camps.

The department continued its partnership with the Clontarf Foundation, which provides mentoring and coaching for Aboriginal boys at risk of disengaging from school. In 2014, we agreed to fund nine NSW Clontarf academies until 2016.

In 2014, the department continued to work with the Commonwealth Government and other states and territories to implement the national Aboriginal and Torres Strait Islander Education Action Plan 2010-2014.

Connected Communities

Connected Communities is our approach to improving educational and social outcomes for Aboriginal children and young people living in a number of complex and diverse communities in NSW. The strategy has been informed by advice from the AECG and broad consultation with key stakeholders.

The strategy is being implemented in 15 schools and is underpinned by a capital works program. The department has dedicated \$25 million for substantial rebuilds and refurbishments at three Connected Communities schools and \$10 million for maintenance and minor works in the remaining schools. We have recruited executive principals to lead these schools.

One of the key reforms is the introduction of Aboriginal languages into these schools. Connected Communities schools coordinate Aboriginal language classes, cultural studies or cultural activities in conjunction with the community.

We have focused on building relationships with local Aboriginal communities. An innovative example is the Coonamble Shop Front initiative, where the school has renovated a shop on the main street of Coonamble so that parents can meet with school staff on neutral ground and find out more about what is happening in the school. As a result, 500 interactions with parents have been recorded in two terms, more than the entire previous year.

Connected Communities schools have worked hard to establish partnerships with local health services to facilitate regular health checks for students. For example, at Bourke Public School, the Aboriginal Health Service and Bourke Community Health run a daily morning clinic where a nurse attends to students' medical needs and contacts parents and carers if follow-up treatment is required.

Signs of improvement in the Connected Communities schools are already apparent and include:

- Primary attendance rates across Connected Communities schools increased by 1.8 percentage points from 2012 to 2014. The gap in primary attendance at Connected Communities schools compared with all NSW schools narrowed slightly from 8.9 percentage points in 2012 to 7.7 percentage points in 2014.
- Eight of the 11 schools with primary students reported improved attendance rates from 2012 to 2014.
- Three schools reported improvements in attendance of more than 7.0 percentage points over the last two years for Years 1 to 6.

- Overall attendance rates for Aboriginal Year 7 to 10 students improved by 2.3 percentage points at Connected Communities schools, compared with an increase of 1.2 percentage points at all NSW non-metropolitan schools, from 2012 to 2014.

The Minister for Education announced \$8 million in funding over four years for the development and implementation of the Healing and Wellbeing Framework to provide support for trauma-related issues in Aboriginal communities. The model is culturally responsive and will be implemented across remote geographic locations, including the 15 Connected Communities schools, beginning in 2015.

Supporting students learning English as an additional language

Each year, public schools provide English as an additional language (EALD) education to assist students develop their English language proficiency. In 2014, 91,401 students received EALD support. Over 5,000 students received intensive English support through the New Arrivals Program, intensive English centres and the Intensive English High School.

In 2014, 1,406 refugee primary and secondary students in 82 schools were assisted through the provision of targeted support programs and specialist teaching support. Over 1,700 teachers and leaders participated in professional learning programs to help them cater for culturally diverse classrooms. A new professional learning program provided training to 54 experienced EALD teachers in whole-school approaches to support the language and settlement needs of English language learners.

Supporting students from rural, remote and disadvantaged communities

In 2014, the department commenced implementation of Rural and Remote Education: A blueprint for action, released by the Minister for Education in November 2013. We established Aurora College, the state's first virtual school, to provide the opportunity for students in rural and remote areas to remain in their local school and community whilst studying specialist subjects that their home school cannot consistently offer. From 2015, the school will offer classes for Year 7 to Year 11 students. In 2016, the school will also offer Year 12 classes.

The department has also developed a series of master classes for students from rural and remote communities to enrich their study of mathematics, science and agriculture. These master classes include stand-alone videos and recorded video-conferences.

To support teachers to build leadership capacity in literacy and secondary curriculum, we have initiated a state-wide Secondary Literacy Leaders Network. With a membership of over 200 teachers, local networks of expert teachers are working together through peer mentoring and developing and sharing resources.

In 2014, the department introduced new teach. Rural scholarships, internships and cadetships to attract the best and brightest into teaching in rural and remote schools. We awarded 15 teach. Rural scholarships, three cadetships and seven internships with applicants placed in schools from Term 1, 2014.

From 2014, schools are able to progressively access a state-wide network of specialist assistance through a single local point of contact known as networked specialist centres. The initiative coordinates inter-agency health

and wellbeing services through the expertise of specialist departmental staff collaborating with other government and non-government agencies to offer schools specialist assistance for students with complex needs. Four centres were established in Broken Hill, Dubbo, Tamworth and Wagga Wagga. A further 11 will be established in rural and regional NSW in 2015.

In 2014, a specialist preschool centre provided ongoing professional learning and mentor support for distance education preschool teachers. Using video conferencing, the teachers observed quality face-to-face preschool classrooms that demonstrated practice reflecting the National Early Years Learning Framework. In 2015, this project will be extended to include face-to-face preschool teachers from a range of rural and remote locations across the state. New enrolment guidelines were also introduced to provide isolated preschool-aged children access to a distance-education preschool class regardless of their intent to enrol in distance education.

The department is working towards meeting the 26 recommendations from the Review into Agricultural Education and Training in New South Wales. These include actions to review and promote education, teaching and pathways to careers in agriculture for the benefit of rural, remote and disadvantaged students wishing to study agriculture or gain employment in the industry. Substantial progress has been made in meeting many of the recommendations, including a pilot for an agriculture and food week in two learning communities in 2015; and the selection, through an expression of interest process, of the first lighthouse school for teaching agriculture.

Improving basic literacy and numeracy standards

The Early Action for Success strategy is helping to improve the literacy and numeracy performance of students in the early years of school. In 2014, the number of schools taking part in the strategy increased from 92 to 199, supported by 140 instructional leaders. The schools regularly collect data and monitor student progress against the literacy and numeracy continuums that map the learning development of students. For each student achieving substantially below expected standards, teachers and instructional leaders work together to tailor programs of learning to address student needs.

For the 92 schools that have been involved with the initiative for over 12 months, the proportion of Kindergarten students at the lowest level for reading, comprehension and writing reduced from 57.0 per cent to 1.2 per cent by the end of the school year. For early number learning, the percentage of Kindergarten students not able to count to 10, identify numbers or count objects reduced from 25.0 per cent to less than 1.0 per cent over the same period.

Encouraging students to stay in school and transition to further education, training and employment

In 2014, the department allocated \$8.7 million to 54 providers to provide Links to Learning (L2L) support programs in over 260 schools. L2L is a practical program for students at risk of leaving school early and for young people who have left school but are not in education or training.

The program was reviewed in 2014 and a new community grants application process was launched for 2015. This new approach involves partner schools

determining a service delivery plan to be followed by the funded organisations, which will add value to the work of schools and help develop innovative ways to keep students engaged in the later years of school and move successfully into further education, training and employment. In 2014, we also supported the seven schools within NSW juvenile justice centres to help young people make a transition back into school or other post-school options.

To ensure that students have access to different avenues for education and training, the department allocated more than \$2.7 million for students in Years 9 and 10 to undertake vocational education and training (VET) courses. In 2014, there were 410 school-based apprentices and 3,553 school-based trainees in public schools across NSW. Trade schools, industry training centres and trade training centres in over 300 schools provided students with access to industry-standard training facilities. This encouraged more students to complete their schooling and helped to fill local skills shortages.

To further support VET in our schools, we funded approximately 2.2 million hours of work placement. Around \$8 million of funding enabled service providers across NSW to broker up to 65,000 work placements for students enrolled in VET courses as part of their Higher School Certificate (HSC).

In 2014, we trained 34 teachers as transition advisers. Since 2005, we have trained a total of 322 secondary teachers. These teachers help at-risk students engage with learning, plan their long-term goals and prepare for their transition from school. The department also allocated \$2.9 million to support school-to-work activities and innovative, whole-school initiatives to ensure that students are able to establish the foundations for a future career.

TAFE NSW partners with secondary schools to deliver VET programs and help students transition to further study and employment.

The Trade Readiness Program aims to reduce apprentice attrition and target young people at risk of disengaging with education. South Western Sydney Institute piloted 10 programs, with the NSW Government subsequently providing \$650,000 to support implementation across all TAFE NSW institutes. In the six months to 30 June 2014, TAFE NSW had 849 enrolments in areas including carpentry, plumbing, painting and decorating, wall and floor tiling, electrical, shopfitting, boilermaking and welding, light automotive vehicle mechanics and panel beating.

Through the Participation Phase Initiative, a partnership between TAFE NSW and public and non-government schools, TAFE NSW has delivered training in employability, language, literacy and numeracy and vocational skills to participants aged 15 to 17 years to enhance their access to further education or employment pathways. Between January and June 2014, TAFE NSW enrolled over 1,700 students in this initiative.

Improving student attendance

To help develop the skills needed for work and life, all children are required to attend school (or be registered for home schooling) until they turn 17 years old. To help principals deal with cases of poor school attendance, the department's attendance conference convenors bring parents, schools and agencies together to solve issues impacting on a child's attendance. An additional 73 convenors were trained in 2014, bringing the total number trained since 2010 to more than 570.

We work closely with local communities to address the practical issues that impact on children's ability to attend school. One such concern in the Walgett area is that wet weather often leads to buses getting bogged and, as a result, students are not able to attend either school or the Walgett Community College. To help overcome this issue, the department worked with the community college, the Walgett Local Aboriginal Land Council and the Federal Remote School Attendance Strategy, on a project to construct bus turnarounds and shelters.

At the state level, the attendance rate for students at public schools increased from 92.6 per cent in 2013 to 92.9 per cent in 2014. There was also a reduction in the gap in school attendance rates for Aboriginal students compared to non-Aboriginal students, down 0.2 per cent in 2014 from 2013. While still unacceptably high, overall the gap has reduced by 0.4 per cent since 2011.

Quality teaching and leadership

Attracting and recruiting the highest quality teachers

In 2014, 6,729 new applicants were approved to teach in NSW public schools and we filled 3,171 classroom teacher positions. After incentive transfers and Aboriginal employment applicants were appointed, 57 per cent of classroom teacher positions were filled through a method chosen by schools.

Since the introduction of the Teacher Education Scholarship program in 2002, 1,666 high-quality teachers (including 314 Aboriginal teachers) have been appointed to areas of workforce need. In 2014, 300 new applicants (including 84 Aboriginal students) were awarded a scholarship.

Incentive scholarships were introduced in 2008 to attract high-quality graduates in their final year of study. In 2014, we appointed 11 mathematics, four science (physics), five technological and applied studies and seven special education teachers to NSW public schools.

In 2014, 45 teachers completed their retraining in mathematics, physics, school counselling, special education and teacher librarianship.

We also offered incentives to attract and retain teachers in remote regional schools. These included:

- priority transfers after service commitments had been met
- subsidised housing and rental accommodation
- retention benefits
- additional vacation and leave periods
- additional professional development days.

Under the Rural and Remote Education initiative, the NSW Government will offer further incentives to attract and retain teachers and school leaders in hard-to-staff schools. In 2014, we appointed 57 classroom teachers, 17 executive staff and five principals through incentive transfers.

Great Teaching, Inspired Learning

In 2014, the department continued to implement Great Teaching, Inspired Learning, the NSW Government's plan to improve the quality of teaching in the state's schools.

The department, through the Centre for Education Statistics and Evaluation, published the first Workforce Profile of the NSW Teaching Profession report in 2014. The report, to be produced annually, provides a profile of the NSW teaching workforce from entry into initial teacher education to exit from the profession. Data covers both public and non-government school teachers.

We strengthened induction support by publishing Strong Start, Great Teachers, an online resource to support beginning teachers.

2014 saw the introduction of a new and expanded model of support for permanent beginning teachers in the first two years of their teaching career. The initiative provides teachers with the equivalent of two hours per week release in their first year, and the equivalent of one hour per week release in their second year. Schools are also provided with the equivalent of one hour per week to release experienced teachers to provide mentor support during the beginning teacher's first year of teaching.

In 2014, this initiative supported 2,100 beginning teachers in over 1,000 public schools through first-year resource funding. In addition, eight teacher mentor positions were established across the state to specifically support communities of schools employing significant numbers of temporary teachers in the early stages of their career. These positions were located in four rural and four metropolitan locations and supported beginning temporary teachers in up to 40 schools.

Revised processes for teacher, executive and principal performance management and development are a feature of the 2014 Teachers Award. The Performance and Development Framework for Principals, Executives and Teachers in NSW Public Schools was published at the end of 2014. New procedures for managing performance issues commenced mid-2014, with training and support materials developed by the department in consultation with the NSW Teachers Federation.

An integrated leadership strategy including a new leadership credential was developed in 2014. A series of online coaching modules were prepared and trialled in a number of schools in Terms 3 and 4. To better support school leaders, we created the role of Principal, School Leadership, with 26 full-time and 36 part-time positions appointed in 2014. These positions actively mentor principals to help them develop high-quality school planning processes and conduct a variety of professional learning and mentoring opportunities.

To provide teachers with the opportunity to learn through observing the practice of others, the department has entered a partnership with the University of Newcastle to conduct research on Quality Teaching Rounds in a number of NSW public schools. In 2014, during Terms 3 and 4, 16 schools participated in the research project.

We have also contracted a documentary company to support schools to video their classroom practice to share with others. The department's ClassMovies website was launched in March 2014 and ClassMovies TV in November 2014. Over 180 NSW public schools registered to participate during the year, with 65 DVDs produced and another 30 in production.

Accreditation and professional development for our school teachers and principals

The department is committed to improving the status of the teaching profession and the quality of teaching and learning in all NSW public schools. In 2014, legislation was introduced that will require all teachers in NSW schools to acquire and maintain accreditation with BOSTES against the Australian Professional Standards for Teachers by the beginning of 2018.

The implementation of the Performance and Development Framework for Principals, Executives and Teachers in NSW Public Schools from 2015 will support all teachers to develop their understanding of the Australian Professional Standards for Teachers and to achieve and maintain their teaching accreditation.

In 2014, under Great Teaching, Inspired Learning, beginning teachers received targeted support to develop their professional practice. In addition, the Classroom Teacher Program provided more than 100 hours of registered online standards-based professional learning. The introduction of the 62 Principal, School Leadership positions also supported leadership capacity-building for principals across the state. This professional development particularly focuses on school planning.

Recognising and rewarding excellence in teaching

Professional teaching standards are seen as crucial in promoting quality teaching and the attainment of these standards will be recognised through an increase in teacher salaries from 2016. We are working towards implementing a new award for our teachers, negotiated in December 2013, which includes a new standards-based salary structure. Under the new remuneration structure, to be implemented from 1 January 2016, teachers achieving accreditation at the Highly Accomplished level will be paid an annual salary in excess of \$100,000.

To support teachers in rural and remote areas gain the higher levels of accreditation, teachers working in rural and remote areas who achieve accreditation at the higher career stages of Highly Accomplished and Lead Teacher, are eligible to have their accreditation fees reimbursed.

The 229 schools that participated in the Empowering Local Schools National Partnership now have the flexibility within their budgets to recognise and reward excellence in teaching by creating additional executive positions as required, or engaging Highly Accomplished teachers to support the needs of students in their local schools.

Ensuring the safety, welfare and wellbeing of our students

The department provided a range of services to ensure the safety, welfare and wellbeing of all students during 2014.

We continue to build the capacity of schools to respond to child protection issues. In 2013/14, the Child Wellbeing unit responded to over 12,600 contacts, an increase of about five per cent from the previous year. We worked in partnership with health, police, community services and non-government organisations to identify students most at risk and coordinated responses across agencies.

Under the NSW Government's Supporting Students plan, 50 student support officers worked in areas of greatest need to help young people manage issues such as bullying, cyberbullying and social media. Student support officers provide valuable support to schools by linking with other agencies and working with their local community to support secondary school students. Examples include:

- hosting breakfast clubs on school grounds before school
- running transition-to-high-school programs
- working with students to develop resilience, self-esteem and positive relationships with peers
- assisting in the development of evidence-based student wellbeing and anti-bullying strategies.

During 2014, an independent review of the student support officer initiative was conducted by the Social Policy Research Centre at the University of New South Wales. The review showed the initiative is highly regarded in schools and has overwhelming support from all stakeholder groups. Feedback from principals, school staff, students and external organisations highlighted the value of the officers and their important contribution to the wellbeing of students. This initiative will continue into 2015.

We continue to support student participation and leadership. In 2014, over 250 primary and secondary students took part in state-led initiatives that involved students in planning about their learning, discussion about key contemporary issues impacting on young people, and in developing their leadership skills and experience. Initiatives included the Australia Day Lunch, Secretary for a Day, Y20 Summit, student forums, LEAPS (Law Firms Encouraging and Assisting Promising Students) and PenPal mentoring programs.

Live Life Well @ School is a collaboration between the department and the NSW Ministry of Health and aims to embed nutrition and physical education within the personal development, health and physical education curriculum in NSW primary schools. It supports the NSW Government's work to reduce the rate of obesity in children and young people.

In 2014, 678 teachers from 428 primary schools attended 31 professional learning workshops on how to promote whole-of-school physical activity and healthy eating.

In addition, four Kindergarten to Year 6 conferences on physical activity and healthy eating were delivered as a joint initiative between the department, Australian Council for Health, Physical Education and Recreation, the NSW Office of Preventative Health and Live Life Well @ School. The conferences were attended by 471 teachers from 423 schools.

We also completed a review of evidence and best practice about teaching healthy eating to primary school students and continue to implement the NSW Healthy School Canteen Strategy.

This year, 714 teachers from 697 schools attended a professional learning program developed in partnership with Transport NSW on how to teach road safety in NSW public schools.

The department's Anti-Racism Policy outlines a commitment to eliminating all forms of racial discrimination in NSW public schools. Under the policy, every school is required to have a trained anti-racism contact officer to promote anti-racism education and assist with complaints of racism in schools.

In 2014, more than 270 teachers across the state completed anti-racism professional learning programs. New resources to support anti-racism education and the integration of intercultural understanding across the curriculum were published on the department's Racism. No way! and Cultural Exchange NSW websites. The Strengthening Community Harmony resource was updated to assist schools in building community harmony and in supporting students and their families in the event of community disharmony.

Implementing the Australian curriculum

The department extended the range of resources and registered professional learning courses to help schools implement the new NSW syllabuses for the Australian curriculum in English, mathematics, science and history.

We assist teachers and schools to implement each of the new syllabuses through face-to-face professional learning workshops with networks of schools and SyllabusPLUS webinars. These live and recorded modules focus on literacy and the use of the literacy continuum, life skills, pedagogy, changes in the new syllabuses and accommodating the different needs of each student in the classroom. The sessions are being accessed by an increasing number of teachers, both during and after school hours.

New and better ways of doing business

National Education Reform Agreement

The National Education Reform Agreement commenced in NSW in 2014. Additional funding has been distributed to both public and non-government schools via a new needs-based funding approach. Under the agreement, an additional \$5 billion will be provided to NSW schools between 2014 and 2019.

The additional investment by the NSW and Commonwealth governments will allow the department to extend and accelerate the innovative reforms already underway throughout the state. These reforms include Great Teaching, Inspired Learning; the Literacy and Numeracy Action Plan; Local Schools, Local Decisions; the Rural and Remote Education blueprint; and the Connected Communities initiative.

Increasing local decision-making and reforming the way we finance and staff our schools

The NSW Government's Local Schools, Local Decisions reform is designed to improve teaching and learning by increasing the level of local decision-making by schools. It recognises that school staff and the school community are best placed to choose how to meet the needs of their particular students.

One of the key reforms is the phased implementation of the new, needs-based RAM for allocating funding to public schools. Based on identified student and school need, the model is both fairer and more transparent. When fully implemented, the RAM will consist of:

- a base school allocation, providing operational funding to support all students
- four equity loadings, providing additional resources to address student need in schools, including support for Aboriginal students, students from low socio-economic backgrounds, students with low-level disability and students learning English as an additional language or dialect
- targeted funding for individual students who require moderate to high adjustments for disability and for new arrivals and refugees.

The implementation of the RAM began in 2014, with targeted funding and two equity loadings. In 2015, schools will receive the remaining equity loadings. Geographically remote or isolated schools will also receive a location loading in recognition of the additional support needed. To support staff with this change, the department is providing professional learning in leadership, financial management and consultative decision-making.

Improving our school facilities and infrastructure

We continued to improve our teaching and learning environments through our capital works and asset acquisition programs. In 2013/14 the department completed 14 public school major works projects, 10 major public school projects are ongoing and a further seven have started. We also allocated over \$10.3 million for 182 projects in 166 schools from the Public School Upgrade program.

The department completed 28 projects under the Commonwealth's Trade Training Centres Program, with 39 projects starting. We also completed a \$94 million program of capital works in 19 schools for specific purposes, to improve the learning environments of students with special needs. The department's procurement strategy enabled us to deliver these projects for significantly less than the Commonwealth's Building the Education Revolution program.

We also entered into our first school partnership agreement working collaboratively with the City of Canada Bay Council to provide the new Victoria Avenue Public School in Concord NSW, which is due to open for the beginning of the 2015 school year. Partnership agreements can provide substantial savings to government and the department is investigating similar agreements for future schools.

As part of the review of the School Facilities Standards the department created the online Educational Facilities Standards and Guidelines. These will provide more flexibility in the way our school facilities can be constructed and used.

The principles of the Thermal Comfort and Energy Efficiency Framework have been applied to energy efficiency projects to provide a cost-effective and sustainable approach to making classrooms and learning spaces more comfortable in summer and winter. The department has also begun detailed energy audits of 15 schools, which will provide recommendations for improving the energy efficiency of schools.

Supporting technology and innovation in learning

We recognise that innovative approaches to learning are required for students to meet the challenges of life and work in the 21st century.

Working closely with Education Services Australia, the department has made digital teaching and learning resources available and accessible through NSW DEC Scootle. We continue to work with a range of vendors to make innovative learning tools available to schools in a safe, managed environment.

The department has also produced and published digital resources to support priority projects, including online resources to support NSW syllabuses for the Australian curriculum, the national MoneySmart project and an expanding suite of resources supporting the Centenary of World War I.

In order to position our school libraries as a central point for delivering relevant and advanced information and learning skills, the department has begun to implement a new school library system. Due for completion by the end of 2016, all schools will have an Oliver online library system. This will allow schools to manage their physical and digital resources and access commercial and departmental resources, including e-books.

An online science resource, linking all the department's digital resources in the Teaching and Learning Exchange to the Science Kindergarten to Year 10 syllabus, will help develop teachers' skills in science teaching. In addition, the department has collaborated with the European Organization for Nuclear Research (CERN) to deliver online master classes and virtual excursions to science students in western NSW. A partnership with the Australian Research Council's Centre of Excellence for All-sky Astrophysics (CAASTRO) has also produced science webinars for senior high school students.

Improving administrative and information management systems

The Learning Management and Business Reform (LMBR) program is modernising the way the department manages and delivers student enrolment and administration, learning and support, finance, human resources and technology services. The program's core objectives are to support the NSW Government's broader reform program, deliver improved educational outcomes and provide better services to staff, students and parents.

The deployment to the initial 229 pilot schools in 2013 presented a number of challenges, as contemporary solutions replaced an operating environment developed 25 years ago. The pilot provided valuable lessons that have helped shape the development and structure of a further rollout to the

remaining schools. A considerable amount of work occurred during 2014 to stabilise and enhance the solutions developed for schools. Feedback and engagement from the pilot schools has resulted in the development of an enhanced training and support model for the future phased rollout to all schools.

Performance report: In tertiary education and training

Our performance targets

Fifty per cent increase in the proportion of people with qualifications at AQF certificate III and above by 2020

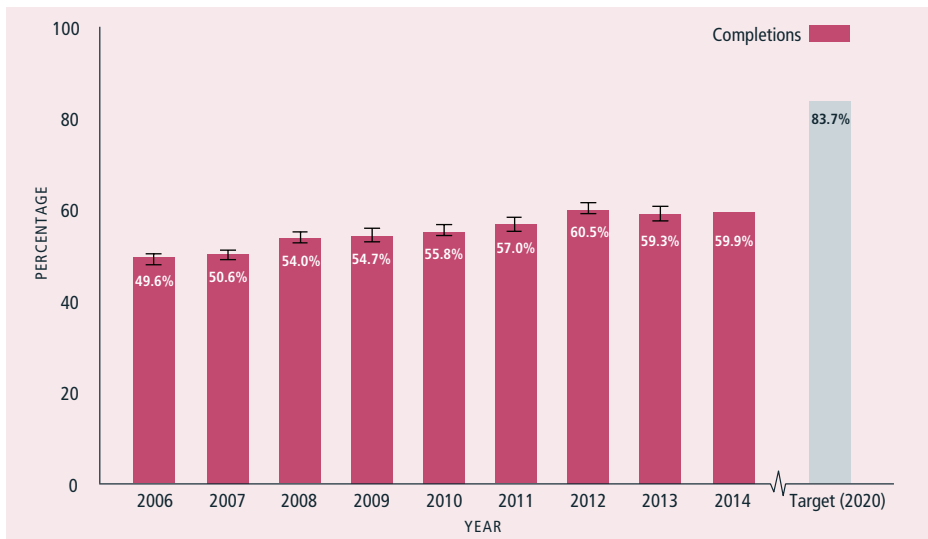
In 2014, 59.9 per cent of people in NSW aged between 20 and 64 had attained a qualification at AQF certificate III and above. While the rate continues to increase over time, this was an increase of 0.6 percentage points

compared to 2013 (see Figure 13).

One hundred per cent increase in the number of higher-level qualifications at diploma level and above by 2020

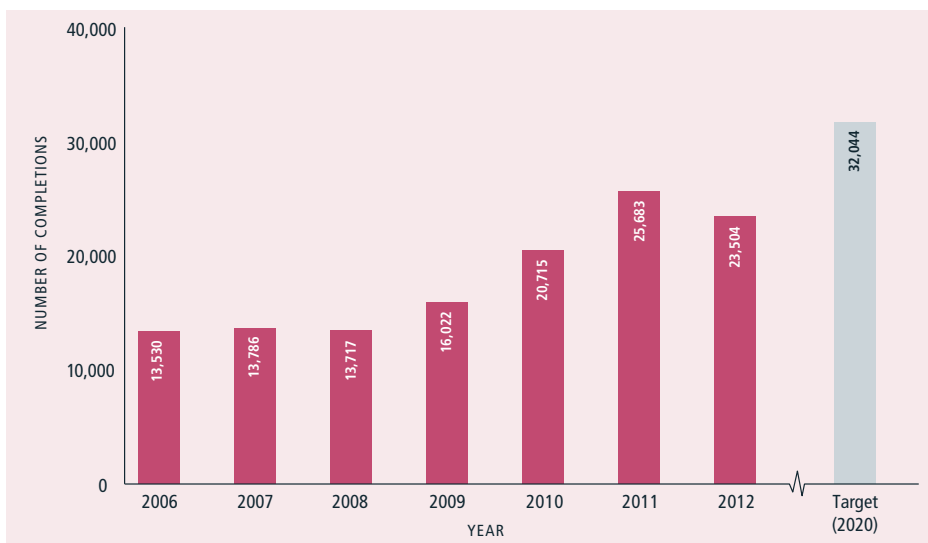
Overall, NSW is progressing towards this target, with 23,504 completions at diploma-level and above in 2012 (see Figure 14).

Figure 13: Proportion of NSW people aged between 20 and 64 years old with an AQF qualification at certificate III or above (2006 to 2014)



Source: ABS Australia, Education and Work (cat. 6227), additional data cubes. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not statistically significant.

Figure 14: Number of completions at diploma qualification and above in NSW (2006 to 2012)



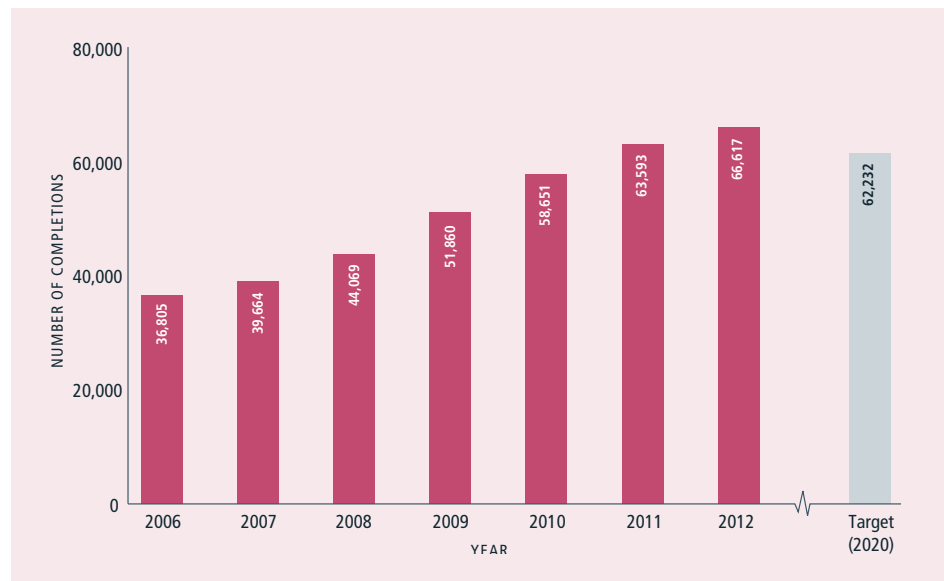
Source: National Centre for Vocational Education Research (NCVER), National VET Provider Collection. Notes: 2012 qualification numbers are preliminary due to lag in reporting. Data are not yet available for 2013 and 2014.

Twenty per cent increase in the number of women, rural and regional and Aboriginal students completing higher-level qualifications at AQF certificate III and above by 2020

In 2012, progress towards targets for higher-level qualifications among Aboriginal students and women exceeded our expectations. The

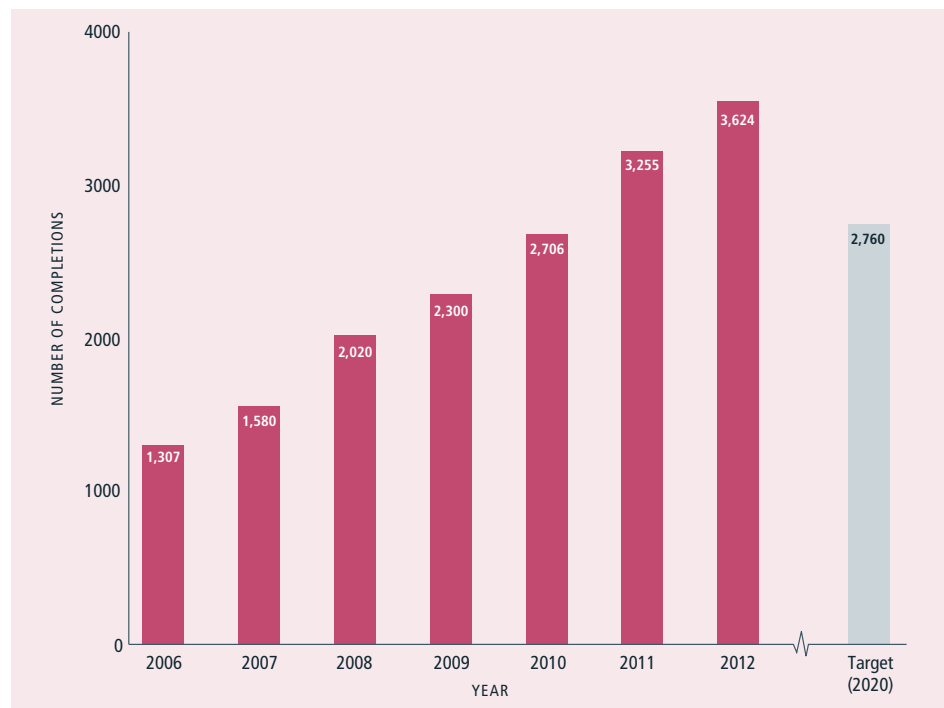
number of female students completing higher-level qualifications at certificate III and above was 66,617 in 2012, above our target for 2020. Similarly, 3,624 Aboriginal students completed qualifications at certificate III or above, above the department's target of 2,760 by 2020. Completion numbers in rural and regional NSW continue to increase over time, with 37,674 completions in 2012 (see figures 15.1, 15.2, 15.3).

Figure 15.1: Number of completions at AQF qualification certificate III or above for women (2006 to 2012)



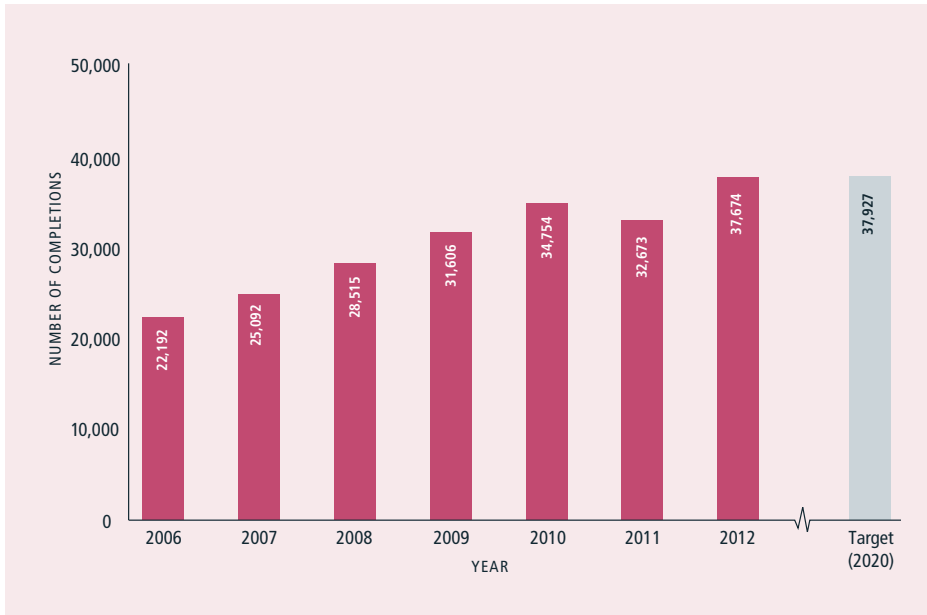
Source: NCVER National VET Provider Collection. Notes: Data are not yet available for 2013 and 2014.

Figure 15.2: Number of completions at AQF qualification certificate III or above for Aboriginal students (2006 to 2012)



Source: NCVER National VET Provider Collection. Notes: Data are not yet available for 2013 and 2014.

Figure 15.3: Number of completions at AQF qualification certificate III or above for regional students (2006 to 2012)

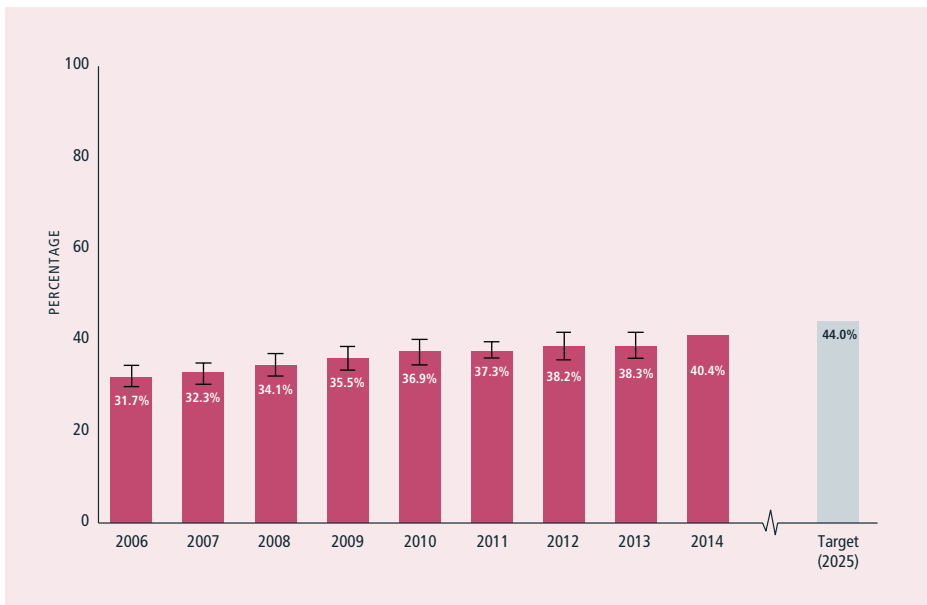


Source: NCVET National VET Provider Collection. Notes: Data are not yet available for 2013 and 2014.

Increase the proportion of young people with a bachelor degree or above to 44 per cent by 2025

In 2014, 40.4 per cent of young people in NSW held a bachelor’s degree or higher. The NSW Government remains on track to achieve its target of 44 per cent by 2025 (see Figure 16).

Figure 16: Proportion of 25 to 34 year olds in NSW holding a bachelor-level qualification or above (2006 to 2013)



Source: ABS Australia, Education and Work, (cat. 6227), additional data cubes. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not statistically significant.

Increase the proportion of undergraduate enrolments by students from low socio-economic status backgrounds to 20 per cent by 2020

In 2013, 17.9 per cent of students from low socio-economic status backgrounds were enrolled in an undergraduate degree at NSW higher education institutions. If this trend continues, NSW will meet its target of 20 per cent by 2020 (see Figure 17).

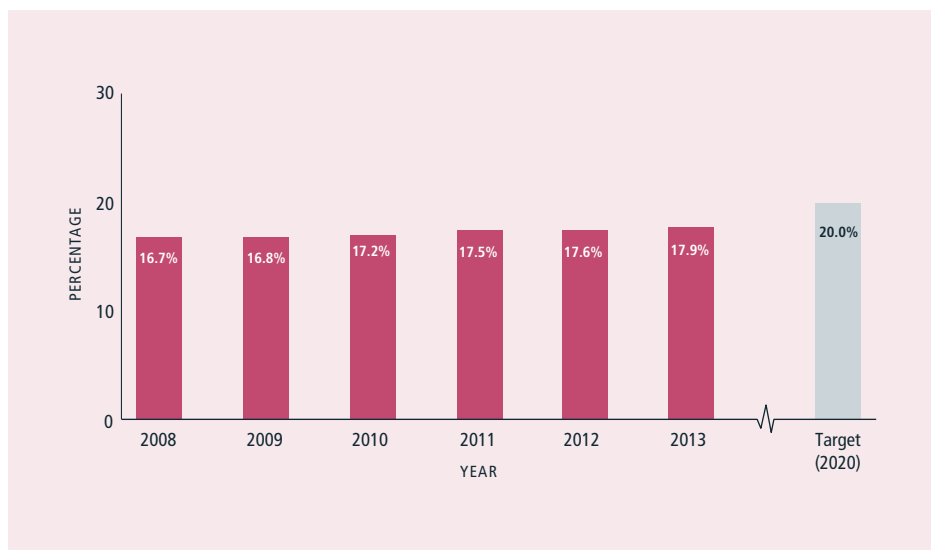
Increase the proportion of school leavers participating in further education, training or employment to 90 per cent by 2020

In 2014, 69.4 per cent of school leavers were fully engaged in further education, training or work (see Figure 18).

Increase the number of apprenticeship and traineeship completions by 10 per cent by 2016

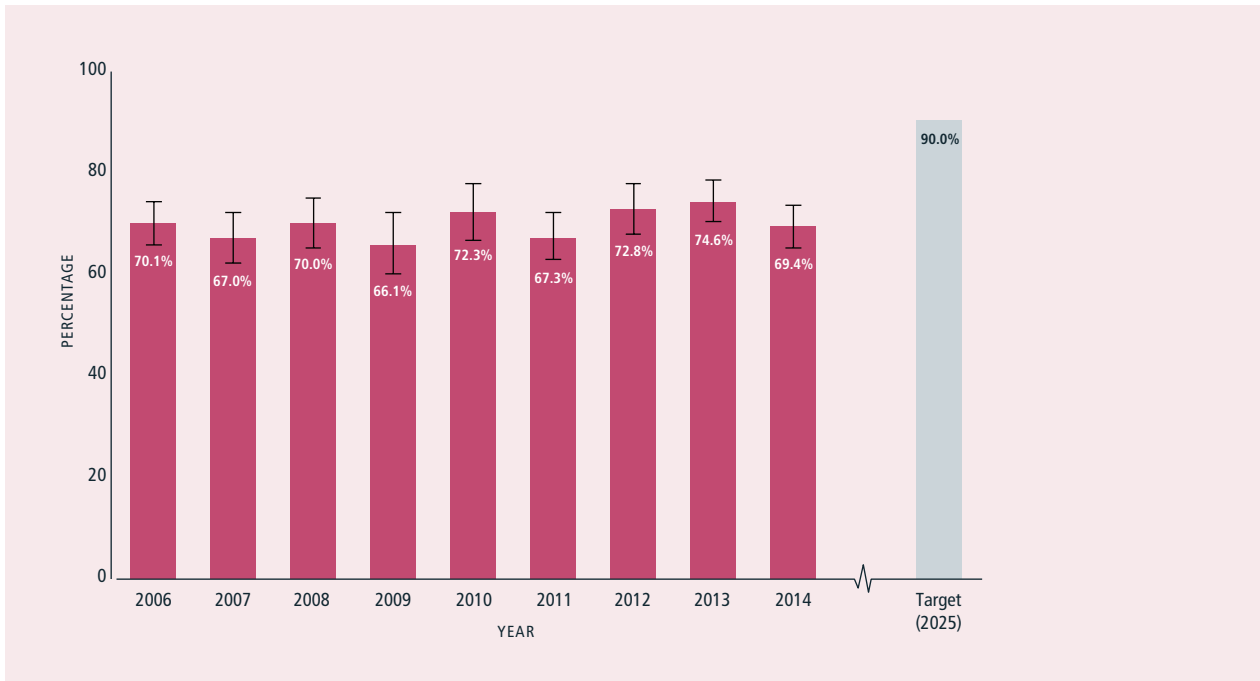
The number of NSW apprenticeship and traineeship completions had been steadily improving since 2006, with 60,969 completions across NSW in 2013. There was a decline in apprentice and trainee completions in 2014 to 51,085, mainly attributed to Commonwealth changes to incentives from 1 July 2012 that affected existing worker traineeship commencements. There were 17,320 completions in rural and regional areas in 2014 (see Figure 19).

Figure 17: Proportion of undergraduate students from low socio-economic status background enrolled at NSW higher education providers (2008 to 2013)



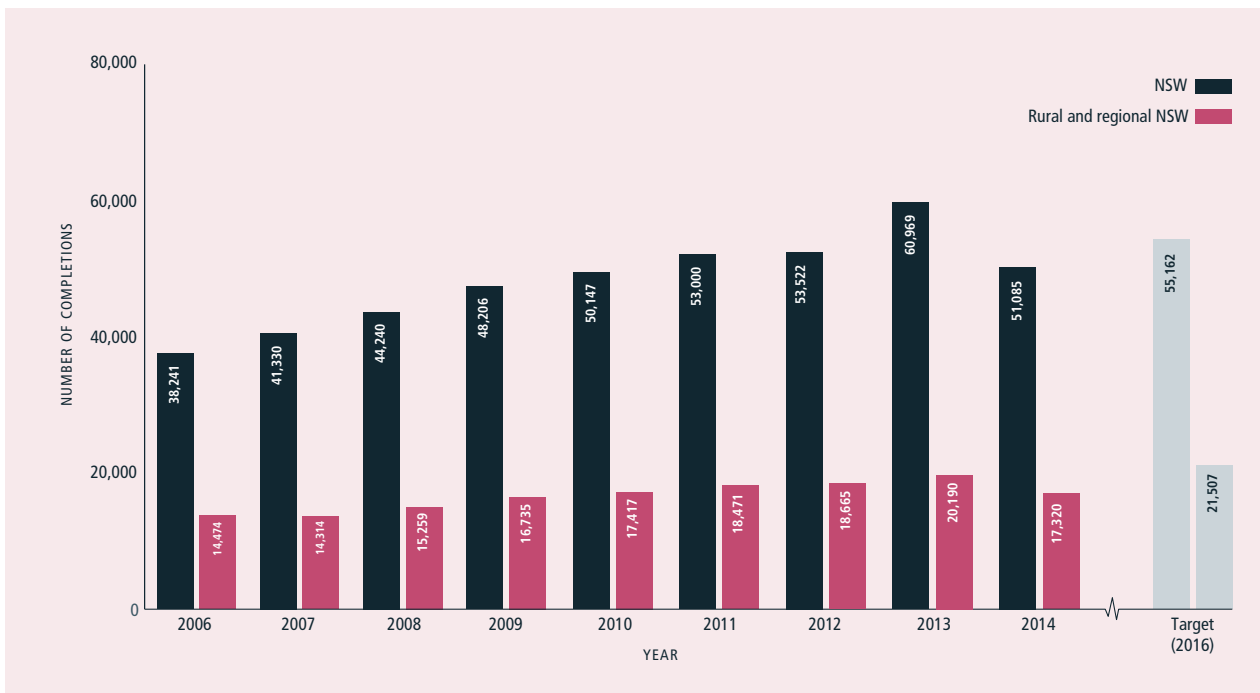
Source: Department of Education and Communities, Selected Higher Education Statistics.

Figure 18: Proportion of 15 to 19 year-old school leavers fully participating in education, training and/or employment (2006 to 2014)



Source: ABS Australia, Education and Work, Australia (cat. 6227), additional data cubes. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not statistically significant.

Figure 19: NSW apprenticeships and traineeships completion estimates (2006 to 2014)



Source: National Centre for Vocational Education and Research (NCVER), National Apprenticeship and Traineeship Collection - VOCSTATS (September quarter estimates). Notes: The decline in apprentice and trainee completions in 2014 is mainly attributed to Commonwealth changes to incentives from 1 July 2012 that affected existing worker traineeship commencements. The existing worker trainees are unlikely to receive public funding for their training. The 2010 baseline and the target for rural and regional completions are based on NCVER data that used the ABS 2003 Accessibility/Remoteness Index of Australia (ARIA). However, from 2014 onwards, NCVER has reported rural and regional data against the 2011 remoteness index. This means the reported data from 2014 onwards are measured against a baseline with a different classification of rural and regional areas. NCVER back-casting of the 2010 baseline applying the 2011 remoteness index, shows the new baseline to be 17,417, instead of the current baseline of 19,552.

Our priorities: In tertiary education and training

High expectations, closing the gaps

Creating opportunities for people facing barriers

The Smart and Skilled reforms to the NSW VET system will be introduced on 1 January 2015. The reforms will provide eligible students with government-subsidised training in courses on the NSW Skills List, to gain the skills they need to get a job and advance their career.

The Smart and Skilled initiative will provide fee exemptions and concessions for disadvantaged students and those with special needs. These arrangements will assist students with disability, Aboriginal students and Commonwealth welfare recipients. The NSW Government will also allocate loadings to approved providers to offset higher costs supporting Aboriginal students, students with disability, the long-term unemployed and students in regional and remote locations.

TAFE NSW provides educational opportunities for people facing barriers to enhance their prospects for employment and further education. In 2014, TAFE NSW prepared for the implementation of Smart and Skilled by ensuring that institutes adjusted their training profiles and course offerings to courses on the NSW Skills List.

To support skills development, higher-level study and employment opportunities for all students, TAFE NSW continues to provide specialist and accessible training services. As at 30 June 2014, TAFE NSW enrolments in AQF certificate III to graduate diploma qualifications increased for all target groups compared to the same period in 2013.

This included over:

- 134,000 women
- 12,900 Aboriginal students
- 90,900 students from regional and remote locations
- 16,500 students with a disability.

TAFE NSW higher education qualifications are an effective and efficient learning pathway resulting in highly competent, industry-ready graduates. In the six months to 30 June 2014, TAFE NSW offered eight accredited higher education programs at nine locations, with over 770 enrolments. This was an increase of approximately 25 per cent compared with the same time in 2013.

As the preferred NSW training provider under the National Partnership Agreement on Training Places for Single and Teenage Parents, TAFE NSW was allocated \$8.52 million in 2013/14, enrolling 10,134 people. In the six months to 30 June 2014, TAFE NSW also enrolled nearly 2,600 students in the state's correctional and juvenile justice centres, providing training in foundation and employment skills and trade courses.

TAFE NSW institutes implemented a number of local initiatives to support people facing barriers, with the aim of increasing vocational skills and providing pathways to employment or further study. Examples included:

- Illawarra Institute partnered with the Lighthouse Church and Barnardo's Australia to deliver the Certificate II in Resource Infrastructure Work. This targeted young people, Aboriginal people and long-term unemployed jobseekers. Of the 32 participants, one gained full-time employment before completion and 70 per cent secured employment or undertook further study upon completion.

- Western Sydney Institute partnered with the Men's Shed Association and community support agencies to deliver an Outreach program for mature-aged men. The program included small motor maintenance, chainsaw operations, welding and employability skills. The institute also delivered eco-friendly community gardening programs in partnership with local councils, community neighbourhood centres and local schools. Training in community learning spaces was based on a case-managed, early intervention model with embedded employability skills.

The NSW Adult Migrant English Service (AMES) delivered the Skillmax program to assist skilled migrants to gain employment in their professions or related fields. The program addresses barriers that may impact upon job-seeking clients from culturally and linguistically diverse backgrounds. NSW AMES developed extensive professional networks with recruitment agencies and professional associations to enhance employment opportunities for Skillmax clients and training programs incorporated employment experience with volunteer organisations. In 2013/14, 67 per cent of participants gained work in their field.

In May 2014, the Minister for Education announced the \$2.4 million Bert Evans Apprentice Scholarships to assist apprentices with disability, Aboriginal apprentices and female apprentices in non-traditional trades who face significant challenges in completing their qualification. The scholarships are named in honour of the NSW Apprenticeships Ambassador, Mr Bert Evans AO, a lifelong advocate for VET. A total of 101 scholarships were awarded (with 99 of the students enrolled at TAFE NSW), plus an additional 10 one-off encouragement scholarships (with nine students enrolled at TAFE NSW). From 2015, the scholarship program will offer 40 annual scholarships worth \$15,000 each over three years for beginning apprentices.

In 2014, 10 NSW Country Apprentice Scholarships were awarded to first-year apprentices in regional and rural NSW who were experiencing extraordinary hardship. The scholarship provides \$5,000 for each year of the apprenticeship up to a total of \$15,000 and will operate in tandem with the Bert Evans Apprenticeship Scholarships.

Adult and community education (ACE) colleges enrolled over 8,000 disadvantaged students in the ACE program. This included pre-vocational training for people facing barriers to employment. Under the Youth Transitions Program, 23 ACE organisations were funded to work with public schools and other organisations and networks to provide training pathways and individualised support for 500 at-risk young people. Under the Mature Aged Workers Program, 25 ACE organisations were funded to deliver training for up to 400 older workers. The program involved partnerships with local employers and community organisations.

Ensuring equal opportunities for people with disability

TAFE NSW aims to meet the needs of students with disability in tertiary education and vocational training and ensure that all students have equal access to the opportunities provided by skills training. In the six months to 30 June 2014, TAFE NSW had over 37,000 enrolments by students with disability, with over 60 enrolled in bachelor and associate degrees and 16,500 in certificate III to graduate diploma qualifications. This represented 10 per cent of total TAFE NSW student enrolments.

Under the Smart and Skilled initiative, TAFE NSW will receive additional community service obligation funding to provide support services for students with disability. This will help fund support services, specialist staff and specialised equipment. In addition, students with disability and their dependents will not pay a fee for the

first subsidised qualification they begin in a calendar year. A concession will apply for any subsequent course the student commences in the same year up to certificate IV. Training providers will also receive a 15 per cent loading on top of the price for the qualification to help meet the learning needs of students with disability.

In 2014, TAFE NSW institutes employed specialist staff to support students with pre-course counselling, course selection and enrolment, classroom support, assessment modifications, access to tutorial support, adaptive technologies, sign language interpreters, note-takers and disability assistants. Other ways in which the institutes supported students with disability included:

- Northern Sydney Institute delivered customised programs including horticulture, carpentry and retail to develop work skills. It also provided entry-level construction training, which included a pathway into the certificate III carpentry course for students with intellectual or learning disabilities.
- Riverina Institute provided career guidance and delivered TAFE vocational education and training (TVET) courses to school students with disabilities. Customised delivery improved student retention and pathway opportunities to certificate II courses.

Through the Strategic Skills Program, State Training Services committed over \$6.7 million for more than 2,640 jobseekers with disability to undertake training with the aim of finding employment. Under the Apprenticeship and Traineeship Training program, training was funded for over 1,560 apprentices and trainees with disability.

NSW ACE colleges recognise and value diversity and are committed to creating an inclusive environment that ensures equal opportunities to all, including those with disability. In 2014, training was undertaken by over 2,000 students with disability across NSW.

Improving business and career opportunities for Aboriginal people

In 2014, State Training Services committed \$9.9 million through the Strategic Skills Program for training to assist 3,481 Aboriginal job seekers with disability into employment. Under the Apprenticeship and Traineeship Training program, \$3.6 million was committed to provide training for over 2,610 Aboriginal apprentices and trainees with disability.

State Training Services continued to provide free business advisory support to Aboriginal people wishing to establish their own business through the Aboriginal Enterprise Development Officer program. In 2014, the program assisted 144 clients and successfully created some 40 new Aboriginal businesses.

The Elsa Dixon Aboriginal Employment Program funded state and local government agencies to employ 124 Aboriginal people. The program included the creation of 97 Aboriginal school-based traineeship positions to increase HSC completion rates and to help students successfully transition from school into work. Guidance, mentoring, counselling and support services were provided to over 700 Aboriginal apprentices and trainees under the Our Way Ahead for Aboriginal People program. In 2014, over 120 people successfully completed their training.

Under the Smart and Skilled reforms, commencing in 2015, Aboriginal students will not pay for government-subsidised qualifications. Training providers will also receive a 15 per cent loading on top of the price for the qualification to help meet the learning needs of Aboriginal students.

TAFE NSW is committed to improving the educational and employment outcomes of Aboriginal students. In the six months to 30 June 2014, over 26,200 Aboriginal students were enrolled in TAFE courses, which is more than six per cent of total TAFE NSW enrolments.

The Aboriginal Learning Circle Alliance is a collaboration between Hunter, North Coast, New England, South Western Sydney and Illawarra institutes and represents approximately 16,500 Aboriginal students. The alliance supports networking across institutes to enhance the delivery of training and provide strategic advice and leadership on business strategies for Aboriginal education and training. Its partnership with the NSW Aboriginal Chamber of Commerce provides business skills and procurement opportunities for Aboriginal businesses.

Institutes continued to support participation in tertiary education and training and establish partnerships with local education providers, businesses and community groups. For example:

- Sydney Institute delivered pre-employment training in customer service skills to Aboriginal students across the state for the First Steps Indigenous Employment Program, in partnership with Coles supermarkets.
- Western Institute delivered national programs for Aboriginal students, including the Aboriginal Governance Skills Set and the Certificate IV in Business Governance (Aboriginal). In the six months to 30 June 2014, 19 Aboriginal students were enrolled in the certificate course. The institute's Virtual Advisor program for employers and service providers for Aboriginal peoples encompassed 'Aboriginal Cultural Competence Journey: The Maliyan Experience'. The program included participation in the Bangamalanha Conference, which expanded employer and service provider networks.

The ACE Social Inclusion program provided over 2,000 Aboriginal students with vocational training to improve their employment prospects. Providers offered pathway planning, literacy and numeracy support, counselling and work experience to help students complete their training. In addition, the New Careers for Aboriginal People program provided advisory services for over 1,490 Aboriginal job seekers across NSW, with 785 people gaining employment and over 1,040 people undertaking vocational skills training.

Removing barriers for women to non-traditional occupations

State Training Services continues communication and support strategies to encourage women into non-traditional trades. The final report from a (former) Board of Vocational Education and Training research project, Ducks on the Pond, on barriers and enablers to girls entering and completing non-traditional trade apprenticeships was completed in 2014. It includes practical recommendations to increase the number of women completing training in non-traditional trades.

In 2014, 34 scholarships were awarded under the Bert Evans Apprentice Scholarship scheme to first, second and third year female apprentices in non-traditional trades facing significant challenges in completing their qualification.

The NSW Training Award for Women in a Non-Traditional Trade or Vocation recognises the achievements of women working in traditionally male-dominated trades. The 2014 winner of the award will take on an ambassadorial role, helping to raise awareness and promote these trades as rewarding career pathways for young women.

TAFE NSW continues its commitment to remove barriers for women to non-traditional occupations. In the six months to 30 June 2014, there were over 3,600 course enrolments by women in non-traditional occupational areas. The most popular courses were in the building and construction trades, with enrolments across a range of areas including firefighting, boilermaking and welding, maritime engineering, aerospace engineering and heavy vehicle operations, architecture, building, electrical, plumbing and electrotechnology.

Riverina Institute delivered TVET courses in non-traditional trades to HSC students, with successful students receiving a fee reduction for the first year of an apprenticeship. The institute also partnered with Job Services Australia to conduct short courses for older women to help break down barriers to employment in non-traditional trades; and promoted networking opportunities for women in non-traditional occupations such as the Women in Forestry network.

South Western Sydney Institute delivered the Certificate II in Skills for Work and Training for women under the Department of Family and Community Services' Investing in Women program, which focused on painting and decorating. Fifteen students completed the course and six enrolled in further training.

Targeting training to the needs of rural and regional NSW

The Pathway for School Leavers and Partnering for Jobs programs are part of State Training Services' Regional Training and Employment Strategy. The Pathways for School Leavers program targets disadvantaged school leavers who face difficulties in accessing and transitioning to higher-level vocational or higher education study. In 2014, the program assisted over 40 students to pursue their career goals in the fields of business

administration, aged care, nursing, pathology, events management, travel and tourism. To assist employers experiencing skills shortages, the Partnering for Jobs program has provided training for 90 job seekers in aged care, logistics, hospitality and agriculture industries.

In the six months to 30 June 2014, TAFE NSW enrolled over 155,000 students from regional and remote locations, including 90,900 enrolments in certificate III to graduate diploma qualifications. TAFE NSW undertook significant research and consultation with national, state and local stakeholders to identify demand for skills and forecast employment growth and workforce development needs for rural and regional NSW. Initiatives included the following:

- North Coast Institute opened a pop-up campus in the Byron Bay Community Centre to deliver courses in hospitality and tourism. It also partnered with employment service providers to offer training targeted at local skills needs and the needs of communities with limited access to transport.
- Riverina Institute partnered with Deakin University in May 2014 to develop educational opportunities across the region, providing students with seamless pathways from VET to university. It is anticipated that the enhanced educational program offerings and research opportunities will lead to increased employment opportunities and attract new business to the region. The institute also partnered with Riverina and Murray Regional Organisations of Councils to provide training to rural and regional communities without access to a TAFE campus. The training was delivered via video-conferencing, using local town libraries and community centres. Riverina Institute delivered training in foundation skills, language, literacy and numeracy and pathways leading to employment opportunities.

Following the government's Review into Agricultural Education and Training in New South Wales, the department worked with schools, TAFE NSW, BOSTES and the NSW Department of Primary Industries to review and promote agricultural education, teaching and pathways to careers in the industry. This will help ensure agricultural education and training continues to be responsive to industry needs.

Retraining retrenched workers in regional and rural areas

State Training Services continued to administer the Retrenched Workers Assistance Program, part of the Regional Training and Employment Strategy. The strategy helps workers affected by structural readjustment to upskill and retrain for new job opportunities. From 2011 to the end of 2014, we had provided training or assistance to 5,485 affected workers from 194 companies.

State Training Services also collaborates in Rapid Response Teams, which provide a whole-of-government response to job losses and to determine strategies to assist employers and their affected workers, particularly where a large number of workers are involved. In 2014, State Training Services was part of a Rapid Response Team that assisted over 600 affected Electrolux workers and contractors following the announcement in 2013 of the Orange factory closure. The assistance included skills gap analysis, skills assessments and upskilling and retraining options mapped to workers' career transition plans and aligned with the company's staged closure from October 2015 to November 2016.

The Continuing Apprentices Placement Service matches employers to retrenched apprentices and trainees wanting to complete their training in their chosen career. By the end of 2014, State Training Services had placed over 1,950 (70 per cent) of apprentices and trainees who applied for placement through this service. The Workforce Mobility Program offers tailored workforce

solutions by bringing together employers experiencing skills shortages and job seekers from across NSW. In 2014, the program facilitated training for 220 job seekers in skills shortage areas and assistance for people willing to travel further afield or relocate to another area of NSW to take up work.

TAFE NSW provides skills gap training to help retrenched workers find new jobs. TAFE NSW institutes and the Open Training and Education Network worked with Job Services Australia to deliver language, literacy, numeracy and vocational training to clients through the Skills for Education and Employment (SEE) program. In the six months to 30 June 2014, TAFE NSW had over 2,800 enrolments in the program, of which over 900 were in employment skills programs, 800 in English language and general education programs and 600 in literacy and numeracy programs.

Hunter Institute partnered with the department's State Training Services to train 21 retrenched workers from BAE Systems, Bluetongue Breweries and Downer EDI. Training included high-risk work licence assessments, dogging, forklift, work health and safety, management and coastal marine operations. The institute also delivered the SEE program to retrenched mining sector workers. Customised programs were developed for each participant after assessment of their career goals skills and a skills gap analysis. Following this, a number of participants were successful in gaining employment.

Western Institute offered 60 government-subsidised places for workers affected by the closure of Electrolux. The institute worked with State Training Services and the company to build career transition pathways for employees. This included assessments of workers' skills and capabilities, assisting with career choices and providing specialist support. Skills recognition and customised training was provided in heavy vehicle driving and maintenance, forklift driving and warehousing.

Quality teaching and leadership

Developing the skills and leadership capability of TAFE NSW staff

TAFE NSW provided a range of professional development opportunities for staff, including programs to support national and state policy changes to the VET sector. TAFE NSW has also worked with the Australian Education Union (NSW) to trial new education support and leadership roles as part of the TAFE Teachers and Related Employees Enterprise Agreement, 2013. The University of Sydney's Workplace Research Centre is undertaking an independent evaluation of the trial, due for conclusion in mid-2015.

The TAFE NSW Higher Education Professional Development Framework was developed in 2014 to provide a planned and systematic approach to encourage and support staff to pursue their professional development. In April 2014, a research colloquium was also conducted to provide an opportunity for teaching staff to engage in academic activities.

The NSW TAFE Commission Board has overseen a draft TAFE NSW Teaching and Learning Standards Framework, which is aligned to the NSW Public Sector Capability Framework and supports compliance with the national standards for registered training organisations. Fifteen staff from the department and TAFE NSW institutes commenced the Building our Future Leadership Program, delivered by the Australian Catholic University.

TAFE NSW institutes implemented a number of training programs throughout the year to manage and develop the skills and leadership capacity of staff, for example:

- New England Institute implemented a talent management system and a personal and professional development management system.

This included training in child protection, customer service, language literacy and numeracy, skills related to training and assessment and current qualifications.

- South Western Sydney Institute held a senior staff leadership forum, Working Together and Supporting Each Other, which was attended by 231 current and aspiring leaders. The forum focused on VET issues and solutions.

Improving the quality of vocational education and training

State Training Services is an approved Australian Apprenticeships Centre. In 2014, support services were provided for over 22,900 apprentices and trainees and their employers.

The NSW Quality Framework was released in December 2013 as part of the Smart and Skilled reform. It sets the benchmark for high-quality training, ensuring that training providers meet stringent criteria. Under the framework, training providers are assessed on their capacity, capability and performance before being approved to deliver Smart and Skilled programs.

In 2014, State Training Services facilitated 57 professional development workshops for 691 vocational education trainers, assessors and other staff. A major focus of the workshops was to improve training and assessment practices based on the new framework and to build capacity and capability for NSW training providers.

State Training Services also assisted trainer and assessor networks and facilitated the introduction of the NSW Smart and Skilled Teaching and Leadership Policy through its professional development activities. The Teaching and Leadership program supported ACE providers to transition

to Smart and Skilled in 2014, funding five ACE organisations in metropolitan and regional NSW to support professional development training.

Performance monitoring is one of nine principles outlined in the NSW Quality Framework. It incorporates a risk-based approach, coordinated monitoring and performance reviews. During 2014, we developed a performance monitoring strategy to assist in the implementation of Smart and Skilled contracts. Over 1,700 learners with 149 registered training organisations were monitored, representing 65 per cent of the total organisations funded under the Strategic Skills program.

2014 NSW Training Awards

The NSW Training Awards are the peak awards for the VET sector, recognising and celebrating achievement, excellence and innovation in the training sector in NSW. Over 850 applications were received across the 18 award categories in 2014. The 2014 awards were hosted by the Minister for Education, with over 550 guests from the training sector, business, government and community attending, including the Patron and NSW Apprenticeship Ambassador, Mr Bert Evans AO.

Award winners for 2014 were:

Apprentice of the Year

Mark Hardy
Electrotechnology Electrician
Certificate III
Trained by: TAFE NSW – North Coast Institute
Employed by: Mackie Electric and Refrigeration Pty Ltd

Trainee of the Year

Joshua Lodge
Laboratory Techniques Certificate IV
Trained by: TAFE NSW – Hunter Institute
Employed by: Hunter Valley Training Company

Vocational Student of the Year

David Bridge
Meat Processing – Advanced Diploma
Trained by: Response Learning
Employed by: Gundagai Meat Processors

Aboriginal and Torres Strait Islander Student of the Year

Jameela Smith
Employment Services Certificate IV
Trained by: ORS Training Solutions
Employed by: The ORS Group Pty Ltd

School-Based Apprentice/ Trainee of the Year

Savannah De Oliveira
Hairdressing Certificate III
Trained by: TAFE NSW – Sydney Institute
Employed by: Whispa Salon Spa
School: Lucas Heights Community School

VET Trainer/Teacher of the Year

Steven Atkins
Employed by: TAFE NSW – Western Sydney Institute

2014 Industry Collaboration Award

Barangaroo Skills Exchange

2014 Large Employer of the Year

Wyong Shire Council

2014 Small Employer of the Year

TRAKKA Pty Ltd

2014 Large Training Provider of the Year

TAFE NSW – Western Sydney Institute

2014 Small Training Provider of the Year

Evolution

2014 Excellence in Trade Skills

Stephen Coyle
Mechanical Trade Certificate
Trained by: TAFE NSW –
Illawarra Institute

2014 Phil Darby Memorial Award – Encouragement Award

Daniel Brown
Automotive Vehicle Body (Vehicle
Painting) Certificate III
Trained by: TAFE NSW –
Western Sydney Institute

Top Apprentice in the Vehicle Trades

Mitchell Conley
Automotive Mechanical Technology
(Heavy Vehicle Mobile Equipment)
Certificate III
Trained by: TAFE NSW –
Illawarra Institute

Special Award for a Woman in a Non-Traditional Trade or Vocation

Amba Groeneveld
Stonemasonry Certificate III
Trained by: TAFE NSW –
South Western Sydney Institute

Excellence in Electrotechnology

Jonathon Clack
Mechanical Trade Certificate III
Trained by: TAFE NSW –
Illawarra Institute

Excellence in Manufacturing

Kenny Ng
Electro technology Electrician
Certificate III
Trained by: TAFE NSW –
Sydney Institute

2014 Australian Training Awards

Australian Apprentice (Trainee) of the Year

Joshua Lodge
Laboratory Techniques Certificate IV
Trained by: TAFE NSW – Hunter Institute
Employed by: Hunter Valley
Training Company

Australian VET Teacher/Trainer

Steven Atkins
Employed by: TAFE NSW –
Western Sydney Institute

Australian Runner up Apprentice of the Year

Mark Hardy
Electrotechnology Electrician
Certificate III
Trained by: TAFE NSW
– North Coast Institute
Employed by: Mackie Electric
and Refrigeration Pty Ltd

New and better ways of doing business

Smart and Skilled

Smart and Skilled, the NSW reform of the VET system, will give people the opportunity to gain the skills they need to find a job and advance their careers. In April 2014, in preparation for changes to be implemented in 2015, the department consulted with industry and community representatives on the Independent Pricing and Regulatory Tribunal Report on 2015 prices, fees and subsidies for VET. We also sought advice from the NSW Skills Board. Following this, in May 2014, the department published information on the 2015 prices, fees and subsidies.

A series of 16 information sessions were run throughout the state prior to opening Smart and Skilled provider applications, with over 1,500 people participating, including in regional areas.

The governance of the Smart and Skilled application assessment met the highest standards of rigour and probity. Under the guidance of the independent NSW Skills Board, a high-level steering committee scrutinised every element of the assessment, which was conducted by a separate implementation committee. Both of these groups included external and independent advisors on probity and training quality.

In October 2014, we contracted more than 300 providers to deliver quality training in priority skills areas across NSW from 2015. The robust provider application process ensured that the most competent training providers were selected to deliver quality training in nominated qualification areas and regions across NSW.

Complementing the Smart and Skilled Entitlement and Targeted Priority programs, the Smart and Skilled ACE Community Services Obligation program

was also announced. It will provide pathways for disadvantaged learners (including young people) to Smart and Skilled entitlement training.

The department launched the Smart and Skilled website in November 2014, providing a central hub of information on available courses and providers for students and assistance for employers and training providers. We published a range of fact sheets on the website in preparation for the new fee arrangements and, in particular, for continuing students, students in regional areas and those with special needs.

Partnering with industry to meet local skills needs

In 2014, the department updated the NSW Skills List, ensuring that priority qualifications for the NSW economy will be eligible for funding under Smart and Skilled in 2015. The list was developed through targeted consultations with peak provider and industry bodies, state government agencies and community representatives.

State Training Services continued to administer the Regional Training and Employment Strategy, which supports economic growth in rural and regional NSW by helping to close the gap between training and employment outcomes. The strategy includes the Retrenched Workers Assistance, Partnering for Jobs and Pathways for School Leavers programs. Strong industry partnerships are developed to help build the knowledge and skills needed to support businesses and employment in communities across NSW. Since December 2011, we have assisted 6,343 people to upskill, retrain and increase their employability skills and job opportunities.

Over 1,150 young people commenced the 2013/14 Youth Attainment and Transitions Pre-apprenticeship Training program. Over 120 courses were delivered through partnerships between group training organisations and registered training organisations. These provide tailored, industry-specific trade training with a view to employment. Of those who enrolled, 918 completed the training and 346 went on to secure an apprenticeship.

TAFE NSW collaborates with industry to deliver workforce development solutions to position businesses, local communities and the NSW economy for growth. TAFE NSW institutes network with local, state and federal industry bodies and industry skills councils to ensure continuous improvement initiatives address relevant needs.

With Western Sydney as the lead institute, TAFE NSW partnered with Lend Lease and the Construction and Property Services Industry Skills Council to establish the Barangaroo Skills Exchange (BSX). This provides a designated on-site facility to deliver training for the \$6 billion Barangaroo urban regeneration project on the western edge of the Sydney CBD. Under the initiative, TAFE NSW and private providers deliver flexible training designed to work around tight construction schedules. Program delivery includes foundation skills and aims to improve safety, trade skills and green-skilling in the construction industry.

Hunter Institute partnered with Peabody Coal, Wambo Mines and the SkillsDMC Industry Skills Council to deliver surface extraction operations, underground coal operations and frontline management training for mine workers. The program was supported by the National Workforce Development Fund. The institute also partnered with the Newcastle Knights to establish the Education and High Performance Sports Training Hub at its Newcastle campus. The initiative is designed to meet the on-field needs of professional athletes, while providing skills to advance career opportunities off the field.

Using digital media and technology to deliver flexible, personalised learning options

TAFE NSW continues to develop and implement strategies such as the TAFE NSW Online initiative. This provides students with access a range of cutting-edge technologies to support individual learning styles. The most recent national data show that TAFE NSW delivers more than 70 per cent of online and remote-access VET across Australia.

In the six months to 30 June 2014, Illawarra and North Coast institutes partnered to deliver the first online postgraduate course: the Graduate Diploma in Leadership (VET Sector). Delivery incorporates collaboration via video and web conferencing and the Moodle learner management system. New England Institute established TNE Connects, an initiative enabling students to access more courses from their home or workplace. Program delivery includes video-conferencing, online resources and teacher contact, campus-based workshops and mobile delivery units.

NSW AMES Online continued to lead the market in online English language learning. This initiative is accessible through public and private institutions, colleges, libraries and individuals in Australia and overseas. Content design integrates online and offline study methods and is supported by apps for mobile devices as well as printed resources. NSW AMES developed a professional development program for teachers delivered through online and face-to-face training workshops that combine digital and classroom content and activities.

Streamlining apprenticeships and traineeships

The department's State Training Services continued to work collaboratively with the Commonwealth, states and territories to harmonise apprenticeship and traineeship policy and regulations. This will ensure uniformity across an array of administrative and regulatory requirements.

We introduced streamlined arrangements supporting competency-based completion of apprenticeships and traineeships, in line with national harmonisation requirements. Registered training organisations now provide an electronic notification to State Training Services when apprentices or trainees complete qualifications. In 2014, over 50,000 apprentices and trainees completed their training contracts with 61 per cent finishing early through competency-based completion. Approximately 88 per cent of new apprentices and trainees agreed to undertake competency-based completion.

State Training Services developed industry engagement strategies to improve completion rates for apprentices and trainees in NSW via a revised NSW Training Plan and, more recently, through the Smart and Skilled Operating Guidelines. Professional development strategies to improve consultation in training include industry-specific information sessions for registered training providers and targeted supervisor workshops for the VET community.

In March 2014, TAFE NSW signed a memorandum of understanding with the Group Training Association (GTA) of NSW and ACT. Members of the GTA employ more than 8,000 apprentices and trainees and provide employment across a wide range of industries. The memorandum of understanding aims to boost apprenticeship and trainee completions through a closer working partnership between the two organisations including opportunities for collaboration, options for better reporting on attendance of apprentices and trainees, a review of maximising

outcomes for students and employers and improving assessment validation.

TAFE NSW had over 13,000 apprenticeship and traineeship commencements in the six months to 30 June 2014. The institutes implemented a number of streamlining initiatives including fast-tracked gap training programs, competency-based progression, improved reporting processes, flexible delivery modes and recognition of prior learning. For example:

- Hunter Institute provided a fast-track gap training program that increased on-the-job training complemented by shorter and more intensive periods of training delivered at the institute's Maitland campus. The institute also trialled My Profile, a new reporting tool to efficiently process competency-based progression and completion prior to issuing a trade qualification.
- Sydney Institute offered a fast-track program to 50 apprentices from Toyota, which reduced the time to complete the certificate III qualification by 45 per cent. More than 75 per cent of the participants completed the program.

Improving administrative and management systems

The LMBR program aims to deliver systems to support student enrolment, administration, learning and support, finance and human resources management and technology services for TAFE NSW. The program's core objectives support the NSW Government's broader reform program and deliver better services to staff and students. Deployment of LMBR human resources and payroll systems were completed in January 2014.

In October 2014, TAFE NSW institutes and central units participated in role mapping, user testing, data cleansing and migration and go-live processes to support the implementation of LMBR Educational Business Software. The TAFE NSW online financial tool for pricing and costing online courses was developed in collaboration with PwC (PricewaterhouseCoopers). A governance framework was also developed, along with key training and development materials for institutes to apply quality and design standards to TAFE NSW online courses.

Institutes also invested in improved administrative and process management systems. North Coast Institute developed the People@NCTAFE system to house staff performance review outcomes, capability development plans, staff qualifications and teaching and industry vocational experience. South Western Sydney Institute introduced a customer relationship management system, reviewed and realigned its customer engagement functional areas and established a call centre at Bankstown to improve customer services for clients and students.

Building an effective and coordinated tertiary education system

The department led the development of the *Universities Legislation (Regulatory Reform) Act 2014*, which will significantly reduce red tape for NSW universities. The Act was passed by the NSW Parliament in August 2014 and reassigns responsibility for a range of financial and management areas to university governing bodies. These responsibilities include borrowing, investment, appointment of funds managers, commercial activity guidelines and some land dealings. Universities now have the ability to internally determine governing body election procedures rather than through by-laws that must be approved by Parliament.

Performance report: In our communities

Our performance targets

Increase the proportion of the NSW population involved in volunteering

Research shows that people who volunteer are healthier and live longer than people who do not and that volunteering increases people's wellbeing. Volunteering also supports and extends government-funded services and delivers care and support to people in local communities. The target is to exceed the national average by 2016. In 2010, the estimated proportion of adults involved in formal volunteering in NSW rose to approximately 36.6 per cent, slightly higher than the national average (see Figure 20).

Figure 20: Percentage of people aged 18 and over who undertook voluntary work for an organisation in the last 12 months (2006 to 2010)

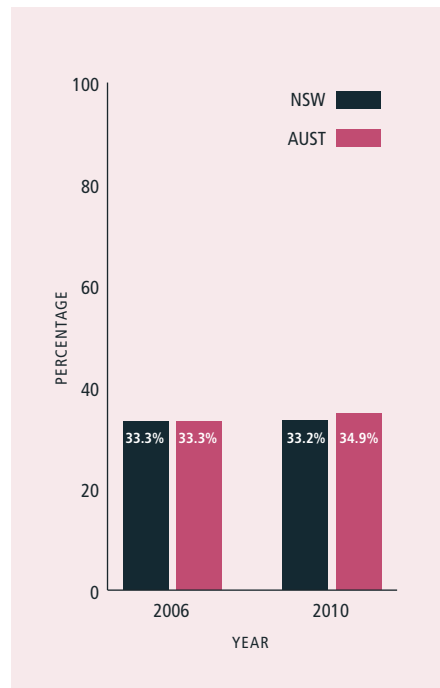


Sources: ABS General Social Survey, 2006 (cat. 4159155001); General Social Survey: Summary Results, 2006 (cat. 159.0.2006); Voluntary Work, Australia 2010 (cat. 41590D0007_201). Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years, with 2014 data available in mid-2015.

Increase the proportion of the NSW population involved in local community organisations

Community participation develops connections between people outside their close personal relationships, providing a wider pool from which people can draw resources and contribute to society. The target is to exceed the national average by 2016. Between 2006 and 2010, the estimated proportion of adults involved in a community support organisation in NSW remained stable at around 33.2 per cent of the population. Over the same period, there was a small increase in the national average to 34.9 per cent (see Figure 21).

Figure 21: Percentage of people aged 18 and over who were involved with a community support organisation in the last 12 months (2006 to 2010)

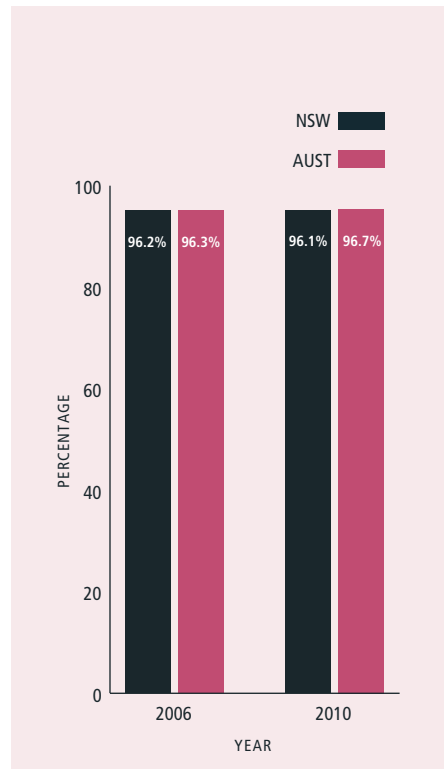


Sources: ABS General Social Survey, 2006 (cat. 4159155001); General Social Survey, 2006 (cat. 4159.0.2006); General Social Survey, 2010, expanded CURF, RADL; General Social Survey (cat. 41590D0006_2010). Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years, with 2014 data available in mid-2015.

Increase the proportion of the population who have weekly social contact with family or friends

Close personal networks of families and friends provide a source of practical help as well as material and emotional support. The target is to exceed the national average by 2016. While the proportion of adults with regular contact with family and friends remains high (at around 96.1 per cent of the population), between 2006 and 2010 there was no significant change. This is roughly consistent with the national average (see Figure 22).

Figure 22: Percentage of people aged 18 and over who had contact with family and friends living outside the household in the last week (2006 to 2010)

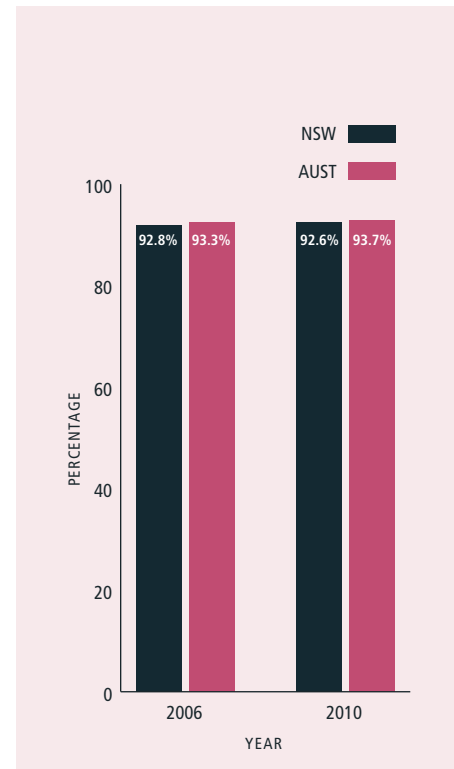


Sources: ABS Australian Social Trends: Data Cube, Family and Community, 1998-2011 (cat. 4102.0); General Social Survey, 2010, expanded CURF, RADL. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years, with 2014 data available in mid-2015.

Increase the proportion of the population who feel they have someone to turn to in times of crisis

Levels of social attachment can also be measured by the ability of people to get support in an emergency. The target is to exceed the national average by 2016. In 2010, an estimated 92.6 per cent of adults reported that, in a time of crisis, they could get support from outside their household. This proportion has been stable over the period from 2006 to 2010 and is consistent with the national average (see Figure 23).

Figure 23: Percentage of people aged 18 and over who were able to get support in a time of crisis (2006 to 2010)



Sources: ABS General Social Survey, 2006 (cat. 4159155001); General Social Survey: Summary results, Australia 2006 (cat. 4159.0.2006); General Social Survey, Australia 2010 (cat. 41590D0006_2010); General Social Survey 2010 expanded CURF, RADL. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years, with 2014 data available in mid-2015.

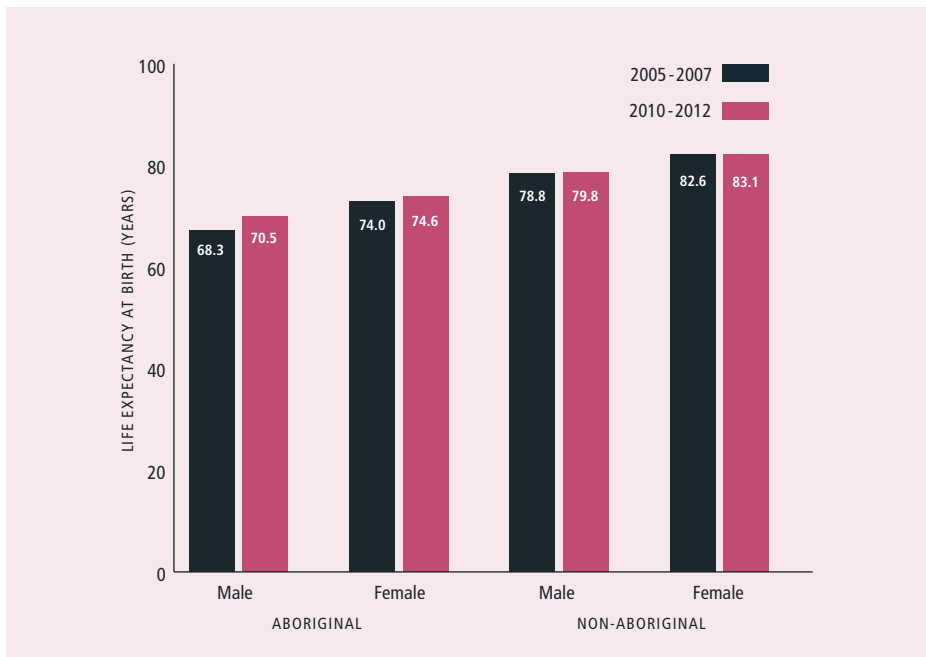
Close the life expectancy gap within a generation

Estimates of life expectancy at birth for Aboriginal Australians are used as a measure for assessing population health and disadvantage. In NSW for 2010 to 2012, life expectancy at birth for Aboriginal males was estimated to be 70.5 years, 9.3 years less than life expectancy at birth for non-Aboriginal males (79.8 years). Life expectancy at birth for Aboriginal females was estimated to be 74.6 years, 8.5 years less than life expectancy at birth for non-Aboriginal females (83.1 years). The ABS estimates that life expectancy at birth for Aboriginal males in NSW increased by 2.2 years since 2005 to 2007 and by 0.6 years for Aboriginal females. The difference between Aboriginal and non-Aboriginal life expectancy in NSW narrowed by 1.2 years for males and 0.1 years for females over the same period (see Figure 24).

Ten per cent increase in participation in sport and recreational activities by 2016

Sport and physical recreation are important to the Australian sense of identity and are a key way for people to connect with their local communities and institutions. Over 3.8 million people in NSW participated regularly in sport or physical activity in 2011/12. The participation rate for people aged 15 and over increased to 65.1 per cent in 2011/12, compared to 62.7 per cent in 2009/10. This puts NSW on par with the national average and on track to achieve this target (see Figure 25).

Figure 24: Life expectancy at birth (2005 to 2007 and 2010 to 2012)



Source: ABS Life Tables for Aboriginal and Torres Strait Islander Australians, 2010-2012 (cat. 3302.0.55.003). Notes: This target is consistent with the national target agreed by COAG in 2008 to close the gap in life expectancy within a generation (by 2031). Life expectancy at birth refers to the average number of years a group of newborn babies could expect to live, if they experienced the 2010 to 2012 death rates throughout their lifetimes. The estimates are calculated for a three-year period and reported every five years. Changes to the ABS methodology required an adjustment to 2005 to 2007 estimates (baselines). These estimates are calculated without an age adjustment and may not be comparable to the headline estimates for Australia published by the ABS.

Figure 25: Percentage of people aged 15 years and over who regularly participate in physical activity



Source: ABS Participation in Sport and Physical Recreation, Australia (cat. 4177.0) Notes: As part of changes to its work plan announced in June 2014, the ABS has discontinued the collection and reporting of culture, sport and recreation statistics. Data for 2013/14 is therefore not available.

Increase the number of partnerships between Aboriginal communities and the NSW Government

OCHRE: Opportunity, choice, healing, responsibility, empowerment is the Aboriginal affairs plan for NSW. It reiterates the NSW Government’s intention to work in genuine partnership with Aboriginal people. Aboriginal Affairs continues to play a key role in facilitating and strengthening these partnerships.

Local Decision Making, a key initiative of OCHRE, is empowering Aboriginal leaders and communities to take a greater role in making decisions about the government services. The initiative focuses on building regional alliances in order to deliver services and programs that are tailored to local communities. Aboriginal Affairs is currently working with regional alliances in five sites across NSW.

The first accord between the NSW Government and the Murdi Paaki Regional Assembly in Far Western NSW was finalised in December 2014, and will be signed in early 2015. In 2014, the initiative was expanded to the Three Rivers Regional Assembly (Central West NSW) and the Central Coast Aboriginal Community Organisations Network (Central Coast NSW).

Increase access for people to learn Aboriginal languages

In 2014, 15 Aboriginal languages were taught in NSW public schools. This included both schools connected to Aboriginal language and culture nests, and 26 schools outside of the language and culture nests.

Aboriginal language and culture nests are local community networks connected by a language. They will create pathways for Aboriginal students, teachers and community members to teach and

learn traditional languages. In 2014, we established five language nests for local school students and community members to revitalise their language and culture: the North West Wiradjuri, Gumbaynggirr, Bundjalung, Paakantji and Gamilaraay/Yuwaalaraay/Yuwaalayaay language nests.

In 2014, five Aboriginal teaching positions have been created and filled. They are located at the base school in each language and culture nest and have a key role in supporting schools to implement a local Aboriginal language program. There are also 50 Aboriginal language tutors in schools across the five language and culture nests. All tutors are working towards Certificate III in Aboriginal Languages at TAFE NSW.

TAFE NSW delivers qualifications in Aboriginal languages. Courses are developed and delivered in collaboration with local community groups and Aboriginal language speakers. In the

six months to 30 June 2014, there were over 190 enrolments at TAFE NSW in AQF certificate I to III Aboriginal language programs.

Increase number of opportunities for cultural participation

The department provides opportunities for cultural participation by sponsoring major events and providing assistance and support to communities to deliver local activities. Events in 2014 included Corroboree Sydney, the Yabun Festival, the Saltwater Freshwater Festival, WUPA@Wanaruah and Message Sticks.

Our priorities:

In our communities

High expectations, closing the gaps

OCHRE: The NSW Government plan for Aboriginal affairs

OCHRE: Opportunity, choice, healing, responsibility, empowerment is the Government's plan for Aboriginal affairs in NSW. Released in 2013 by the Minister for Aboriginal Affairs, the plan has education, employment and accountability at its heart. The department, which includes Aboriginal Affairs, and its government and non-government partners, have commenced implementing OCHRE initiatives with communities across the state.

The implementation of OCHRE is underpinned by a robust accountability framework. *The Ombudsman Act 1974* was amended to create the new role of Deputy Ombudsman (Aboriginal Programs) to independently monitor and assess Aboriginal programs in NSW. The first program to be listed for review in the Regulations is OCHRE. The Cultural and Indigenous Research Centre Australia has been engaged by Aboriginal Affairs to consult with key stakeholders and develop a monitoring, evaluation, reporting and improvement framework as well as individual evaluation plans for OCHRE. Information about the evaluation of OCHRE will be published in 2015.

Aboriginal Affairs has signed an industry-based agreement with the construction sector and continued to implement the agreement with the minerals sector to support Aboriginal businesses and improve employment outcomes. Aboriginal Affairs has completed public consultations and prepared a draft Aboriginal Economic Development Framework to be published in 2015.

OCHRE acknowledges that healing and inter-generational trauma and loss are real, significant and ongoing issues for Aboriginal communities.

The department held a healing forum in 2014 to share Aboriginal perspectives and consider what role government should play to support healing.

Matching Aboriginal students' aspirations to real jobs

The purpose of the department's opportunity hubs is to coordinate and broker services that support young Aboriginal people to stay at school and progress to further education, training and employment. The first hubs were established in Dubbo and the upper Hunter in late 2013. In 2014, we engaged non-government providers to set up new hubs in Tamworth and Campbelltown. The department dedicated over \$1.5 million in funding to support the operation of the hubs this year.

By October 2014, 1,280 Aboriginal students in Years 5 to 12 were engaged with the hubs, which will help students gain an understanding and appreciation of the career pathways and opportunities available to them. They will also provide mentoring and other support to pursue those opportunities and help them link these aspirations to learning plans and real jobs.

Increasing opportunities for Aboriginal people to participate in cultural activities and events

Aboriginal Affairs supported a number of cultural festivals, events and activities during the year to showcase Aboriginal culture and talent, increase community awareness and appreciation of Aboriginal culture and history and help advance reconciliation between Aboriginal and non-Aboriginal communities.

The Yabun Festival was held in Sydney on Australia Day to celebrate the survival of Aboriginal people and culture and was attended by over 20,000 people. The Saltwater Freshwater Festival was also held in Kempsey, celebrating and sharing Aboriginal culture on the mid-North Coast with the wider community. It commemorated Australia Day as a positive, inclusive, family day for all communities to enjoy and attracted 15,000 people.

Aboriginal Affairs ran a successful National Aboriginal and Islander Day Observance Committee (NAIDOC) grants program during the year. As part of the program, we provided approximately \$120,000 in funding to support 60 events across the state including flag-raising ceremonies, street parades, concerts and family days. The 2014 NAIDOC Week had a particular emphasis on honouring the military service of Aboriginal peoples.

In July 2014, Aboriginal Affairs hosted the Healing Our Way Forum – Mapu Yaan Gurri, Mapu Marrunggirr, in partnership with the Aboriginal and Torres Strait Islander Healing Foundation. Over 200 delegates, representing 68 organisations, participated in the forum alongside Aboriginal leaders to discuss Aboriginal perspectives on culture, inter-generational trauma and healing. The forum highlighted that cultural revitalisation and restoration can be achieved through healing. Respect for culture and healing is at the core of relationships between government and Aboriginal people and communities.

Increasing opportunities for Aboriginal people to participate in sporting activities and events

In partnership with the Department of the Prime Minister and Cabinet, the department's (former) Sport and Recreation division provided funds to state sporting organisations that had identified Aboriginal outcomes in their national participation plans. Nine sports, including AFL, cricket, football, netball and surfing, were supported. The Indigenous Sport Network, originally established in 2013, continued to link all nine funded sports together to share strategies and identify areas of collaboration.

Sport and Recreation's partnership with Swimming NSW saw over 200 Aboriginal children participating in swimming programs in 14 locations. The division also worked with Netball NSW to support the Barwon Darling Netball Association, which implemented and maintained six-week junior competitions in Lightning Ridge, Brewarrina and Walgett. Subsidies were provided for registration, uniform and equipment to support the sustainability of the program. Sport and Recreation also supported the training of 13 Aboriginal umpires from the Dubbo Senior College, who gained their umpiring accreditation in partnership with the National Aboriginal Sporting Chance Academy.

Aboriginal Sport Development Officers helped to deliver a regional netball tour in Tamworth, with over 1,160 primary school girls from 17 schools participating. In southern NSW, Sport and Recreation worked with Albury City Council to organise the Gindaymannha Touch Football Carnival. Leading into

the carnival, over 470 participants were involved in an eight-week training program at seven locations across Albury. In south-western Sydney, Sport and Recreation partnered with the NSW Land and Housing Corporation, the Benevolent Society and Muru Nanga Mai to organise the Airds Sport Program. Two-hour weekly sport programs were run in Airds, Bradbury, Rosemeadow and Ambarvale during school terms, averaging 45 participants each session.

Increasing access to Aboriginal languages

Aboriginal language and culture nests are local community networks connected by a language. The language and culture nests provide communities with opportunities to revitalise, reclaim and maintain their languages in partnership with schools, TAFE NSW, universities and other community language programs. Each language and culture nest also includes a keeping place where language resources and materials are accessible through community consultation.

Five language and culture nests were launched in 2013/14. Table 7 outlines the details.

Each language and culture nest has a vision and commitment statement signed by the communities and other stakeholders. Aboriginal language and culture teachers have been employed in five language and culture nests to work with communities, schools and TAFE NSW to develop resources and support language tutors and teachers.

In addition, ten Aboriginal languages were taught in schools outside of the five language and culture nests through programs negotiated and implemented locally.

In December 2013, the Minister for Aboriginal Affairs launched the revised Kindergarten to Year 10 Aboriginal Languages Scope and Sequence that provides the basis for school and community Aboriginal language programs. BOSTES has commenced development of an Aboriginal language course that will be available to HSC students.

Table 7: Aboriginal language and culture nests launched in 2013/14

Culture and language nest	Launch date	Keeping place location
North West Wiradjuri Nest	October 2013	Yarradamarra Centre, TAFE NSW – Western Institute, Dubbo
North Gumbaynggirr Nest	February 2014	Coffs Harbour Education Campus, Coffs Harbour
Bundjalung Nest	February 2014	Gnibi Centre Southern Cross University, Lismore
Paakantji Nest	April 2014	Wilcannia Central School, Wilcannia
Gamilaraay Nest	May 2014	Walanbaa Dhuurralli Child and Family Centre, Lightning Ridge

TAFE NSW delivers qualifications in Aboriginal languages, with courses developed and delivered in collaboration with local Aboriginal community groups and language speakers. These included Certificate I in Aboriginal Languages, including Gumbaynggirr, Yaegl and Gathang (North Coast Institute), Wiradjuri, Dharawal and Bundjulong (Sydney Institute); and certificates I and II in Wiradjuri and Gamilaroi (Western Institute). In addition, Western Institute hosted the first Aboriginal language and culture nest in NSW at the Yarrandamarra Centre of the institute's Dubbo campus.

There are also higher-level Aboriginal language courses. Universities, such as Charles Sturt University, offer tertiary-level qualifications in Aboriginal languages or Aboriginal languages education. The department funds scholarships for Aboriginal teachers to undertake further studies, and eight teachers have completed a Masters in Aboriginal Languages.

Enhancing sporting and recreation opportunities for people with disability

In the six months to 30 June 2014, the department's (former) Sport and Recreation division supported people with disability to become more active and established partnerships between the disability sector and the sports industry. More than 118 people with disability and their carers were provided access to NSW sport and recreation centres with the support of the companion card.

The grants program helped community organisations run sporting and recreational events and upgrade their facilities to improve access for people with disability. The program supported 18 state sporting organisations for people with disability, including Boccia NSW, Riding for the Disabled NSW and NSW Goalball.

Sport and Recreation also supported the School Sport Disability Program, providing access to sporting opportunities to over 1,280 students with disability.

Regional offices facilitated local sports programs and training opportunities for 420 participants and sport and recreation centres provided day programs for 1,662 participants. Centres also hosted seven respite camps for 96 teens with an intellectual disability, their families and support workers.

Sport and Recreation partnered with the NSW Department of Family and Community Services to deliver a number of key initiatives under the National Disability Strategy. The Disability Sport Network was established and 13 state sporting organisations were funded to grow the number of people with disability within their sports.

Stronger communities and leadership

Making volunteering easier and more rewarding

The department has made significant progress in implementing the NSW Volunteering Strategy, which aims to make it easier for people to volunteer.

The Statement of Principles for the Recognition of Volunteers aims to ensure that volunteers are treated with respect, dignity and fairness. The statement has been endorsed by over 220 organisations representing more than 721,000 volunteers. One-third of volunteers in NSW now enjoy this additional protection and support. The impact of the statement on volunteer organisations was evaluated in 2014. The evaluation found that organisations that had adopted the statement reported improved practices in relation to volunteer management and recognition.

Timebanking is a free community program that allows the voluntary exchange of services between members. Members can earn time credits for volunteering their time and sharing their skills to help other members. They can then use these credits to secure services from other members including internet coaching, house cleaning, language tuition and babysitting. Timebanking members have exchanged almost 17,000 hours of support since 2012, including 9,000 hours in 2014. So far 4,900 people and 300 organisations have joined Timebanking and one-third

of members are new to volunteering. An evaluation of the program found that it was one of the largest in the world, attracting new people to volunteering, creating social networks and a sense of community and improving the quality of life for those involved. In 2014, the department expanded Timebanking from one trial site to 70 communities across NSW.

In 2014, the department provided subsidised police checks for 1,822 volunteers in aged care. We also created career paths for 65 volunteer managers through the new AQF Certificate IV in Volunteer Program Coordination, bringing the total number of new volunteer management careers we have supported since 2012 to 305.

We also contributed \$30,000 to support the Volunteer of the Year Awards and a regional awards program in 20 locations across NSW. A record number of 506 nominations were received, a 70 per cent increase on 2013. Awards were given in eight categories including two new categories, Student Volunteer of the Year and Corporate Volunteer Team of the Year.

In 2014, more than 300,000 people visited the department's website (www.volunteering.nsw.gov.au) with more than 600 people downloading our free risk management resource and more than 200 people accessing the new social media tool kit.

Promoting leadership in sport

Networking and training helps to promote and develop leadership in the sport and recreation industry. In the six months to 30 June 2014, the department's (former) Sport and Recreation division sponsored a number of events, educational forums, seminars and training sessions.

Sport Talk seminars provided professional development and networking opportunities for staff from state sporting organisations. Five sport talks were conducted covering a range of topics and were attended by 310 sport industry professionals. Topics included:

- Work health and safety
- Working With Children Check
- School Sport Programs and Partnerships – targeting development officers, coaching coordinators and game development staff
- The Numbers Game: Growing participation – designed to develop marketing skills by providing an insight to the sport market, highlighting predictions and trends and exploring tips on how to get ahead in a competitive market place
- Women in Contact Sport: Health, safety and performance.

Four courses, delivered by the Australian Institute of Company Directors, were conducted for 91 directors from state sporting organisations. Tailored to the varying needs of directors across the sport industry, they included:

- Foundations of Directorship, a three-day program for 48 current state-level board directors from large sports
- Not-For-Profit Board Course, a one-day program for 22 current state-level board directors from small to medium sized sports
- Not-For Profit Chairman's Course, a one-day program for 21 directors.

In 2014, new legislation was passed by the NSW Parliament to regulate betting on sporting events in line with the National Policy on Match Fixing in Sport. The Sport Leaders Breakfast – Meet the Minister attracted 84 industry chief executives and board chairs. Sport leaders heard from the newly appointed Minister, the Hon. Stuart Ayres MP, and discussed features of the new legislation and its benefits to sport.

Strengthening youth leadership

Youth Opportunities provides funding to youth organisations and local government for mentoring and other projects to help young people lead and participate in community development activities. In 2014, 28 new projects were funded, supporting youth-led and youth-driven community initiatives that will engage more than 11,000 young people.

A pilot youth mentoring program was launched by the Minister for Citizenship and Communities in 2014. This initiative was jointly funded with the YWCA of NSW and provided mentoring to 512 young people in 29 areas across NSW. The pilot program was independently evaluated and a NSW youth mentoring program will be rolled out across the state in 2015.

We also supported Youth Week 2014 in April, a project that involved more than 3,750 young people in planning and running more than 750 local youth week activities, events and projects. We contributed over \$240,000 in grants to local councils to support more than 750 local activities, which were attended by around 90,000 young people across the state.

The department supported the Youth Advisory Council, which met eight times in 2014. In the lead up to Youth Week 2014, the council co-hosted a forum on youth mental health issues with the NSW Mental Health Commission. More than 120 young people from across NSW were involved in discussion on how to support friends and family with mental health issues.

Leading community remembrance and honouring the sacrifices of the past

In 2014, the Office of Veterans' Affairs continued to work closely with the Centenary of Anzac Council Ambassadors to lead community

engagement for the Centenary of the First World War 2014-2018 commemorations.

In February 2014, General Peter Cosgrove AK, MC (Ret'd) resigned as Chair of the Centenary of Anzac Advisory Council following the announcement that he would take up the role of Governor-General. In March 2014, the NSW Government approved the appointment of Lieutenant General Kenneth Gillespie AC DSC CSM (Ret'd) to the Chair.

The department's Centenary of Anzac Program Management Office has lead responsibility for the Centenary Program, which consists of 24 projects. Centenary highlights during 2014 included: a Major Exhibition of First World War Diaries at the State Library from July to September; a Parliamentary Reception to mark the commencement of the First World War held on 5 August; a ceremony to mark the departure of the Australian Naval and Military Expeditionary Force at Cockatoo Island on 17 August; the launch of State Records Centenary website on 12 September 2014; a ceremony to mark the embarkation of troops for Gallipoli on 18 October; and refurbishment of the Mothers and Wives Memorial at Woolloomooloo.

The Anzac Memorial Education and Interpretation Centre project was endorsed by the Trustees of the Anzac Memorial. The project will deliver flexible, contemporary and meaningful community spaces to promote, maintain and enhance the memorial as the state's principal commemorative and interpretative monument to the services and sacrifice of Australians, and enhance the facility's potential to inform and educate current and future generations. The centre will become a significant local, national and international destination and contribute greatly to Sydney's cultural, recreation and historical landscape.

In 2014, significant work was undertaken at the memorial to progress works for the Centenary of Anzac, including external lighting, cleaning and the installation of a new Treasures exhibition.

In February 2014, \$50,000 was secured from Networks NSW for a commemorative project to create a unique publication of the Anzac Centenary, entitled NSW and the Great War. Predominantly focusing on the social history of the state during the First World War, the book will recount the NSW experience and the story of life on the home front. It will serve as a valuable resource in schools, public libraries and online.

In April 2014, the Minister for Veterans' Affairs announced that ten Year 11 students had been awarded the Premier's Anzac Memorial Scholarship to travel to sites of military and cultural significance in South Korea. The students were accompanied by two teachers on their 13-day journey. The students were selected based on their personal connection to the spirit of Anzac and their commitment to studying Australian history.

The Community War Memorials Fund provided grants to 12 Returned and Services League of Australia (RSL) clubs, local councils and community organisations to conserve and restore the state's war memorials.

In July 2014, the Office of Veterans' Affairs transferred to the DPC cluster.

Making our communities stronger

In 2014, the department undertook a number of projects to make communities stronger through place-based strategies, bringing agencies and communities together around particular locations; and population strategies, which focus on a specific population group.

We supported low-cost local community initiatives, such as Illawarra SOUP community dinners that raise funds for small community projects

and build positive relationships between community members and local businesses.

The department also supported innovative programs in regional and remote communities, including the successful Tackling Violence anti-domestic violence program. This program engages men and boys through 28 rugby league clubs in 23 rural and regional communities. It includes education programs for players and local high school students, as well as a social marketing campaign. Club players and officials sign a code of conduct and breaches of the code result in players being suspended from competition. An evaluation in 2014 confirmed the program's effectiveness in preventing domestic violence in some of NSW's most disadvantaged communities.

We provide community engagement expertise, advice and support for initiatives aimed at increasing communities' capacity and opportunities to be involved in planning, influencing and implementing local actions. For example:

- the department worked with other government, not-for-profit and community organisations to trial a new model of collaboration in Muswellbrook Shire, with a focus on building trust between participants and the wider community
- we are an active partner in the Collective NSW, an innovative initiative involving government, community and business in a number of districts across NSW
- the department has been working closely with Blacktown Local Court and the University of Western Sydney to re-establish the Blacktown Court Volunteer Project, which provides additional in-language support for members of new and emerging communities when they attend court.

New and better ways of doing business

Improving our sporting facilities

Sporting infrastructure is an important contributor to the NSW economy. The state's major stadiums and venues help to attract national and international events to NSW and secure the social and economic benefits that flow from them.

The NSW Government's Stadia Strategy provides the plan for future investment in major sporting infrastructure in NSW. The department's (former) Sport and Recreation division has been working with key stakeholders, including sporting codes and government agencies to progress implementation of the strategy.

In the six months to June 2014, the Sport and Recreation Facility Program provided a total of \$2.3 million to 129 community sport facilities. The Surf Club Facility Grant Program provided a total of \$2 million to 12 surf lifesaving clubs. The Safe Shooting Program provided \$600,000 to 61 shooting clubs to improve their facilities.

In the six months to June 2014, the NSW Government invested \$87,000 on the Southern Highlands Regional Shooting Complex to complete costing and construction plans. An additional capital works allocation of \$7.7 million has also been made, to complete the 50 metre and 500 metre ranges during 2016.

In April 2014, the NSW Government announced the largest grassroots infrastructure program in the history of rugby league. The NSW Footy Facilities Fund will see government and the National Rugby League invest \$1 million each into an infrastructure program to assist rugby league clubs.

In June 2014, the Minister for Sport and Recreation announced the Future Needs of Sport study. Planning has commenced on a framework to guide the government's investment and policy relating to community sport infrastructure. This project will involve establishing a database of sports facilities used for competition, identifying the gaps and prioritising projects to ensure equitable access to sporting facilities.

Financial statements



INDEPENDENT AUDITOR'S REPORT

Department of Education and Communities (Including TAFE Commission)

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the Department of Education and Communities (including TAFE Commission) (the Department), which comprise the statement of financial position as at 30 June 2014, the statement of comprehensive income, statement of changes in equity, statement of cash flows, service group statements and summary of compliance with financial directives for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

Opinion

In my opinion the financial statements:

- give a true and fair view of the financial position of the Department as at 30 June 2014, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

My opinion should be read in conjunction with the rest of this report.

Secretary's Responsibility for the Financial Statements

The Secretary is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Secretary determines is necessary to enable the preparation of the financial statements that give a true and fair view and that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Department's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Department's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Secretary, as well as evaluating the overall presentation of the financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (Including TAFE Commission)

Financial Statements

For the year ended 30 June 2014

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I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the Department
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about other information that may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by the possibility of losing clients or income.



Grant Hehir
Auditor-General
18 September 2014
SYDNEY

**DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Financial Statements
For the year ended 30 June 2014**

STATEMENT BY THE SECRETARY OF THE DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Pursuant to Section 45F of the Public Finance and Audit Act 1983, I state that:

1. The accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the Financial Reporting Code for NSW General Government Sector Entities, the *Public Finance and Audit Regulation 2010* and the Treasurer's Directions;
2. The financial statements exhibit a true and fair view of the financial position and financial performance of the Department; and
3. I am not aware of any circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.



SECRETARY OF EDUCATION AND COMMUNITIES

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Start of Audited Financial Statements

Statement of comprehensive income for the year ended 30 June 2014

	Notes	Actual 2014 \$'000	Budget 2014 \$'000	Actual 2013 \$'000
Expenses excluding losses				
Operating expenses				
Employee related	2(a)	9,522,020	9,442,108	8,988,054
Other operating expenses	2(b)	2,206,338	2,203,198	2,102,668
Depreciation and amortisation	2(c)	674,025	589,771	660,506
Grants and subsidies	2(d)	1,765,556	1,971,614	1,868,001
Finance costs	2(e)	19,590	18,154	19,167
Total Expenses excluding losses		14,187,529	14,224,845	13,638,396
Revenue				
Recurrent appropriation	3(a)	11,637,281	11,988,346	11,737,912
Capital appropriation	3(a)	493,375	510,374	485,797
Sale of goods and services	3(b)	520,239	527,540	481,293
Investment revenue	3(c)	38,217	48,144	46,062
Grants and contributions	3(d)	143,393	430,420	159,328
Acceptance by the Crown Entity of employee benefits and other liabilities	3(e)	599,674	582,566	347,707
Other revenue	3(f)	359,192	9,040	360,448
Personnel services revenue	3(g)	28,806	30,201	28,620
Total Revenue		13,820,177	14,126,631	13,647,167
Gain / (loss) on disposal	4	(11,689)	--	(17,689)
Other gains / (losses)	5	932	(66)	(6,925)
Net result	25	(10,767)	(66)	(26,614)
		(378,119)	(98,280)	(17,843)
Other comprehensive income				
Items that will not be reclassified to net result				
Net increase / (decrease) in property, plant and equipment revaluation surplus	12	241,241	--	(1,236,939)
Superannuation actuarial gains / (losses)	28	2,697	--	21,088
Total other comprehensive income		243,938	--	(1,215,851)
TOTAL COMPREHENSIVE INCOME		(134,181)	--	(1,233,694)

* Some values are restated as a result of adjustment for prior period errors or reclassifications – refer to note 7, note 1(o)(a)(b) and note 1(p)(i).

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Statement of financial position as at 30 June 2014

	Notes	Actual 2014 \$'000	Budget 2014 \$'000	Actual* 2013 \$'000	1 July 2013 \$'000
ASSETS					
Current Assets					
Cash and cash equivalents	9	1,125,561	1,032,069	1,156,538	984,180
Receivables	10	131,878	124,064	112,901	132,173
Other financial assets	11	22,176	474	24,045	--
		1,279,615	1,156,607	1,293,484	1,116,353
Non-current assets held for sale	14	1,610	3,281	1,093	805
Total Current Assets		1,281,225	1,159,888	1,294,577	1,117,158
Non-Current Assets					
Receivables	10	14,147	8,676	8,186	10,378
Other financial assets	11	446	4,859	696	446
Property, plant and equipment	12				
- Land		7,676,772	7,676,748	7,646,635	7,855,961
- Buildings		17,311,180	16,419,518	17,286,716	18,473,875
- Plant and equipment		269,401	316,964	308,125	321,622
Total property, plant and equipment		25,257,353	24,415,230	25,241,476	26,651,458
Intangible assets	13	428,013	465,611	415,322	348,758
Total Non-Current Assets		25,689,959	24,894,376	25,665,680	27,011,040
Total Assets		26,981,184	26,054,264	26,960,257	28,128,198
LIABILITIES					
Current Liabilities					
Payables	17	873,754	586,980	689,239	619,437
Borrowings	18	146,281	146,277	5,507	145,728
Provisions	19	879,961	401,986	857,622	872,084
Other	20	18,112	107,533	43,161	19,767
Total Current Liabilities		1,918,108	1,242,786	1,595,529	1,657,016
Non-Current Liabilities					
Borrowings	18	182,118	182,073	328,400	193,406
Provisions	19	21,300	14,581	13,802	14,660
Other	20	3,535	5,654	4,594	5,811
Total Non-Current Liabilities		206,953	202,308	346,796	213,877
Total Liabilities		2,125,061	1,445,094	1,942,325	1,870,893
Net Assets		24,856,123	24,609,170	25,017,932	26,257,305
EQUITY					
Reserves		9,118,968	7,824,155	8,871,833	10,125,314
Accumulated funds		15,736,977	16,685,015	16,145,477	16,112,176
Amounts recognised in equity relating to assets held for sale	14	178	--	622	19,815
Total Equity		24,856,123	24,609,170	25,017,932	26,257,305

* Some values are restated as a result of adjustment for prior period errors or reclassifications – refer to note 7, note 1(o)(a)(b) and note 1(p)(i).

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Statement of changes in equity for the year ended 30 June 2014

	Accumulated Funds	Asset Revaluation Surplus	Other Reserves (Amount recognised in equity relating to assets held for sale)	Total
	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2013	16,279,857	8,871,833	622	25,152,312
Correction of errors	(134,380)	--	--	(134,380)
Restated total equity 1 July 2013	16,145,477	8,871,833	622	25,017,932
Net result for the year	(378,119)	--	--	(378,119)

Other comprehensive income:

Net increase / (decrease) in property, plant and equipment	--	241,241	--	241,241
Superannuation actuarial gains / (losses)	2,697	--	--	2,697
Total other comprehensive income	2,697	241,241	--	243,938
Total comprehensive income for the year	(375,422)	241,241	--	(134,181)

Transactions with owners in their capacity as owners:

Increase / (decrease) in net assets from equity transfers	(4,641)	--	--	(4,641)
Other	4,057	--	--	4,057
Total transactions with owners in their capacity as owners	(584)	--	--	(584)

Transfers within equity:

Transfer from accumulated fund to asset revaluation surplus	(36,488)	9,444	--	(27,044)
Asset revaluation reserve balance transferred to equity on disposal of assets	3,994	(3,550)	(444)	--
Balance at 30 June 2014	15,736,977	9,118,968	178	24,856,123

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Statement of changes in equity for the year ended 30 June 2014 (continued)

	Accumulated Funds	Asset Revaluation Surplus	Other Reserves (Amount recognised in equity relating to assets held for sale)	Total
	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2012	16,240,728	10,125,314	19,815	26,385,857
Correction of errors	(128,552)	--	--	(128,552)
Restated total equity 1 July 2012	16,112,176	10,125,314	19,815	26,257,305
Net result for the year	(17,843)	--	--	(17,843)

Other comprehensive income:

Net increase / (decrease) in property, plant and equipment	--	(1,236,939)	--	(1,236,939)
Superannuation actuarial gains / (losses)	21,088	--	--	21,088
Total other comprehensive income	21,088	(1,236,939)	--	(1,215,851)
Total comprehensive income for the year	3,245	(1,236,939)	--	(1,233,694)

Transactions with owners in their capacity as owners:

Increase / (decrease) in net assets from equity transfers	(6,692)	--	--	(6,692)
Other	1,013	--	--	1,013
Total transactions with owners in their capacity as owners	(5,679)	--	--	(5,679)

Transfers within equity:

Transfer from accumulated fund to asset revaluation surplus	--	--	--	--
Asset revaluation reserve balance transferred to equity on disposal of assets	35,735	(16,542)	(19,193)	--
Balance at 30 June 2013	16,145,477	8,871,833	622	25,017,932

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Statement of cash flows for the year ended 30 June 2014

	Actual 2014 \$ '000	Budget 2014 \$ '000	Actual 2013 \$ '000
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee related	(8,875,442)	(8,854,301)	(8,622,739)
Grants and subsidies	(1,886,544)	(1,971,014)	(1,965,523)
Finance costs	(19,380)	(18,154)	(19,167)
Other	(2,322,959)	(2,431,972)	(2,267,841)
Total Payments	(13,104,325)	(13,275,441)	(12,875,270)
Receipts			
Recurrent appropriation	11,630,442	11,988,346	11,761,803
Capital appropriation	475,165	510,374	504,007
Sale of goods and services	624,268	556,488	560,009
Interest received	39,826	48,144	48,972
Grants and contributions	134,412	421,661	111,676
Other	661,811	261,652	639,536
Total Receipts	13,565,924	13,786,665	13,626,303
NET CASH FLOWS FROM OPERATING ACTIVITIES	461,599	511,224	751,033
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of land and buildings and plant and equipment	10,606	13,457	1,512
Proceeds from sale of investments	24,295	352	--
Purchases of land and buildings and plant and equipment	(496,987)	(470,899)	(550,664)
Purchase of investments	(22,176)	--	(24,295)
Other	--	(68,914)	--
NET CASH FLOWS FROM INVESTING ACTIVITIES	(484,262)	(526,004)	(573,447)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings and advances	(5,507)	(5,529)	(5,228)
NET CASH FLOWS FROM FINANCING ACTIVITIES	(5,507)	(5,529)	(5,228)
NET INCREASE / (DECREASE) IN CASH	(28,170)	(20,309)	172,358
Opening cash and cash equivalents	1,156,538	1,048,159	984,180
Cash transferred out as a result of administrative Restructuring	(2,807)	--	--
CLOSING CASH AND CASH EQUIVALENTS	1,125,561	1,027,850	1,156,538

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements for the year ended 30 June 2014

DEPARTMENT'S EXPENSES & INCOME	24.1*		24.2*		24.3*	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Expenses excluding losses						
Operating expenses	33,740	37,393	4,368,831	3,860,201	3,662,857	3,674,376
• Employee related	3,412	3,096	997,865	950,754	724,461	719,773
• Other operating expenses	1,847	2,016	302,058	274,642	232,554	246,787
Depreciation and amortisation	178,947	188,117	83,783	103,528	23,039	95,609
Grants and subsidies	--	--	16,182	15,837	3,389	3,330
Finance costs	--	--	--	--	--	--
TOTAL EXPENSES EXCLUDING LOSSES	217,946	230,622	5,768,719	5,204,962	4,646,300	4,739,875
Revenue**						
Recurrent appropriation	--	--	--	--	--	--
Capital appropriation	--	--	--	--	--	--
Sale of goods and services	4,326	4,556	38,623	35,500	51,012	45,798
Investment revenue	68	--	19,541	23,475	17,014	20,783
Grants and contributions	60	--	49,094	47,705	31,271	67,346
Acceptance by the Crown Entity of employee benefits and other liabilities	--	--	--	--	--	--
Other revenue	43	50	191,339	190,827	164,422	165,164
Personnel services revenue	--	--	--	--	--	--
Total revenue	4,497	4,606	298,597	297,507	263,719	299,091
Gain / (loss) on disposal	(408)	--	(3,669)	(27)	(2,719)	(14)
Other gains / (losses)	243	--	(2,177)	(6,768)	3,798	(3,601)
Net result	(213,614)	(226,016)	(5,475,969)	(4,914,250)	(4,381,502)	(4,444,399)
Other Comprehensive Income						
Increase / (decrease) in revaluation surplus	--	--	--	--	--	--
Superannuation actuarial gains / (losses)	--	--	--	--	--	--
Total Other Comprehensive Income	--	--	--	--	--	--
TOTAL COMPREHENSIVE INCOME	(213,614)	(226,016)	(5,475,969)	(4,914,250)	(4,381,502)	(4,444,399)

* The names and purposes of each service group are summarised in Note 8.
** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the 'Not Attributable' column.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

	24.1*	24.2*	24.3*
	2014	2013	2013
	\$'000	\$'000	\$'000
DEPARTMENT'S ASSETS & LIABILITIES			
Current Assets			
Cash and cash equivalents	--	369,914	278,217
Receivables	638	14,369	13,664
Other financial assets	--	11,540	10,636
Non-current assets held for sale	--	--	--
Total current assets	638	395,823	302,517
Non-current Assets			
Receivables	279	2,497	3,297
Other financial assets	--	--	--
Property, plant and equipment	46,502	11,311,649	8,909,227
Intangible assets	--	--	--
Total non-current assets	46,781	11,314,146	8,912,524
TOTAL ASSETS	47,419	11,709,969	9,215,041
Current liabilities			
Payables	2,094	227,398	182,392
Borrowings	--	--	2,641
Provisions	3,140	406,292	340,638
Other	--	--	--
Total current liabilities	5,234	633,690	523,030
Non-current liabilities			
Borrowings	--	94,774	87,344
Provisions	54	6,997	5,866
Other	112	175	1,318
Total non-current liabilities	166	102,769	94,528
TOTAL LIABILITIES	5,400	736,459	617,558
NET ASSETS	42,019	10,973,510	8,597,483

* The names and purposes of each service group are summarised in Note 8.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

	24.4*	24.5*	24.6*
	2014	2014	2013
	\$'000	\$'000	\$'000
DEPARTMENT'S EXPENSES & INCOME			
Expenses excluding losses			
Operating expenses	459	1,334,612	1,285,310
• Employee related	406,176	406,176	343,232
• Other operating expenses	497	129,716	129,425
Depreciation and amortisation	--	--	670
Grants and subsidies	977,087	--	224,323
Finance costs	--	--	--
TOTAL EXPENSES EXCLUDING LOSSES	978,043	1,870,504	1,757,967
Revenue**			
Recurrent appropriation	--	--	--
Capital appropriation	--	--	--
Sale of goods and services	--	349,514	329,185
Investment revenue	--	7	7
Grants and contributions	--	32,104	13,116
Acceptance by the Crown Entity of employee benefits and other liabilities	--	--	--
Other revenue	--	1,946	1,714
Personnel services revenue	--	--	--
Total revenue	--	383,571	344,022
Gain / (loss) on disposal	--	(4,923)	(17,704)
Other gains / (losses)	--	893	2,264
Net result	(978,043)	(1,490,963)	(1,429,385)
Other Comprehensive Income			
Increase / (decrease) in revaluation surplus	--	--	--
Superannuation actuarial gains / (losses)	--	--	2,697
Total Other Comprehensive Income	--	--	2,697
TOTAL COMPREHENSIVE INCOME	(978,043)	(1,490,963)	(1,426,688)

* The names and purposes of each service group are summarised in Note 8.

** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the "Not Attributable" column.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

	24.4 *		24.5 *		24.6 *	
	2014	2013	2014	2013	2014	2013
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
DEPARTMENT'S ASSETS & LIABILITIES						
Current Assets						
Cash and cash equivalents	--	--	416,409	301,089	--	--
Receivables	4	7	49,716	33,305	6,305	6,418
Other financial assets	--	--	--	--	--	--
Non-current assets held for sale	--	--	--	45	--	--
Total current assets	4	7	466,125	334,439	6,305	6,418
Non-current Assets						
Receivables	--	--	4,572	4,703	2,765	681
Other financial assets	--	--	446	446	--	--
Property, plant and equipment	--	--	4,483,170	4,397,075	--	--
Intangibles assets	--	--	62,633	56,612	--	--
Total non-current assets	--	--	4,550,821	4,458,836	2,765	681
TOTAL ASSETS	4	7	5,016,946	4,793,275	9,070	7,099
Current liabilities						
Payables	65	70	366,888	279,244	12,698	11,069
Borrowings	--	--	--	--	--	--
Provisions	45	19	109,193	77,079	2,982	2,187
Other	--	--	--	--	--	--
Total current liabilities	110	89	476,081	356,323	15,680	13,256
Non-current liabilities						
Borrowings	--	--	--	--	--	--
Provisions	1	--	1,731	1,673	51	39
Other	--	--	--	--	1,105	1,286
Total non-current liabilities	1	--	1,731	1,673	1,156	1,325
TOTAL LIABILITIES	111	89	477,812	357,996	16,836	14,581
NET ASSETS	(107)	(82)	4,539,134	4,435,279	(7,766)	(7,482)

* The names and purposes of each service group are summarised in Note 8.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

	24.7*		24.8 *		24.9 *	
	2014	2013	2014	2013	2014	2013
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
DEPARTMENT'S EXPENSES & INCOME						
Expenses excluding losses						
Operating expenses	44,512	42,624	11,030	11,910	4,021	9,698
• Employee related	35,177	37,946	5,112	4,941	1,523	7,510
• Other operating expenses	6,942	6,021	189	123	49	864
Depreciation and amortisation	82,710	163,637	835	5,307	40,746	28,830
Grants and subsidies	19	--	--	--	--	--
Finance costs	--	--	--	--	--	--
TOTAL EXPENSES EXCLUDING LOSSES	169,360	250,228	17,166	22,281	46,339	46,902
Revenue*						
Recurrent appropriation	--	--	--	--	--	--
Capital appropriation	--	--	--	--	--	--
Sale of goods and services	34,015	33,896	--	--	1	50
Investment revenue	1,019	1,168	198	138	100	223
Grants and contributions	9,509	16,099	--	2,619	237	313
Acceptance by the Crown Entity of employee benefits and other liabilities	--	--	--	--	--	--
Other revenue	729	380	650	60	135	917
Personnel services revenue	432	431	--	--	--	--
Total revenue	45,704	51,974	848	2,817	473	1,503
Gain / (loss) on disposal	20	56	--	--	--	--
Other gains / (losses)	(1,829)	(492)	7	(328)	--	--
Net result	(125,465)	(198,690)	(16,311)	(19,792)	(45,866)	(45,399)
Other Comprehensive Income						
Increase / (decrease) in revaluation surplus	--	--	--	--	--	--
Superannuation actuarial gains / (losses)	--	--	--	--	--	--
Total Other Comprehensive Income	--	--	--	--	--	--
TOTAL COMPREHENSIVE INCOME	(125,465)	(198,690)	(16,311)	(19,792)	(45,866)	(45,399)

* The names and purposes of each service group are summarised in Note 8.
** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the 'Net Attributable' column.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

DEPARTMENT'S ASSETS & LIABILITIES	24.7 *		24.8 *		24.9 *	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Current Assets	25,534	38,992	5,223	4,086	(1,327)	3,144
Cash and cash equivalents	3,428	(5,313)	67	294	4,227	11,127
Receivables	--	--	--	--	--	--
Other financial assets	--	--	--	--	--	--
Non-current assets held for sale	28,962	33,679	5,290	4,380	2,900	14,271
Total current assets						
Non-current Assets	700	1,009	--	--	--	--
Receivables	--	--	--	--	--	--
Other financial assets	166,391	169,677	426	541	35	9
Property, plant and equipment	1,101	367	72	14	93	5
Intangibles assets	168,192	171,053	498	555	128	14
Total non-current assets						
TOTAL ASSETS	197,154	204,732	5,788	4,935	3,028	14,285
Current liabilities	5,098	4,809	1,836	1,702	763	482
Payables	--	--	--	--	--	--
Borrowings	5,926	5,835	1,612	1,879	(382)	69
Provisions	--	--	--	--	--	--
Other	11,024	10,644	3,448	3,581	381	551
Total current liabilities						
Non-current liabilities	--	--	--	--	--	--
Borrowings	873	67	7	8	157	10
Provisions	--	--	--	--	--	--
Other	873	67	7	8	157	10
Total non-current liabilities						
TOTAL LIABILITIES	11,897	10,711	3,455	3,589	538	561
NET ASSETS	185,257	194,021	2,333	1,346	2,490	13,724

* The names and purposes of each service group are summarised in Note 8.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

DEPARTMENT'S EXPENSES & INCOME	24.10 *		24.11 *		Not Attributable **		TOTAL	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Expenses excluding losses	29,698	29,190	--	--	223	10,562	9,522,020	8,988,054
Operating expenses	--	--	--	--	--	--	2,206,338	2,102,668
• Employee related	--	--	--	--	--	--	674,025	660,506
• Other operating expenses	--	--	--	--	--	--	1,765,556	1,868,001
Depreciation and amortisation	--	--	154,086	154,899	--	--	19,590	19,167
Grants and subsidies	--	--	--	--	--	--	--	--
Finance costs	--	--	--	--	--	--	--	--
TOTAL EXPENSES EXCLUDING LOSSES	29,698	29,190	154,086	154,899	223	10,562	14,187,529	13,638,396
Revenue*	--	--	--	--	11,637,281	11,737,912	11,637,281	11,737,912
Recurrent appropriation	--	--	--	--	493,375	485,797	493,375	485,797
Capital appropriation	--	--	--	--	--	(1,075)	520,239	481,293
Sale of goods and services	--	--	--	--	--	--	38,217	46,062
Investment revenue	--	--	--	--	--	--	143,393	159,328
Grants and contributions	--	--	--	--	--	--	599,674	347,707
Acceptance by the Crown	--	--	--	--	--	--	359,192	360,448
Entity of employee benefits and other liabilities	--	--	--	--	--	--	28,806	28,620
Other revenue	28,374	28,189	--	--	--	--	--	--
Personnel services revenue	28,374	28,189	--	--	--	--	13,820,177	13,647,167
Total revenue	28,374	28,189	--	--	12,790,330	12,570,341	13,820,177	13,647,167
Gain / (loss) on disposal	--	--	--	--	--	--	(11,699)	(17,689)
Other gains / (losses)	--	--	--	--	--	--	932	(8,925)
Net result	(1,324)	(1,001)	(154,086)	(154,899)	12,790,107	12,559,779	(378,119)	(17,843)
Other Comprehensive Income	--	--	--	--	241,241	(1,236,939)	241,241	(1,236,939)
Increase / (decrease) in revaluation surplus	--	--	--	--	--	--	--	--
Superannuation actuarial gains / (losses)	--	--	--	--	--	--	2,697	21,088
Total Other Comprehensive Income	--	--	--	--	241,241	(1,236,939)	243,938	(1,215,851)
TOTAL COMPREHENSIVE INCOME	(1,324)	(1,001)	(154,086)	(154,899)	12,971,348	11,322,840	(134,181)	(1,233,694)

* The names and purposes of each service group are summarised in Note 8.

** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the 'Not Attributable' column. Cluster grant funding is also not attributed to individual service groups.

Supplementary Financial Statements

Summary of compliance with financial directives

	2014		2013	
	RECURRENT APPN \$'000	EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000	RECURRENT APPN \$'000	EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000
ORIGINAL BUDGET APPROPRIATION/ EXPENDITURE				
• Appropriation Act	11,992,000	493,375	12,079,984	11,737,912
• s 24 PFAA – transfers of functions between entities	(3,654)	(565)	(891)	--
OTHER APPROPRIATIONS/ EXPENDITURE				
• Additional Appropriations	--	--	--	--
• s 21A PFAA – Special appropriation	--	--	--	--
• Treasurer's Advance	--	--	--	--
• Section 22 – expenditure for services and	--	--	--	--
• s 26 PFAA – Commonwealth specific	--	--	--	--
• Purpose payments	--	--	--	--
• Transfer to / from another entity per Section 32 of the Appropriation Act	(295,602)	--	(116,548)	--
Total Appropriations / Expenditure / Net Consolidated Fund (includes transfer payments)	11,692,744	493,375	11,961,955	11,737,912
Amount drawn down against Appropriation Liability to Consolidated Fund*	11,654,333	493,375	11,761,803	504,007
	17,052	--	23,891	18,210

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where otherwise identified or prescribed).

* This represents the difference between the "Amount drawn down against Appropriation" and the "Total Expenditure/Net Claim on Consolidated Fund".

Supplementary Financial Statements

Service group statements for the year ended 30 June 2014 (continued)

DEPARTMENT'S ASSETS & LIABILITIES	24.10*		24.11*		Not Attributable**		TOTAL	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Current Assets	2,043	1,588	--	--	29,548	225,324	1,125,561	1,150,538
Cash and cash equivalents	1,617	2,303	--	--	37,843	34,522	131,878	112,901
Receivables	--	--	--	--	--	24,045	22,176	24,045
Other financial assets	--	--	--	--	1,610	1,048	1,610	1,083
Non-current assets held for sale	3,660	3,891	--	--	69,001	284,939	1,281,225	1,294,577
Total current assets	3,697	3,933	--	--	773,068	1,075,699	26,981,184	26,960,257
Non-current Assets								
Receivables	37	42	--	--	--	--	14,147	8,186
Other financial assets	--	--	--	--	250	446	446	686
Property, plant and equipment	--	--	--	--	339,953	432,186	25,241,476	25,241,476
Intangibles assets	--	--	--	--	364,114	358,324	428,013	415,322
Total non-current assets	37	42	--	--	704,067	790,760	25,699,959	25,665,680
TOTAL ASSETS	3,697	3,933	--	--	773,068	1,075,699	26,981,184	26,960,257
Current liabilities								
Payables	880	790	--	--	73,642	39,277	873,754	689,239
Borrowings	--	--	--	--	146,281	5,507	146,281	5,507
Provisions	2,489	3,011	--	--	5,026	145,876	879,961	857,622
Other	--	--	--	--	18,112	43,161	18,112	43,161
Total current liabilities	3,369	3,801	--	--	246,061	228,314	1,918,108	1,595,529
Non-current liabilities								
Borrowings	--	--	--	--	--	140,500	182,118	328,400
Provisions	290	137	--	--	5,273	878	21,300	13,802
Other	--	--	--	--	2	1	3,535	4,594
Total non-current liabilities	290	137	--	--	5,275	141,379	206,953	346,796
TOTAL LIABILITIES	3,659	3,938	--	--	251,336	369,693	2,125,061	1,942,325
NET ASSETS	38	(6)	--	--	521,732	706,006	24,856,123	25,017,932

* The names and purposes of each service group are summarised in Note 8.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

(a) **Reporting entity**

The Department of Education and Communities (including TAFE Commission) (the Department) is a NSW government reporting entity. The Department is a not-for-profit entity (as profit is not its principal objective) and is a cash-generating unit. The Department, as a reporting entity, is consolidated as part of the NSW Total State Sector Accounts.

The Department includes the following main Portfolios:

- Public Schools NSW
- TAFE NSW and Community Education
- Office of Education
- Office of Communities
- Aboriginal Affairs
- Sport and Recreation.

The functions of the Department relate to schools, the TAFE Commission (TAFE), vocational education and training, adult and community education, aspects of higher education, early childhood education and care, development of community sporting and recreation venues and facilities, Aboriginal affairs and veterans affairs. In the process of preparing the financial statements all intra entity transactions and balances have been eliminated.

These financial statements for the year ended 30 June 2014 have been authorised for issue by the Secretary on 18 September 2014.

The Department provides personnel services to the following statutory bodies:

- Combat Sports Authority of NSW
- Venues NSW
- Sydney Olympic Park Authority.

In accordance with NSW Treasury Circular TC11/19, the Department recognises all employee related expenses and liabilities in relation to staff provided as personnel services to statutory bodies. The Department also recognises Personnel Services Revenue and Personnel Services Receivables for those staff.

The TAFE Commission is also a separate reporting entity under the *Technical and Further Education Commission Act 1990*.

(b) **Basis of preparation**

The Department's financial statements with the exception of the school financial transactions (as noted in note 1(c)(i)) are general-purpose financial statements, which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1993* and *Public Finance and Audit Regulation 2010*; and
- the financial reporting directions published in the Treasury Policy Paper TPP 14-02 Financial Reporting Code for NSW General Government Sector Entities or issued by the Treasurer.

Property, plant and equipment and assets (or disposal groups) held for sale are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

(b) **Basis of preparation (continued)**

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency (with exception of note 28).

(c) (i) **School Financial Transactions**

The Department, at the direction of the NSW Treasury, has included school financial transactions that are funded from sources other than government sources, e.g. school generated revenue, parent body contributions, donations and voluntary contributions.

In the absence of a fully integrated accounting system, between the Department and all schools, estimations for consolidation into the Department have been based on the November 2013 aggregation of school Receipts and Payments Statements that are prepared on a cash basis. Those school transactions are subsequently adjusted to estimate the net value of transactions for the year based on the estimated 30 June 2014 cash balance. The school transactions recorded in these financial statements are therefore imprecise.

(ii) **School Cash Balances and Investments**

The balances held by schools at bank as at 30 June 2014 totalled \$690.61m (\$604.88m in 2013) of which \$42.48m (\$46.86m in 2013) related to trust funds.

Based on the percentages as at November 2013, schools are holding these funds for the following purposes:

	\$m	%
Asset Replacement and Acquisition	104.76	15.17
Commitments	410.50	59.44
General Contingencies	175.35	25.39
	690.61	100.00

(iii) **Trust Funds**

The schools hold money in Trust on behalf of third parties, such as charitable donations. These monies are excluded from the school transactions consolidated into the financial statements, as schools cannot use them for general education purposes.

During the year, 229 schools were migrated onto the Department's integrated financial system as part of the Learning Management and Business Reform initial implementation. The value of monies held on behalf of third parties by these schools is being recognised as both a restricted asset and a third party liability, refer to note 16.

(d) **Statement of compliance**

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

The accrual basis of accounting and all applicable accounting standards have been adopted.

(e) **Borrowing costs**

Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector agencies.

(f) **Insurance**

The Department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past claim experience.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. Summary of Significant Accounting Policies

- (g) *Accounting for the Goods and Services Tax (GST)*
Income, expenses and assets are recognised net of the amount of GST, except that the:
- Amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
 - receivables and payables are stated with the amount of GST included.
- Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities, which are recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.
- (h) *Income recognition*
Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.
- (i) Parliamentary appropriations and contributions
Except as specified below, parliamentary appropriations and contributions from other bodies (including grants and donations) are recognised as income when the Department obtains control over the assets comprising the appropriations/contributions. Control over appropriations and contributions is normally obtained upon the receipt of cash. Appropriations are not recognised as income in the following circumstances:
- Unspent appropriations are recognised as liabilities rather than income, as the authority to spend the money lapses and the unspent amount must be repaid to the Consolidated Fund.
- The liability is disclosed in Note 20 as part of 'Current Liabilities – Other'. The amount will be repaid and the liability will be extinguished next financial year.
- (ii) Sale of goods
Revenue from the sale of goods is recognised as revenue when the Department transfers the significant risks and rewards of ownership of the assets.
- (iii) Rendering of services
Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).
- (iv) Investment revenue
Interest revenue is recognised using the effective interest method as set out in AASB 139 *Financial Instruments: Recognition and Measurement*. Rental revenue is recognised in accordance with AASB 117 *Leases* on a straight-line basis over the lease term.
- (v) Grants and Contributions
Revenue from grants and contributions are recognised upon receipt.
- (vi) Asset sales
The Department recognises sale of land and buildings upon final settlement except for those sales involving term instalment payments, which are recognised on exchange. Gains or losses on disposal of fixed assets are taken into account in determining the operating result for the year.
- (vii) Other revenue
Other revenues are recognised as they accrue.
- (j) *Assets*
(i) *Acquisitions of assets*
The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Department. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the fair value of the asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. Summary of Significant Accounting Policies

- (j) *Assets (continued)*
(i) *Acquisitions of assets (continued)*
Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.
Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.
Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e. the deferred payment amount is effectively discounted at an asset-specific rate.
- (ii) *Capitalisation thresholds*
Property, plant and equipment costing \$10,000 and above individually (or forming part of a network costing more than \$10,000) are capitalised. The threshold for intangibles is \$50,000. Capitalisation thresholds remain unchanged from prior year.
- (iii) *Revaluation of property, plant and equipment*
Physical non-current assets are valued in accordance with NSW Treasury "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 14-01). This policy adopts fair value in accordance with AASB 13 *Fair Value Measurement*, AASB 116 *Property, Plant and Equipment*.
Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and takes into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be an alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.
Fair value of property, plant and equipment is based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Also refer Note 12 and 15 for further information regarding fair value.
The Department evaluates each class of property, plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset does not differ materially from its fair value at reporting date. The last revaluation of land was completed at 30 June 2012 and the last revaluation of buildings was completed at 31 December 2012, based on independent assessments.
Assessment of the building fair value movements between December 2012 and June 2014 was conducted by the Department and was concluded that there has been no material movement in values since revaluation date. The assessment performed relied on the Building Price Index (BPI), which was provided by NSW Public Works and Office of Finance and Services.
Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.
When revaluing non-current assets using the cost approach, the gross amount and the related accumulated depreciation are separately restated.
For other assets valued using other valuation techniques, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.
Revaluation increments are credited directly to revaluation surplus, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the net result, the increment is recognised immediately as revenue in the net result.
Revaluation decrements are recognised immediately as expenses in the net result, except that, to the extent that a credit balance exists in the revaluation surplus in respect of the same class of assets, they are debited directly to the revaluation surplus.
As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.
Where an asset that has previously been revalued is disposed of, any balance remaining in the revaluation surplus in respect of that asset is transferred to accumulated funds.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

(i) **Assets (continued)**
(ii) Revaluation of property, plant and equipment (continued)

2013 revaluation of buildings

The 2013 revaluation of buildings was conducted as at 31 December 2012 using a mass valuation methodology and cost approach, consistent with the requirements of Australian Accounting Standards and NSW Treasury requirements. Under this methodology, the replacement cost of each building was calculated by determining the lowest cost in current prices, to replace the building with a modern equivalent to current facility standards, taking regard to the building construction type and characteristics, the area of the structures, the specific functionality of the building's rooms and the locality of the property.

The depreciated replacement cost method applied assigns values to the specific components of building shell, fit-out, furniture, and site services for each School and TAFE building and landscaping for each site. These components are then depreciated separately in accordance with the depreciation policy and useful lives of assets. The building shell components of buildings of State Heritage significance are not depreciated, in accordance with NSW Treasury policy.

The Department engaged qualified quantity surveyors from the Department of Finance and Services to provide replacement cost details for School and TAFE buildings at 31 December 2012. Tender documents construction contracts and industry data were used to calculate the replacement cost rates. In addition, a sample of replacement cost rates were tested against replacement cost rates provided by independent external quantity surveyors. The Department evaluated the competencies, capabilities and objectivity of the valuation service providers prior to engagement.

(iv) Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. As property, plant and equipment is carried at fair value, impairment can only arise in the rare circumstances where the costs of disposal are material. Specifically, impairment is unlikely for not-for-profit entities when that AASB 136 modifies the recoverable amount test for non-cash generating assets of not-for-profit entities to the higher of fair value less costs of disposal and depreciated replacement cost, where depreciated replacement cost is also fair value.

(v) Depreciation of property, plant and equipment

Except for certain heritage assets, depreciation is provided for on a straight-line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Department.

All material identifiable components of assets are depreciated separately over their useful lives.

Land is not a depreciable asset. Certain heritage assets including heritage buildings may not have a limited useful life because appropriate preservation policies are adopted. Such assets are not subject to depreciation. The decision not to recognise depreciation for these assets is reviewed annually.

The expected useful life ranges for assets remained unchanged from 2013 and are listed below. The actual useful life may be greater than the expected useful life for building assets. The Department adopts a minimum remaining useful life of 10 years for building assets that have been revalued.

Asset	Expected Useful Life Range
Buildings	20 to 105 years
Leasehold Improvements	term of the lease
Heritage Buildings	Indefinite
Plant and Equipment	3 to 43 years

(vi) Major inspection costs

When each major inspection is performed, the labour cost of performing major inspections for faults is recognised in the carrying amount of an asset as a replacement of a part, if the recognition criteria are satisfied.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

(i) **Assets (continued)**

(vii) Restoration costs

The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.

(viii) Maintenance

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

(ix) Leased assets

Operating lease payments are charged to the statement of comprehensive income in the periods in which they are incurred.

The Department has entered into two Private Public Partnership projects for construction, design, finance and maintenance of twenty schools. The relative monthly service fees, which comprise liability reduction, financing and operating costs, are accounted for consistent with NSW Treasury Accounting Policy for these types of arrangements.

(x) Intangible assets

The Department recognises intangible assets only if it is probable that future economic benefits will flow to the Department and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite.

Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the Department's intangible assets, the assets are carried at cost less any accumulated amortisation.

The Department's intangible assets are amortised using the straight-line method over a period of 3-15 years.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

(xi) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method, less an allowance for any impairment of receivables. Any changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

(xii) Inventories

The Department holds inventory of teaching and resource materials that are consumed directly in the delivery of educational courses. Inventory is expensed as it is acquired. The Department does not capitalise inventories, as holdings are high turnover items that are characterised by low stock levels that are not of a material nature.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

(xii) Investments

Investments are initially recognised at fair value plus, in the case of investments not at fair value through profit or loss, transaction costs. The Department determines the classification of its financial assets after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

- **Fair value through profit or loss** - The Department subsequently measures investments classified as "held for trading" or designated upon initial recognition "at fair value through profit or loss" at fair value. Financial assets are classified as "held for trading" if they are acquired for the purpose of selling in the near term. Gains or losses on these assets are recognised in the net result for the year.

The Hour-Glass Investment Facilities are designated at fair value through profit or loss using the spot leg of the fair value option. These financial assets are managed and their performance is evaluated on a fair value basis in accordance with the Department's documented risk management strategy. Information about these assets is provided internally on that basis to the Department's key management personnel.

The movement in the fair value of the Hour-Glass Investment Facilities incorporates distributions received as well as unrealised movements in fair value and is reported in the line item "investment revenue".

- **Held-to-maturity investments** - Non-derivative financial assets with fixed or determinable payments and fixed maturity that the Department has the positive intention and ability to hold to maturity are classified as "held to maturity". These investments are measured at amortised cost using the effective interest method. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

- **Available-for-sale investments** - Any residual investments that do not fall into any other category are accounted for as available for sale investments and measured at fair value in other comprehensive income until disposed or impaired at which time the cumulative gain or loss previously recognised in other comprehensive income is recognised in the net result for the year. However, interest calculated using the effective interest method and dividends are recognised in the net result for the year.

Purchases or sales of investments under contract that require delivery of the asset within the time frame established by convention or regulation are recognised on the trade date i.e. the date the Department commits to purchase or sell the asset.

The fair value of investments that are traded at fair value in an active market is determined by reference to quoted current bid prices at the close of business on the statement of financial position date.

(xiv) Impairment of financial assets

All financial assets, except those measured at fair value through profit and loss, are subject to an annual review for impairment. An allowance for impairment is established when there is objective evidence that the Department will not be able to collect all amounts due.

For financial assets carried at amortised cost, the amount of the allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the impairment loss is recognised in the net result for the year.

When an available for sale financial asset is impaired, the amount of the cumulative loss is removed from equity and recognised in the net result for the year based on the difference between the acquisition cost (net of any principal repayment and amortisation) and current fair value, less any impairment loss previously recognised in the net result for the year.

Any reversals of impairment losses are reversed through the net result for the year, where there is objective evidence. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there been no impairment loss.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

(i) Assets (continued)

- (xv) Non-current assets (or disposal groups) held for sale

The Department has certain non-current assets (or disposal groups) classified as held for sale, where their carrying amount will be recovered principally through a sale transaction, not through continuing use. Non-current assets (or disposal groups) held for sale are recognised at the lower of carrying amount and fair value less costs of disposal. These assets are not depreciated while they are classified as held for sale.

- (xvi) Derecognition of financial assets and financial liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire, or if the entity transfers the financial asset:

- Where substantially all the risks and rewards have been transferred; or
- Where the entity has not transferred substantially all the risks and rewards; if entity has not retained control.

Where the entity has neither transferred nor retained substantially all the risk and rewards or transferred control, the asset is recognised to the extent of the entity's continuing involvement in the asset.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires.

(i) Liabilities

- (i) Payables

These amounts represent liabilities for goods and services provided to the Department and other amounts. Payables are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

- (ii) Borrowings

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest rate method. Gains or losses are recognised in the net result for the year on derecognition.

- (iii) Financial guarantees

A financial guarantee contract is a contract that requires the issuer to make specific payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument.

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially recognised at fair value plus, in the case of financial guarantees not at fair value through profit or loss, directly attributable transaction costs, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 Provisions, Contingent Liabilities and Contingent Assets and the amount initially recognised, less accumulated amortisation, where appropriate.

The Department has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2014 and at 30 June 2013. However, refer Note 23 regarding disclosures on contingent liabilities.

- (iv) Employee benefits and other provisions

- (a) Salaries and wages, annual leave, sick leave and on-costs

Salaries and wages (including non-monetary benefits), and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. Summary of Significant Accounting Policies

(i) *Liabilities (continued)*

(iv) Employee benefits and other provisions (continued)

(a) Salaries and wages, annual leave, sick leave and on-costs (continued)
Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related services. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (through short-cut methods are permitted). Actuarial advice obtained by Treasury has confirmed that the use of an annual approach plus the actuarial approach on annual leave liability (using 7.9% of the net present value of the liability plus the actuarial approach based on the present value of the annual leave liability). The entity has assessed the actuarial approach based on the entity's circumstances and has determined that the effect of discounting is immaterial to annual leave.

Unused non-vesting sick leave does not give rise to a liability, as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

(b) Long service leave and superannuation

The Department's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. The Department accounts for the liability as having been extinguished resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of employee benefits and other liabilities".

In the case of employees of the Adult Migrant English Service (AMES), a contribution is made to the Treasury Special Deposits (Extended Leave and Leave on Termination Pool) Account at the rate of 4.11% of wages and salaries for employees with over ten years of eligible service and 3.84% for those with between five and ten years service. This contribution discharges the Department from liability for accrued long service leave and is expensed as incurred.

The long service leave benefits owing to AMES employees at balance date have all been identified as current liabilities and are included within Note 19. Corresponding amounts reimbursable from the Treasury are shown as current assets within "Receivables" in Note 10.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors (specified in NSW Treasury Circular TC14/04) to employees with five or more years of service using current rates of pay. These factors were determined based on actuarial review to approximate present value.

The value of the liability for long service leave for casual teachers has not been brought to account as the specific criteria for eligibility is considered to result in an immaterial amount.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

In the case of the employees of AMES, net obligation in respect of the three defined benefit superannuation schemes is calculated separately for each scheme by estimating the amount of future benefit that employees have earned in return for their service in the current and prior reporting periods. The actuarial valuations are carried out at each reporting date by Pillar Administration using the projected unit credit method. The defined benefit obligation is discounted to determine its present value and the fair value of any scheme assets is deducted and then adjusted for unrecognised past service costs. The discount rate is the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating to the terms of AMES obligations.

Where the present value of the defined benefit obligation in respect of a scheme exceeds the fair value of the scheme's assets, a liability for the difference is recognised in the statement of financial position. Where the fair value of a scheme's assets exceeds the present value of the defined benefit obligation for that scheme, an asset is recognised in the statement of financial position.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. Summary of Significant Accounting Policies

(i) *Liabilities (continued)*

(iv) Employee benefits and other provisions (continued)

(b) Long service leave and superannuation (continued)
Actuarial gains and losses arising in calculating the obligation are recognised directly in equity in the period in which they occur and are presented as other comprehensive income in the statement of comprehensive income. Note 28 provides full details.

The liabilities of the Department relating to AMES in relation to long service leave and superannuation are not assumed by the Crown and are disclosed separately.

Contributions to the defined contribution plans are expensed when incurred.

(c) Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

Other provisions

Other provisions exist when: the Department has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.

Any provisions for restructuring are recognised only when the Department has a detailed formal plan and the Department has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected.

(k) *Fair value hierarchy*

A number of the entity's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13, the entity categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 – quoted prices in active markets for identical assets / liabilities that the Department can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorised in different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

The Department recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

Refer Note 15 and Note 27 for further disclosures regarding fair value measurements of financial and non-financial assets.

(l) *Equity and reserves*

(i) Revaluation surplus

The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with the Department's policy on the revaluation of property, plant and equipment as discussed in Note 1(i)(iii).

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. Summary of Significant Accounting Policies

- (l) *Equity and reserves* (continued)
- (i) Accumulated funds
- The category accumulated funds includes all current and prior period retained funds. Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. revaluation surplus).
- (m) *Equity Transfers*
- The transfer of net assets between agencies as a result of an administrative restructure, transfers of programs/functions and parts thereof between NSW public sector agencies and 'equity appropriators' are designated or required by the Australian Accounting Standards to be treated as contributions by owners and recognised as an adjustment to 'Accumulated Funds'. This treatment is consistent with AASB 1004 *Contributions* and Australian Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*.
- Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amount at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.
- All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amount) zero by the transferor because there is no active market, the agency recognising internally generated intangibles, the agency does not recognise that asset.
- Details of changes to assets/liabilities of the Department relative to the transfer of Office of Communities assets to Office of the Children's Guardian as at 1 July 2013 are provided in note 21.
- (n) *Budgeted amounts*
- The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period, as adjusted for section 24 of the *Public Finance and Audit Act, 1983* where there has been a transfer of functions between departments. Other amendments made to the budget are not reflected in the budgeted amounts.
- (o) *Comparative information*
- In 2012-13, the following items have been reclassified and the comparatives for 2012 adjusted to be consistent with the current year presentation:
- (a) School term deposits has been reclassified from cash and cash equivalents to current and non-current financial assets as the term deposits investment period greater than 90 days and do not satisfy criteria for cash and other financial assets. The reclassification affected State's financial position and Statement of cash flows: in 2013, this amounted to \$24.29m, \$24.04m reclassified to current other financial assets and \$0.25m to non-current other financial assets.
- (b) Provision for redundancy has been reclassified from Note 17 current liabilities payables, accrued salaries wages and oncosts to Note 19 current liabilities provisions employee benefits and related oncosts others. The reclassification has affected the Statement of financial position and Service Group Statement to comply with the presentation stipulated in the Financial Reporting Code for NSW General Government Sector Entities; in 2013 this amounted to \$11.39m.
- (p) *Change in accounting policy, including new or revised Australian Accounting Standards*
- (i) Effective for the first time in 2013-14
- The accounting policies applied in 2013-14 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2013-14. The impact of these standards in the period of initial application includes:

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. Summary of Significant Accounting Policies

- (p) *Change in accounting policy, including new or revised Australian Accounting Standards* (continued)
- (i) Effective for the first time in 2013-14 (continued)
- AASB 13 *Fair Value Measurement* (application date 1 July 2013); The Department has reviewed the standard and has determined classification of Property as either Level 2 and 3 inputs. There is no financial impact and additional notes disclosures have been included as required.
- AASB 119 *Employee Benefits* and AASB 2011-10, *Amendments to Australian Accounting Standards arising from AASB 119*; The Department has reviewed and assessed the impact on measurement of annual leave liabilities and accounting for liabilities for defined superannuation plan. The impact on the department's annual leave liability will be an increase of 0.3%.
- The Department has adopted the revised AASB 119 *Employee Benefits* with an application date of 1 July 2013.
- The main changes to accounting policy as a result of changes to AASB 119 *Employee Benefits* are:
- The interest income component has replaced the expected return on assets. Interest income is calculated using a different discount rate to expected return on assets, which has led to an increase to the expense reported in the Statement of Comprehensive Income
 - The standard does not allow investment credits to be netted off against the superannuation contribution tax. This has changed the calculation of the defined benefits liability/assets presented in the statement of financial position. As a result the Defined Benefit liability and the expense related to the Defined Benefit Cost have increased.
- (ii) Issued but not yet effective
- NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise.
- The following new Accounting Standards have not been applied and are not yet effective (refer NSW Treasury Mandates TC1403 and NSW Treasury website). Management cannot determine the actual impact of these Standards in the Department's financial statements in the period of their initial application.
- AASB 9 *Financial Instruments* (application date 2017-18);
- AASB 10 (NFP) *Consolidated Financial Statements* (effective date 2014-15);
- AASB 11 (NFP) *Joint Arrangements* (effective date 2014-15);
- AASB 12 (NFP) *Disclosure of Interests in Other Entities* (effective date 2014-15);
- AASB 127 (NFP) *Consolidated and Separate Financial Statements* (effective date 2014-15);
- AASB 128 (NFP) *Investments in Associates* (effective date 2014-15);
- AASB 1031 *Materiality* (effective date 2014-15);
- AASB 1055 *Budgetary Reporting* (effective date 2014-15);
- AASB 2010-7 *Amendments to Australian Accounting Standards arising from AASB 9* (December 2010) (effective date 2017-18);
- AASB 2011-7 *Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangement Standards* (effective date 2014-15);
- AASB 2012-3 *Amendments to Australian Accounting Standards – Offsetting Financial Assets and Liabilities* (effective date 2014-15);
- AASB 2012-6 *Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 9 and Transition Disclosures* (AASB 9, AASB 2009-11, AASB 2010-7, AASB 2011-7 & AASB 2011-8) (effective date 2017-18);

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

1. **Summary of Significant Accounting Policies**

- (p) *Change in accounting policy, including new or revised Australian Accounting Standards (continued)*
- (ii) Issued but not yet effective (continued)
- AAASB 2013-3 Amendments to AAASB 136 – Recoverable Amount Disclosures for Non-Financial Assets (effective date 2014-15);
- AAASB 2013-5 Amendments to Australian Accounting Standards – Investment Entities [AAASB 1, AAASB 3, AAASB 7, AAASB 10, AAASB 12, AAASB 107, AAASB 112, AAASB 124, AAASB 127, AAASB 132, AAASB 134 & AAASB 139] (effective 2014-15);
- AAASB 2013-8 Amendments to Australian Accounting Standards – Australian Implementation Guidance for Non-for-Profit Entities – Control and Structured Entities [AAASB 10, AAASB 12 & AAASB 1049] (effective 2014-15);
- AAASB 2013-9 Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments [Part C Financial Instruments] (effective 2015-16).

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

2. **Expenses Excluding Losses**

	2014 \$'000	2013 \$'000
(a) Employee related expenses		
Salaries and wages (including annual leave) ^	7,492,389	7,492,389
Superannuation – defined benefit plans	188,889	208,988
Superannuation – defined contribution plans	619,685	559,559
Long service leave	402,278	129,883
Workers' compensation insurance	120,191	102,069
Payroll tax and fringe benefit tax	486,127	458,217
Redundancy payments	44,840	36,518
Other	428	411
	9,522,020	8,988,054

^ An amount of \$2.34m (\$8.26m in 2013) employee related expenses was capitalised during the year.

Employee related expenses for 2013 have been restated as per Note 7.

(b) Other operating expenses include the following:

Auditor's remuneration *	1,175	1,222
Operational lease rental expense	52,063	53,281
- minimum lease payments	386,693	364,379
Maintenance ^	59,590	63,900
Insurance	302,812	295,987
Cleaning	293,381	231,171
Fees for services rendered	133,317	130,590
Minor stores, provisions, plant and computing	247	931
Consultants	97,287	59,311
Contractors ^	33,306	32,014
Travelling and sustenance	65,555	68,406
Internet and related expenses	32,549	33,854
Postage and telephone	129,597	122,069
Utilities	28,465	25,544
Printing	503,170	548,046
School operating expenses	87,131	71,963
Other	2,206,338	2,107,668

*The audit fees are disclosed based on services provided up to 30 June 2014. The engagement fee for audit of 2013-14 financial statements is \$1.79m (\$1.84m in 2013).

^ An amount of \$16.05m (\$42.15m in 2013) contractor expenses was capitalised during the year.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

	2014 \$'000	2013 \$'000
2. Expenses Excluding Losses (continued)		
<i>**Reconciliation – Total maintenance</i>		
Maintenance expense – contracted labour and other (non-employee related), as above	386,693	364,379
Total maintenance expenses included in Note 2(b)	386,693	364,379
(c) Depreciation and amortisation expense		
Depreciation		
Buildings and improvements	536,872	514,285
Plant and equipment	94,585	99,380
	631,457	613,665
Amortisation		
Intangibles	42,568	46,841
	674,025	660,506
(d) Grants and subsidies		
Government Sector		
Grants to Cluster Agencies	154,066	154,844
Other	66,968	142,880
Non-Government Sector		
Non-Government schools per capita payments	868,836	830,611
Interest subsidies	50,073	59,421
Supervisor subsidies	33,788	30,588
Other	504	--
Other		
Early Childhood Education and Care	190,057	199,172
Grants for Vocational Education and Training	118,057	126,663
Assisted School Travel Program	115,788	115,923
Catholic Education Commission	21,411	57,759
The Association of Independent Schools	9,851	32,955
Other	136,157	117,185
	1,765,556	1,868,001
(e) Finance costs		
Interest expense from financial liabilities not at fair value through profit or loss	19,381	19,167
Unwinding of discount rate	209	--
	19,590	19,167

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

	2014 \$'000	2013 \$'000
3. Revenue		
(a) Appropriations		
Recurrent appropriations		
Total recurrent draw-downs from NSW Treasury (per Summary of compliance)	11,654,333	11,761,803
Less: Liability to Consolidated Fund (per Summary of compliance)	(17,052)	(23,891)
	11,637,281	11,737,912
Comprising:		
Recurrent appropriations (per Statement of comprehensive income)	11,637,281	11,737,912
	11,637,281	11,737,912
Capital appropriations		
Total capital draw-downs from NSW Treasury (per Summary of compliance)	493,375	504,007
Less: Liability to Consolidated Fund (per Summary of compliance)	--	(18,210)
	493,375	485,797
Comprising:		
Capital appropriations (per Statement of comprehensive income)	493,375	485,797
	493,375	485,797
(b) Sale of goods and services		
Rendering of services	17,088	12,765
Course fees	170,699	125,479
Administration charges	73,090	79,401
Overseas student fees	92,537	89,996
Fees and charges	123,070	138,323
Other	43,755	35,309
	520,239	481,293
(c) Investment revenue		
Interest revenue from financial assets not at fair value through profit or loss	38,217	46,062
	38,217	46,062

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

	2014	2013
	\$ '000	\$ '000
3. Revenue (continued)		
(d) Grants and contributions	60,520	41,733
Other Public Sector agencies	26,105	13,319
Commonwealth Government	13	40,420
Contributions of assets	56,755	63,856
Donations and industry contributions	143,393	159,328

(e) Acceptance by the Crown Entity of employee benefits and other liabilities
The following liabilities and / or expenses have been assumed by the Crown Entity or other government entities:

Superannuation – defined benefit	187,365	207,089
Long service leave	402,204	129,440
Payroll tax	10,105	11,168
	599,674	347,707

(f) Other revenue

School generated revenue	346,905	330,002
Other	12,287	30,446
	359,192	360,448

(g) Personnel services revenue

	28,806	28,620
	28,806	28,620

4. Gain / (Loss) on Disposal

Gain / (Loss) on disposal of property, plant and equipment

Proceeds from disposal	252	398
Written down value	(11,951)	(18,087)
Net gain / (loss) on disposal of property, plant and equipment	(11,699)	(17,689)

Gain / (Loss) on disposal

	(11,699)	(17,689)
--	-----------------	-----------------

5. Other Gains / (Losses)

Gain / (Loss) on disposal of non-current assets held for sale

Foreign currency gain / (loss)	187	(3,710)
Impairment of receivables	5	--
	740	(5,215)
	932	(8,925)

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

6. Conditions on Contributions

Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirement to provide annual acquittals of expenditure or to return funds at the end of a specific period.

In the 2013-14 financial year contributions amounting to \$35.02m (\$29.03m in 2013) were received by the Department for programs where such conditions were in place.

Unspent funds from these contributions for 2013-14, including balances brought forward from prior years, totalled \$10.47m (\$13.59m in 2013).

7. Prior Period Errors

Following prior period errors have been identified and corrected. Restated financial information at 1 July 2012 and 30 June 2013 is presented as if the errors had not been made.

(a) Provision for Teachers annual and non-term leave

The Department's liability for payment to TAFE teachers during annual leave and non-term weeks has not been recognised in prior years.

The value of this liability is \$31.77m as at 1 July 2012 and \$29.44m as at 30 June 2013. This will reduce previously reported employee related expenses for the year ended 30 June 2013 by \$2.33m.

The Department recognised a liability for school teachers for annual leave and non-term weeks for the first time in the financial statements for the year ending 30 June 2013, which was treated as a prior period error.

In calculating the current year provision, it was identified that the entitlement had been calculated incorrectly in that the number of days entitlement and rate applied were incorrect.

The value of the additional liability for school teachers is \$39.1m as at 1 July 2012 and \$51.88m as at 30 June 2013. This will increase previously reported employee related expenses for the year by \$12.78m.

(b) Provision for Annual Leave Loading

The Department's liability for annual leave loading has not been recognised in prior years.

The value of this liability is \$49.04m as at 1 July 2012 and \$47.26m as at 30 June 2013. This will reduce previously reported employee related expenses for the year ended 30 June 2013 by \$1.78m

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

7. *Prior Period Errors (continued)*

The following tables summarise the impact on balances reported as at 1 July 2012 and 30 June 2013.

Statement of Financial Position – 1 July 2012					
Prior Period Error Reference	Balance as at 1 July 2012	Prior Period Adjustment	Reclassifications and Superannuation Adjustment	Restated 1 July 2012 comparative	\$'000
Assets					
Current Assets					
Cash and Receivables	132,057	--	116	132,173	
Total Current Assets	1,117,042	--	116	1,117,158	
Total Assets	28,128,082	--	116	28,128,198	
Liabilities					
Current Liabilities					
Provisions	743,416	119,915	8,753	872,084	
Total Current Liabilities	1,528,348	119,915	8,753	1,657,016	
Total Liabilities	1,742,225	119,915	8,753	1,870,893	
Net Assets	26,385,857	(119,915)	(6,637)	26,257,305	
Equity					
Accumulated funds	16,240,728	(119,915)	(6,637)	16,112,176	
Total Equity	26,385,857	(119,915)	(6,637)	26,257,305	

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

7. *Prior Period Errors (continued)*

Statement of Financial Position – 30 June 2013

Prior Period Error Reference	Balance as at 30 June 2013	Prior Period Adjustment	Reclassifications and Superannuation Adjustment	Restated 30 June 2013 comparative	\$'000
Assets					
Current Assets					
Cash and Equivalents	1,180,833	--	(24,295)	1,156,538	
Receivables	112,788	--	113	112,901	
Other Financial Assets	--	--	24,045	24,045	
Total Current Assets	1,294,714	--	(137)	1,294,577	
Non-Current Assets					
Other Financial Assets	446	--	250	696	
Total Non-Current Assets	25,665,430	--	250	25,665,680	
Total Assets	26,960,144	--	113	26,960,257	
Liabilities					
Current Liabilities					
Payables	700,626	--	(11,387)	689,239	
Provisions	711,743	128,577	17,302	857,622	
Total Current Liabilities	1,461,037	128,577	5,915	1,595,529	
Total Liabilities	1,807,833	128,577	5,915	1,942,325	
Net Assets	25,152,311	(128,577)	(5,802)	25,017,932	
Equity					
Accumulated funds	16,279,856	(128,577)	(5,802)	16,145,477	
Total Equity	25,152,311	(128,577)	(5,802)	25,017,932	

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

7. Prior Period Errors (continued)

Statement of Comprehensive Income – For the year ended 30 June 2013

	Prior Period Error Reference	Previously reported figure as at 30 June 2013	Prior Period Adjustment	Reclassifications and Superannuation Adjustment	Restated 30 June 2013 comparative
		\$'000	\$'000	\$'000	\$'000
Expenses excluding losses					
Employee related	7(a)(b); 1(p)(i)	8,977,492	8,663	1,899	8,988,054
TOTAL EXPENSES EXCLUDING LOSSES		13,627,834	8,663	1,899	13,638,396
Sale of goods and services	1(p)(i)	482,368	--	(1,075)	481,293
Total Revenue		13,648,242	--	(1,075)	13,647,167
Net Result		(6,206)	(8,663)	(2,974)	(17,843)
Other Comprehensive Income					
Superannuation actuarial gains/(losses)	1(p)(i)	15,263	--	5,825	21,088
Total Other Comprehensive Income		(1,221,676)	--	5,825	(1,215,851)
TOTAL COMPREHENSIVE INCOME		(1,227,882)	(8,663)	2,851	(1,233,694)

A reference has been made on individual notes, to indicate where prior period error adjustments have been made.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

8. Service Groups of the Department

Following is a list of the Service Groups of the Department. In order to comply with the requirements of AASB 1052 *Disaggregated Disclosures*, the Department determined that some assets and liabilities could be attributed to Service Groups while, with the limitation of current financial systems, some assets and liabilities were able to be apportioned on a pro rata basis. The remaining assets and liabilities that could not be reliably attributed have been disclosed as "Not Attributable" in accordance with Accounting Policy: Financial Reporting Code for NSW General Government Sector Entities TPP 14-02.

Service Group 24.1 Objective(s)	Early Childhood Education Services To provide early childhood education and care, including preschools.
Service Group 24.2 Objective(s)	Primary Education Services in Government Schools To staff and support 1,622 primary schools, 67 central schools and 113 SSPs (Schools for Special Purposes) to deliver quality education services that meet the diverse needs of all students.
Service Group 24.3 Objective(s)	Secondary Education Services in Government Schools To staff and support 388 secondary schools to deliver quality education aimed at increasing the attainment of students and meeting their diverse needs.
Service Group 24.4 Objective(s)	Non-Government Schools To provide funding to non-government schools to improve student learning outcomes and assist them to successfully complete Year 12 or VET equivalent.
Service Group 24.5 Objective(s)	TAFE NSW and Community Education To deliver cost-efficient training services through 130 TAFE campuses, online and in workplaces, to improve skills, increase higher qualification levels among the NSW population, both rural and urban, and support workforce development.
Service Group 24.6 Objective(s)	Vocational Education and Training To develop and promote a quality vocational education and training system that enhances skills for industry and individuals through registered training providers. It also facilitates quality training by offering apprenticeships and traineeships, targeting skill shortage areas and up skilling existing workers.
Service Group 24.7 Objective(s)	Sport and recreation services To deliver sport and recreation programs, including implementation of policy and regulatory frameworks, conduct of compliance and education programs and to provide grants to peak sporting bodies; to administer grants programs to assist in developing community sporting and recreational venues and facilities and manage government-owned or controlled sporting and recreation facilities.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

- 8. Service Groups of the Department (continued)**
- Service Group 24.8**
Objective(s)
Promoting Social and Economic Opportunities with Aboriginal People
To assist communities to achieve their social and economic aims and coordinate and monitor the Government's Aboriginal policy objectives. It comprises regional and support programs, administration of the Aboriginal Land Rights Act, 1983, community engagement strategies and support for the teaching and preservation of Aboriginal languages.
- Service Group 24.9**
Objective(s)
Citizenship and Communities
Research and advice to Government and non-government agencies relating to children's wellbeing and promoting the participation of children and young people in decisions that affect them. This service group also includes developing volunteering services, support for veteran's affairs, youth and other community activities.
- Service Group 24.10**
Objective(s)
Personnel Services
In accordance with the Public Sector Employment and Management (Children's Guardian and Other Matters) Order 2013, the staff and functions of the Children's Guardian transferred to the Office of the Children's Guardian.
- Service Group 24.11**
Objective(s)
Cluster Grant Funding
To provide grant funding to agencies within the Education and Communities cluster. This includes funding to the Community Relations Commission of New South Wales, Board of Studies, Teaching and Educational Standards and Sydney Olympic Park Authority.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

9. Current Assets – Cash and Cash Equivalents

	2014	2013
	\$'000	\$'000
Cash at bank and on hand	477,430	598,518
School bank balances	648,131	558,020
	1,125,561	1,156,538

Cash and cash equivalent for 2013 have been restated as per Note 1(o)(a).

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraft.

Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows.

Cash and cash equivalents (per statement of financial position)	1,125,561	1,156,538
Closing cash and cash equivalents (per statement of cash flows)	1,125,561	1,156,538

Refer Note 27 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

10. Current / Non-Current Assets – Receivables

Current:		
Sale of goods and services	25,595	25,501
Less: Allowance for impairment	(6,561)	(7,525)
Personnel services receivable	3,622	3,896
Other debtors	59,687	47,684
Prepayments	16,250	15,479
Accrued income	33,285	27,866
	131,878	112,901
Non-Current:		
Long term lease prepaid	4,572	4,703
Other debtors	9,575	3,483
	14,147	8,186

Movement in the allowance for impairment

Balance at 1 July	(7,525)	(3,224)
Amounts written off during the year	224	983
Amounts recovered during the year	1,270	2,595
Increase/(decrease) in allowance recognised in profit or loss	(530)	(7,879)
Balance at 30 June	(6,561)	(7,525)

Refer Note 27 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

11. Current / Non-Current Assets – Other Financial Assets

	2014 \$ '000	2013 \$ '000
Current:		
Held to maturity investments	22,176	24,045
	22,176	24,045
Non-Current:		
Equity accounted - Adskill Sdn Bhd *	55	55
Shares at cost	105	105
Share of retained profit on investment	160	160
Total equity accounted		
Other loans and deposits		
Fixed interest deposit *	111	111
Held to maturity investments	--	250
Shares in Celfs Harbour Technology Park Ltd	175	175
	286	536
	446	696

Current and non-current other financial assets for 2013 have been restated as per Note 1(o)(a).

Refer to Note 27 for details regarding credit risk, liquidity risk and market risk arising from financial instruments. Also, refer to Note 29

* The non-current fixed interest deposit are part of restricted assets (refer Note 16).

12. Non-Current Assets – Property, Plant and Equipment

	Land \$ '000	Buildings \$ '000	Plant and Equipment \$ '000	Total \$ '000
At 1 July 2013 – fair value				
Gross carrying amount	7,646,635	32,468,403	834,917	40,949,955
Accumulated depreciation and impairment	--	(15,181,687)	(626,792)	(15,708,479)
Net carrying amount	7,646,635	17,286,716	308,125	25,241,476
At 30 June 2014 – fair value				
Gross carrying amount	7,676,772	32,903,456	884,970	41,465,198
Accumulated depreciation and impairment	--	(15,592,276)	(615,569)	(16,207,845)
Net carrying amount	7,676,772	17,311,180	269,401	25,257,353
At 1 July 2012 – fair value				
Gross carrying amount	7,855,961	34,503,045	752,511	43,111,517
Accumulated depreciation and impairment	--	(16,029,170)	(430,889)	(16,460,059)
Net carrying amount	7,855,961	18,473,875	321,622	26,651,458
At 30 June 2013 – fair value				
Gross carrying amount	7,646,635	32,468,403	834,917	40,949,955
Accumulated depreciation and impairment	--	(15,181,687)	(626,792)	(15,708,479)
Net carrying amount	7,646,635	17,286,716	308,125	25,241,476

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

12. Non-Current Assets – Property, Plant and Equipment (continued)

	Land \$ '000	Buildings \$ '000	Plant and Equipment \$ '000	Total \$ '000
Year ended 30 June 2014				
Net carrying amount at start of year	7,646,635	17,286,716	308,125	25,241,476
Additions	41,211	346,732	56,767	444,710
Transfer to Assets held for sale	(11,074)	--	--	(11,074)
Disposals	--	(26,443)	(794)	(27,237)
Other*	--	241,241	--	241,241
Transfer due to administrative restructure	--	(194)	(112)	(306)
Depreciation expense	--	(636,872)	(94,585)	(631,457)
Net carrying amount at end of year	7,676,772	17,311,180	269,401	25,257,353

Further details regarding the fair value measurement of property, plant and equipment are disclosed in Note 15

* A comprehensive revaluation of land and buildings was undertaken for the year ended 30 June 2013. A review of the building revaluation model and realignment of the underlying asset registers with the general ledger as at 30 June 2014 was performed. This process has resulted in an increase to the carrying amount of Buildings of \$241,241m for the year ended 30 June 2014, reflected as an increase of \$241,241m to the Asset Revaluation Reserve.

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the prior reporting period is set out below:

	Land \$ '000	Buildings \$ '000	Plant and Equipment \$ '000	Total \$ '000
Year ended 30 June 2013				
Net carrying amount at start of year	7,855,961	18,473,875	321,622	26,651,458
Reclassification	(238,107)	238,896	(789)	--
Additions	46,224	338,711	87,563	472,488
Transfer to Assets held for sale	(9,116)	--	--	(9,116)
Disposals	(8,327)	(13,542)	(881)	(22,750)
Net revaluation increment less revaluation decrements	--	(1,236,839)	--	(1,236,839)
Depreciation expense	--	(514,285)	(99,380)	(613,665)
Net carrying amount at end of year	7,646,635	17,286,716	308,125	25,241,476

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

13. Intangible Assets

	2014 \$'000	2013 \$'000
Software		
At start of the year		
Cost (gross carrying amount)	629,501	513,889
Accumulated amortisation and impairment	(214,179)	(165,191)
Net carrying amount	415,322	348,758
At end of the year		
Cost (gross carrying amount)	684,740	629,501
Accumulated amortisation and impairment	(256,727)	(214,179)
Net carrying amount	428,013	415,322
Year ended 30 June		
Net carrying amount at start of year	415,322	348,758
Additions (from internal development)	55,259	113,405
Disposals	--	--
Amortisation (recognised in "depreciation and amortisation")	(42,568)	(46,841)
Net carrying amount at end of year	428,013	415,322

14. Non-Current Assets (or Disposal Groups) Held for Sale

Assets held for sale	2014 \$'000	2013 \$'000
Land and buildings	1,610	1,093
	1,610	1,093

Amounts recognised in other comprehensive

Income relating to assets held for sale	2014 \$'000	2013 \$'000
Property, plant and equipment asset revaluation increments/decrements	178	622
	178	622

The assets held for sale consist primarily of land and some buildings which have become surplus to the Department's requirements. It is expected that these will be disposed either by way of sale or through appropriate property swaps. Steps have been taken for this purpose and it is likely that the disposals could occur within the next twelve months.

Further details regarding fair value measurement are disclosed in Note 15.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

15. Fair value measurement of non-financial assets

(a) Fair value hierarchy	2014				Total fair value
	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	\$'000	
Property (Note 12)	--	--	7,676,772	7,676,772	
Land	--	--	16,895,695	16,895,695	
Buildings	--	23,429	--	23,429	
Residences	--	--	--	--	
Non-current assets (or disposal groups) held for sale (Note 14)	--	--	--	--	
	--	23,429	24,572,467	24,595,896	

There were no transfers between Level 1 or 2 during the period.

Fair value hierarchy

The fair value measurement for land of \$7,676,772m has been categorised as a Level 3 fair value based on the inputs to the valuation technique used (see Note 15(b)).

The fair value measurement for school and TAFE buildings, demountables and specialised properties of \$16,895,695m have been categorised as a Level 3 fair value based on the inputs to the valuation technique used (see Note 15(b)).

The fair value measurement for residential properties of \$23.43m have been categorised as a Level 2 fair value based on the inputs to the valuation technique used (see Note 15(b)).

(b) Valuation techniques, inputs and processes

The following table shows the valuation techniques used in measuring the fair value of property for Level 2 fair values.

Level 2 – Residential properties
Valuation technique and inputs

Market value: Qualified valuers from the Australian Valuation Office are engaged by the Teacher Housing Authority of NSW, as managers of the Department's teacher residences, to carry out the valuations of residential properties. The value for residences is determined by analysing current market sales evidence within the town locality. Adjustments are made for location, condition and comparability differences between the sales evidence and the residential properties.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

15. Fair value measurement of non-financial assets (continued)
(b) Valuation techniques, inputs and processes (continued)

The following table shows the valuation techniques used in measuring the fair value of property, plant and equipment, as well as the significant unobservable inputs used for Level 3 fair values.

Valuation technique	Significant unobservable inputs	Sensitivity of the fair value measurement to changes in unobservable inputs								
Level 3 – School and TAFE buildings and specialised properties										
<i>Depreciated replacement cost:</i>										
Other buildings	<p>Other buildings:</p> <table border="1"> <thead> <tr> <th>Asset component</th> <th>Range (weighted average)</th> </tr> </thead> <tbody> <tr> <td>Replacement cost per square metre</td> <td>\$5,107/sqm - \$7,056/sqm (\$6,286/sqm)</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Total gross floor area – 47,924 sqm Weighted average remaining useful life – 28 years 	Asset component	Range (weighted average)	Replacement cost per square metre	\$5,107/sqm - \$7,056/sqm (\$6,286/sqm)	The estimated fair value would increase (decrease) if the replacement cost per square metre for the asset components were higher (lower).				
Asset component	Range (weighted average)									
Replacement cost per square metre	\$5,107/sqm - \$7,056/sqm (\$6,286/sqm)									
<i>Depreciated replacement cost:</i>										
Other buildings	<p>Qualified valuers of the Office of Finance and Services and Altus Page Kirkland performed the valuation of the specialised buildings for DEC. The current market value cannot be observed for the other buildings measured by its depreciated replacement cost.</p>									
Level 3 – Land										
Valuation technique	Significant unobservable inputs	Sensitivity of the fair value measurement to changes in unobservable inputs								
<i>Market value:</i>										
Qualified valuers were engaged through the Office of Finance and Services and Altus Page Kirkland to undertake valuations for School and TAFE land, surplus sites land and other land. For School and TAFE land, the highest and best use is the current use due to the restrictions placed on the land. The valuers used current market sales evidence to determine the market value of the land without restrictions and then applied a discount factor of 20% to these values, to adjust for the restricted use of the land. For surplus sites land and other land there are no such restrictions and the market value is determined by analysing current market sales evidence.	<p>Land:</p> <table border="1"> <thead> <tr> <th>Asset component</th> <th>Range (weighted average)</th> </tr> </thead> <tbody> <tr> <td>Market value per square metre</td> <td>\$0,03/sqm - \$2,700/sqm (\$73/sqm)</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Total area of land 101,721,342 sqm <p>Input – Other land</p> <table border="1"> <thead> <tr> <th>Asset component</th> <th>Range (weighted average)</th> </tr> </thead> <tbody> <tr> <td>Market value per square metre</td> <td>\$563/sqm - \$936/sqm</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Total area of land 24,586 sqm 	Asset component	Range (weighted average)	Market value per square metre	\$0,03/sqm - \$2,700/sqm (\$73/sqm)	Asset component	Range (weighted average)	Market value per square metre	\$563/sqm - \$936/sqm	The estimated fair value would increase (decrease) if the value per square metre were higher (lower).
Asset component	Range (weighted average)									
Market value per square metre	\$0,03/sqm - \$2,700/sqm (\$73/sqm)									
Asset component	Range (weighted average)									
Market value per square metre	\$563/sqm - \$936/sqm									

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

15. Fair value measurement of non-financial assets (continued)
(b) Valuation techniques, inputs and processes (continued)

The following table shows the valuation techniques used in measuring the fair value of property, plant and equipment, as well as the significant unobservable inputs used for Level 3 fair values.

Valuation technique	Significant unobservable inputs	Sensitivity of the fair value measurement to changes in unobservable inputs																										
Level 3 – School and TAFE buildings and specialised properties																												
<i>Depreciated replacement cost:</i>																												
School and TAFE buildings	<p>School and TAFE buildings:</p> <ul style="list-style-type: none"> Replacement cost per square metre (linear metre for fencing) for the following asset components: <table border="1"> <thead> <tr> <th>Asset component</th> <th>Range (weighted average)</th> </tr> </thead> <tbody> <tr> <td>Building shell</td> <td>\$350 - \$2,851 (\$1,343)</td> </tr> <tr> <td>Room fit-out</td> <td>\$195 - \$4,270 (\$737)</td> </tr> <tr> <td>External services</td> <td>\$164 - \$652 (\$276)</td> </tr> <tr> <td>Soft landscaping</td> <td>\$18 - \$54 (\$23)</td> </tr> <tr> <td>Hard landscaping</td> <td>\$230 - \$287 (\$269)</td> </tr> <tr> <td>Fencing</td> <td>\$118 - \$206 (\$154)</td> </tr> <tr> <td>Demountables</td> <td>\$183 - \$4,869 (\$1760)</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Other inputs: <table border="1"> <thead> <tr> <th>Input</th> <th>Weighted average remaining useful life</th> <th>Total Gross floor area</th> <th>Landscaping square metres per gross floor area of buildings</th> <th>Total perimeter for all sites</th> </tr> </thead> <tbody> <tr> <td></td> <td>57 years</td> <td>10,759,719 sqm</td> <td>4</td> <td>1,950,654 m</td> </tr> </tbody> </table>	Asset component	Range (weighted average)	Building shell	\$350 - \$2,851 (\$1,343)	Room fit-out	\$195 - \$4,270 (\$737)	External services	\$164 - \$652 (\$276)	Soft landscaping	\$18 - \$54 (\$23)	Hard landscaping	\$230 - \$287 (\$269)	Fencing	\$118 - \$206 (\$154)	Demountables	\$183 - \$4,869 (\$1760)	Input	Weighted average remaining useful life	Total Gross floor area	Landscaping square metres per gross floor area of buildings	Total perimeter for all sites		57 years	10,759,719 sqm	4	1,950,654 m	The estimated fair value would increase (decrease) if the replacement cost per square metre for the asset components were higher (lower).
Asset component	Range (weighted average)																											
Building shell	\$350 - \$2,851 (\$1,343)																											
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Demountables	\$183 - \$4,869 (\$1760)																											
Input	Weighted average remaining useful life	Total Gross floor area	Landscaping square metres per gross floor area of buildings	Total perimeter for all sites																								
	57 years	10,759,719 sqm	4	1,950,654 m																								
<i>Depreciated replacement cost:</i>																												
School and TAFE buildings	<p>Replacement cost rates for the asset components were provided by the Office of Finance and Services. The replacement cost rates were determined based on the cost of recently built buildings which were representative of the remainder of the portfolio. These replacement cost rates were tested against rates provided by independent external quantity surveyors. In order to determine the replacement cost of an individual building, adjustments to the replacement cost rates are made for location and special need requirements. Management determined the useful lives and depreciation rates based on internal analysis, consultation with Office of Finance and Services and recognised industry publications.</p>																											

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

15. Fair value measurement of non-financial assets (continued)
(c) Reconciliation of recurring Level 3 fair value measurements

The following table shows a reconciliation from the opening balances to the closing balances for Level 3 fair values.

	Land	Buildings	Total
Year ended 30 June 2014	\$'000	\$'000	Recurring Level 3 Fair value \$'000
Fair value as at 1 July 2013	7,646,685	17,032,560	24,679,195
Reclassifications	--	--	--
Additions	41,211	173,491	214,702
Revaluation increments/decrements recognised in other comprehensive income – included in line item '(Net increase /decrease) in property, plant and equipment revaluation surplus'	--	--	--
Revaluation increments/decrements recognised in Net result – included in the line item 'Other gains/(losses)' (refer to note 12)	--	--	--
Transfer from Level 2	--	241,241	241,241
Transfers to Level 2	--	--	--
Disposals	--	(24,906)	(24,906)
Depreciation	--	(526,691)	(526,691)
Transfer to Assets Held for Sale	(11,074)	--	(11,074)
Fair value as at 30 June 2014	7,676,772	16,895,695	24,572,467

Refer to Note 1(k) for the Department's policy for determining when transfers are deemed to have occurred.

16. Restricted Assets

Funds totalling \$0.1m (\$0.1m in 2013) mostly held as investments in fixed interest bearing deposits (Note 11) are classified as 'restricted assets'. These funds represent donations received and are invested by the Department. Interest earned on the investments is used to fund prizes awarded to students for special achievements.

\$6.1m (\$4.5m in 2013) relates to funds held in an interest-bearing bank account arising from monthly service payments to the private service provider of eleven schools (eleven schools in 2013). Only the private service provider can draw the funds held.

\$1.73m (nil in 2013) was recognised as monies held by schools on behalf of third parties. These funds include charitable donations and represent funds that are collected by schools on behalf of other organisations. The schools obtain no benefit from the funds.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

17. Current Liabilities – Payables

	2014	2013
	\$'000	\$'000
Accrued salaries, wages and on-costs	229,919	205,713
Creditors	270,311	211,801
Unearned revenue	253,268	178,936
Group payroll and fringe benefits tax	38,407	33,211
Other	81,849	59,578
	873,754	689,239

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 27.

18. Current / Non-Current Liabilities - Borrowings

Current:		
Privately Funded Projects Schools (Note 22(c))	5,781	5,507
Treasury Advances	140,500	--
	146,281	5,507
Non-Current:		
Privately Funded Projects Schools (Note 22(c))	182,118	187,900
Treasury Advances	--	140,500
	182,118	328,400
	328,399	333,907

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings are disclosed in Note 27.

19. Current / Non-Current Liabilities – Provisions

Current:		
Employee benefits and related on-costs		
Annual leave	92,282	97,760
Teachers Vacation non-Term accrued payroll tax on annual leave and accrued salaries and wages	320,181	388,931
Superannuation pooled fund	34,106	16,857
Annual leave on long service leave	39,382	40,361
Workers compensation on long service leave	83,601	79,788
Payroll tax on long service leave	19,905	18,997
Superannuation on long service leave	113,921	108,809
Superannuation on annual leave	62,701	51,292
Leave Loading	36,900	6,357
Other	46,570	47,256
	27,634	30,443
	877,203	856,851
Other Provisions		
Make good	2,758	771
	2,758	771
Total Provisions - Current	879,961	857,622

Current liabilities for 2013 have been restated due to prior year end and superannuation adjustment per note 7.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

19. **Current / Non-Current Liabilities – Provisions (continued)**

	2014 \$'000	2013 \$'000
Non-Current:		
Employee benefits and related on-costs:		
Payroll tax on long service leave	5,996	5,727
Annual leave on long service leave	4,400	4,199
Workers compensation on long service leave	1,048	1,000
Superannuation on long service leave	3,300	2,700
Others	326	176
	15,070	13,802
Other provisions:		
Make good	6,230	--
	21,300	13,802

Aggregate employee benefits and related on-costs

Provisions – current	877,203	856,851
Provisions – non-current	15,070	13,802
Accrued salaries, wages and on-costs (Note 17)	229,919	205,713
	1,122,192	1,076,366

Movement in provisions (other than employee benefits)

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

Carrying amount at the beginning of financial year	771	597
Additional provisions recognised	9,861	1,179
Amounts used	(1,644)	(1,005)
Carrying amount at end of financial year	8,988	771

The provision is the Net Present Value of future liability for restoration.

20. **Current / Non-Current Liabilities - Other**

Current		
Lease incentive	1,060	1,060
Liability to Consolidated Fund	17,052	42,101
	18,112	43,161
Non-Current		
Lease incentive	3,535	4,594
	3,535	4,594

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

21. **Increase/(Decrease) in Net Assets from Equity Transfers**

The following table discloses changes to assets/liabilities of the Department relative to the Working with Children Check transferred to the Office of the Children's Guardian on 1 July 2013.

Service Group	24.9 Citizenship and Communities	June 2014	Total (\$'000)
Transferor's Service Group Agency	Office of the Children's Guardian (\$'000)		
Agency	Department of Family and Community Services (\$'000)		
Current Assets		(2,807)	(2,807)
Cash and cash equivalents		(849)	(849)
Receivables		(3,656)	(3,656)
Total current assets		(4,463)	(4,463)
Non-current Assets		(80)	(80)
Plant and equipment		(80)	(80)
Total property, plant and equipment		(2,274)	(2,274)
Intangibles		(2,354)	(2,354)
Total non-current assets		(2,434)	(2,434)
TOTAL ASSETS		(6,897)	(6,897)
Current Liabilities		946	946
Payables		414	414
Provisions		1,360	1,360
Total current liabilities		2,314	2,314
Non-current Liabilities		9	9
Provisions		9	9
Total non-current liabilities		9	9
TOTAL LIABILITIES		2,323	2,323
Accumulated Funds		(4,641)	(4,641)
(Decrease) in net assets		(4,641)	(4,641)

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

22. Commitments for Expenditure (continued)
The total of commitments for expenditure include GST input tax credits of \$97.19m (\$84.58m in 2013) that are expected to be recovered from the Australian Taxation Office.
The operating lease commitments are generally with respect to equipment, while the finance lease commitments relate to assets acquired under Private Public Partnerships, refer Note 10(i)(ix).

23. Contingent Liabilities and Contingent Assets
Legal
Legal proceedings may commence in relation to a claim from a building sub contractor involved in the Building the Education Revolution program. As no proceedings have been initiated it is not possible to accurately determine a liability.
TAFE is subject to ongoing proceedings for an offence under Work Health and Safety legislation. The Department may be liable for fines which cannot be reliably estimated.

There are no other known cases where the Department could be liable for material compensation payments relating to matters, which are the subject of litigation, that are not covered by the NSW Treasury Managed Fund.
Other
The Department is currently undertaking restructuring activities in response to budget changes announced in 2012. The financial liabilities associated with any future redundancies are not able to be quantified as realignment activities are not far enough progressed to make a reliable measurement. The likely timing of payments are also as yet unknown. It is expected that the majority of redundancy payments will meet the requirements set by NSW Treasury for the Department to be reimbursed for redundancy costs incurred.
The Department is not aware of any contingent assets.

24. Budget Review
Net result
Relative to the budget, the Department's net result was \$280m over budget. The major factors contributing to this variation are outlined below:
Reduction of recurrent appropriation of \$351m following changes to timing of implementation of various Commonwealth National Partnership and other programs.

Employee related expenses were \$50m over budget. This arose primarily due to:
(a) Long Service Leave increase of \$39m is due to bond rate movements
(b) The pooled Superannuation fund had a reduction of \$13m which was more than offset by the increase in the accumulated superannuation fund of \$43m
(c) Workers Compensation had a reduction of \$31m based on the Hindsight Adjustment
(d) Payroll tax increase of \$27m
Depreciation and amortisation costs were \$84m over budget, impacted by the changes to revaluation and depreciation methodology, resulting from the building assets revaluation.
Grants and subsidies were \$206m under budget, primarily due to implementation delays in Commonwealth National Partnership Programs particularly in Early Childhood Education Care Services \$73m and Industry Training Grants \$177m offset by increase in per capita pupil allowance to non-Government schools \$26m and capital grants to other organisations \$27m.
Revenue, excluding government contributions, was \$45m over budget due to increased redundancy grants and increased grants from the Commonwealth. This was offset by reductions in overseas student fees and school generated revenue.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

22. Commitments for Expenditure

	2014 \$ '000	2013 \$ '000
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	250,919	278,550
Later than one year and not later than five years	259,821	65,576
Total (including GST)	510,740	344,126

(b) Operating Lease Commitments
Future non-cancellable operating lease rentals not provided for and payable:

	2014 \$ '000	2013 \$ '000
(i) Leased Properties		
Not later than one year	63,123	42,142
Later than one year and not later than five years	76,987	105,413
Later than five years	2,415	8,715
	142,525	156,270
(ii) Other		
Not later than one year	5,728	9,756
Later than one year and not later than five years	5,153	7,942
Later than five years	--	5
	10,881	17,703
Total (including GST)	153,406	173,973

(c) Private Public Partnership Project Commitments
Minimum lease payment commitments in relation to finance leases payable as follows:

	2014 \$ '000	2013 \$ '000
Not later than one year	19,877	19,276
Later than one year and not later than five years	79,645	77,341
Later than five years	304,975	315,745
Minimum lease payments	404,497	412,362
Less: Future finance charges	(216,598)	(218,955)
Present value of minimum lease payments	187,899	193,407

The present value of finance lease commitments is as follows:

	2014 \$ '000	2013 \$ '000
Not later than one year	5,781	5,507
Later than one year and not later than five years	25,940	24,783
Later than five years	156,178	163,117
	187,899	193,407

Classified as:
Current (Note 18) 5,781 5,507
Non-current (Note 18) 182,118 187,900
187,899 193,407

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

24. Budget Review (continued)

Net result (continued)

The increase in Crown Acceptances of \$17m is mainly due to increased Long Service Leave of \$39m offset by a decrease in superannuation of \$13m and payroll tax of \$9m.

The Capital Appropriation was reduced by \$17m due to:

- (a) Under-expenditure for the Commonwealth Trade Training Centres in Schools National Partnership of \$12.8m.
- (b) Reallocation to recurrent consolidated funds allocation for State Sporting Venues Authority of \$3.3m and transfer to the Office of Children's Guardian of \$1m.

The gain and losses on variance to budget of \$11m relates to building disposals.

Assets and Liabilities

The increase in total assets of \$927m is mainly due to change in revaluation methodology applied in 2012/13 and purchase of land and buildings.

Total liabilities were \$680m over budget, primarily due to increase in payables and increases in TAFE and school teacher leave provisions.

Cash flows

Net cash flows from operating activities were \$50m lower than budget. This is generally attributable to decreased payments and decreased receipts.

Net cash flows from investing activities were \$42m lower than expected due to timing of sales and acquisitions of property, plant and equipment.

25. Reconciliation of Cash Flows from Operating Activities to Net Result

	2014 \$'000	2013 \$'000
Net cash used on operating activities	461,599	751,034
Depreciation and amortisation	(674,025)	(660,506)
Allowance for impairment	964	(4,301)
Decrease / (increase) in provisions	(29,837)	15,320
Increase / (decrease) in prepayments and other assets	23,943	(9,131)
Decrease / (increase) in creditors	(166,188)	(102,040)
Net gain / (loss) on sale of plant and equipment	(11,513)	(21,399)
Donated assets	13	40,420
Others	16,925	(27,240)
Net result	(378,119)	(17,843)

26. Non-cash Financing and Investing Activities

Assets received by donation	13	40,420
Liabilities and expenses assumed by the Crown Entity	(599,674)	(347,707)
	(599,661)	(307,287)

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

27. Financial Instruments

The Department's principal financial instruments are outlined below. These financial instruments arise directly from the Department's operations or are required to finance the Department's operations. The Department does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The Department's main risks arising from financial instruments are outlined below, together with the Department's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

The Secretary has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Department, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit and Risk Committee and internal auditors on a regular basis.

(a) Financial instrument categories

	Note	Category	Carrying Amount 2014 \$'000	Carrying Amount 2013 \$'000
Financial Assets Class:				
Cash and cash equivalents	9	N/A	1,125,561	1,156,538
Receivables ¹	10	Loans and receivables (at amortised cost)	68,149	63,090
Other financial assets	11	Loans and receivables (at amortised cost)	22,462	24,581
Financial Liabilities Class:				
Payables ²	17	Financial liabilities measured at amortised cost	570,844	472,258
Borrowings	18	Financial liabilities measured at amortised cost	140,500	140,500
Borrowings	18	Finance liability measured in accordance with AASB 117 and TPP 06-08	187,900	193,406
Notes				
1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7)				
2. Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7)				

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

27. Financial Instruments (continued)

(b) Credit Risk

Credit risk arises when there is the possibility that the counterparty will default on their contractual obligations, resulting in a financial loss to the Department. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the Department, including cash, receivables and authority deposits. No collateral is held by the Department. The Department has not granted any financial guarantees.

Credit risk associated with the Department's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards. The Department's deposits held with NSW TCorp are guaranteed by the State.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11 am unofficial cash rate, adjusted for a management fee to NSW Treasury. The TCorp Hour Class cash facility is discussed in paragraph (d) below.

Receivables – trade debtors

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

Debits which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the Department will not be able to collect all amounts due. This evidence includes past experience, and there are expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30-60 day terms.

The Department is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2014: \$21.7m; 2013: \$5.8m) and less than six months past due (2014: \$2.10m; 2013: \$10.29m) are not considered impaired and together, these represent (2014: 80%; 2013: 65%) of the total trade debtors. Most of the Department's debtors have a good credit rating.

The only financial assets that are past due or impaired are 'sales of goods and services' in the 'receivables' category of the statement of financial position.

	2014	Total ^{1,2}	Past due but not impaired ^{1,2}	Considered impaired ^{1,2}
	\$ '000	\$ '000	\$ '000	\$ '000
< 3 months overdue	2,419	1,999	420	
3 months – 6 months overdue	999	933	66	
> 6 months overdue	9,353	3,289	6,063	
2013				
< 3 months overdue	11,952	5,202	6,750	
3 months – 6 months overdue	1,328	928	400	
> 6 months overdue	988	289	698	

¹ Each column in the table reports "gross receivables".

² The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7 and excludes receivables that are not past due and not impaired. Therefore, the "total" will not reconcile to the receivables total recognised in the statement of financial position.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

27. Financial Instruments (continued)

(c) Liquidity risk

Liquidity risk is the risk that the Department will be unable to meet its payment obligations when they fall due. The Department proactively manages risk through monitoring of cash flows and maturities planning to ensure adequate holding of high liquidity liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

During the current and prior year, there were no defaults on any loans payable. No assets have been pledged as collateral. The Department's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW Treasury Circular 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest is paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Secretary of the Department (or a person appointed by the Secretary of the Department) may automatically pay the supplier simple interest.

The table below summarises the maturity profile of the Department's financial liabilities, together with the interest rate exposure.

Maturity analysis and interest rate exposure of financial liabilities (\$'000)

	Weighted Average Effective Int. Rate	Nominal Amount ¹	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate	Variable Interest Rate	Non-bearing	< 1 yr	1-5 yrs	> 5 yrs
2014								
Payables:								
Accrued salaries, wages and on-costs	--	229,919	--	--	229,919	229,919	--	--
Creditors	--	340,925	--	--	340,925	340,925	--	--
Borrowings:								
Treasury advances	5.04%	140,500	85,000	55,000	--	140,500	--	--
Private Public Partnerships ²	7.73%	367,725	367,725	--	--	15,070	72,405	277,250
2013								
Payables:								
Accrued salaries, wages and on-costs	--	205,713	--	--	205,713	205,713	--	--
Creditors	--	266,545	--	--	266,545	266,545	--	--
Borrowings:								
Treasury advances	5.04%	140,500	85,000	55,000	--	140,500	--	--
Private Public Partnerships	7.37%	374,875	374,875	--	--	17,524	70,310	287,041

Notes:

¹ The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the Department can be required to pay. The table includes both interest and principal cash flows and therefore will not reconcile to the statement of financial position.

² Of the \$18.07m disclosed in the 2014 "Private Public Partnerships borrowings" time band <1 yr, the Department intends to pay \$1.38m in the first quarter of 2015.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

27. Financial Instruments (continued)

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Department's exposures to market risk are primarily through interest rate risk on the Department's borrowings and other price risks associated with the movement in the unit price of the Hour Glass Investment Facilities. The Department has minimal exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Department operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2013. The analysis assumes that all other variables remain constant.

Interest rate risk

Exposure to interest rate risk arises primarily through the Department's interest bearing liabilities. This risk is minimised by undertaking mainly fixed rate borrowings, primarily with NSW TCorp. The Department does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore for these financial instruments a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates (based on official RBA interest rate volatility over the last five years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The Department's exposure to interest rate risk is set out below.

	Carrying Amount	-1%		+1%	
		Profit	Equity	Profit	Equity
2014					
<i>Financial assets</i>					
Cash and cash equivalents	1,125,561	(11,256)	--	11,256	--
Receivables	68,149	(681)	--	681	--
Other financial assets	22,462	(225)	--	225	--
<i>Financial liabilities</i>					
Payables	570,844	5,708	--	(5,708)	--
Borrowings	328,400	3,284	--	(3,284)	--
2013					
<i>Financial assets</i>					
Cash and cash equivalents	1,156,538	(11,565)	--	11,565	--
Receivables	63,090	(631)	--	631	--
Other financial assets	24,581	(246)	--	246	--
<i>Financial liabilities</i>					
Payables	472,258	4,723	--	(4,723)	--
Borrowings	333,906	3,339	--	(3,339)	--

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

27. Financial Instruments (continued)

Other price risk – TCorp Hour Glass facilities

Exposure to 'other price risk' primarily arises through the investment in the TCorp Hour Glass Investment Facilities, which are held for strategic rather than trading purposes. The Department has no direct equity investments. The Department holds units in the following Hour-Glass investment trusts:

Facility	Investment Sectors	Investment Horizon	2014 \$'000	2013 \$'000
Cash facility	Cash and money market instruments	Up to 1.5 years	4,258	4,146

The unit price of each facility is equal to the total fair value of net assets held by the facility divided by the number of units on issue for that facility. Unit prices are calculated and published daily.

NSW TCorp as trustee for the above facility is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. TCorp has also leveraged off internal expertise to manage certain fixed income assets for the Hour-Glass facilities. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour Glass facilities limits the Department's exposure to risk, as it allows diversification across a pool of funds, with different investment horizons and a mix of investments.

NSW TCorp provides sensitivity analysis information for each of the investment facilities, using historically based volatility information collected over a ten year period, quoted at two standard deviations (ie, 95% probability). The TCorp Hour Glass investment facilities are designated at fair value through profit or loss and therefore any change in unit price impacts directly on profit (rather than equity). A reasonably possible change is based on the percentage change in unit price (as advised by TCorp) multiplied by the redemption value as at 30 June each year for each facility (balance from Hour-Glass statement).

	Impact on profit/loss		
	Change in unit price	2014 \$'000	2013 \$'000
Hour Glass Investment – Cash facility	+/- 1 %	+/- 42	+/- 41

(e) Fair value measurement

(i) Fair value compared to carrying amount

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value

Except where specified below, the amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short-term nature of many of the financial instruments. The following table details the financial instruments where the fair value differs from the carrying amount:

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Description of the regulatory framework

The schemes in the Pooled Fund are established and governed by the following NSW legislation: Superannuation Act 1916, State Authorities Superannuation Act 1987, Police Regulation (Superannuation) Act 1906, State Authorities Non-Contributory Superannuation Scheme Act 1987, and their associated regulations.

The schemes in the Pooled Fund are exempt public sector superannuation schemes under the Commonwealth Superannuation Industry (Supervision) Act 1993 (SIS). The SIS Legislation treats exempt public sector superannuation funds as complying funds for concessional taxation and superannuation guarantee purposes.

Under a Heads of Government agreement, the New South Wales Government undertakes to ensure that the Pooled Fund will conform with the principles of the Commonwealth's retirement incomes policy relating to preservation, vesting and reporting to members and that members' benefits are adequately protected.

The New South Wales Government prudentially monitors and audits the Pooled Fund and the Trustee Board activities in a manner consistent with the prudential controls of the SIS legislation. These provisions are in addition to other legislative obligations on the Trustee Board and internal processes that monitor the Trustee Board's adherence to the principles of the Commonwealth's retirement incomes policy.

An actuarial investigation of the Pooled Fund is performed every three years. The last actuarial investigation was performed as at 30 June 2012.

Description of other entities' responsibilities for the governance of the fund

The Fund's Trustee is responsible for the governance of the Fund. The Trustee has a legal obligation to act solely in the best interests of fund beneficiaries. The Trustee has the following roles:

- Administration of the fund and payment to the beneficiaries from fund assets when required in accordance with the fund rules;
- Management and investment of the fund assets; and
- Compliance with other applicable regulations.

Description of risks

There are a number of risks to which the Fund exposes the Employer. The more significant risks relating to the defined benefits are:

- **Investment risk** - The risk that investment returns will be lower than assumed and the Employer will need to increase contributions to offset this shortfall
- **Pension indexation risk** - The risk that pensions will increase at a rate greater than assumed, increasing future pensions.
- **Salary growth risk** - The risk that wages or salaries (on which future benefit amounts for active members will be based) will rise more rapidly than assumed, increasing defined benefit amounts and thereby requiring additional employer contributions.
- **Legislative risk** - The risk is that legislative changes could be made which increase the cost of providing the defined benefits.

The defined benefit fund assets are invested with independent fund managers and have a diversified asset mix. The Fund has no significant concentration of investment risk or liquidity risk.

Description of significant events

There were no fund amendments, curtailments or settlements during the year.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

27. Financial Instruments (continued)

(e) Fair value measurement (continued)

(i) Fair value compared to carrying amount (continued)

	2014		2013	
	\$'000	Fair Value	\$'000	Fair Value
Carrying Amount	4,258	4,146	4,146	4,146
Financial assets at fair value	--	--	--	--
Financial liabilities at fair value	--	--	--	--

The unit price of each facility is equal to the total fair value of the net assets held by the facility divided by the total number of units on issue for that facility. Unit prices are calculated and published daily.

TCorp as trustee for each of the above facilities is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. TCorp has also leveraged internal expertise to manage certain fixed income assets for the Hour-Glass Investments. A significant portion of the administration of the facilities is outsourced to an external custodian.

(ii) Fair value recognised in the statement of financial position

2014	Level 1	Level 2	Level 3	Total
	\$'000	\$'000	\$'000	
Financial assets at fair value	--	4,258	--	4,258
TCorp Hour-Glass Investment Facility	--	4,258	--	4,258
2013	--	4,146	--	4,146
TCorp Hour-Glass Investment Facility	--	4,146	--	4,146

The table above only includes financial assets, as no financial liabilities were measured at fair value in the statement of financial position.

There were no transfers between level 1 and 2 during the period ended 30 June 2014 and 30 June 2013.

The value of the Hour-Glass Investments is based on the entity's share of the value of the underlying assets of the facility, based on the market value. Prices are observable, however no active market exists for these facilities as they are only accessible to government agencies. All of the Hour-Glass facilities are valued using 'redemption' pricing.

28. Provision for superannuation

The Department has an obligation for the deferred contribution in respect of the employees of AMES which becomes payable on and after retirement of staff. Contribution is made to the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non-Contributory Superannuation Scheme (SANCS).

Actual gains/losses are recognised immediately in other comprehensive income in the year in which they occur.

Fund Information

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation schemes:

- State Authorities Superannuation Scheme (SASS)
- State Superannuation Scheme (SSS)
- Police Superannuation Scheme (PSS)
- State Authorities Non-contributory Superannuation Scheme (SANCS)

These schemes are all defined benefit schemes - at least a component of the final benefit is derived from a multiple of members' salary and years of membership. Members receive lump sum or pension benefits on retirement, death, disability and withdrawal.

All these schemes are closed to new members.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Reconciliation of the Defined Benefit Obligation

	SASS Financial Year to 30 Jun 2014 \$	SANCS Financial Year to 30 Jun 2014 \$	SSS Financial Year to 30 Jun 2014 \$	Total Financial Year to 30 Jun 2014 \$
Present value of defined benefit obligations at beginning of the year	(18,443)	(56,898)	94,235,964	94,218,623
Current service cost	--	1,814	12,572	14,386
Interest cost	(701)	(2,237)	3,500,362	3,497,424
Contributions by participants	--	--	5,025	5,025
Actuarial (gains)/losses arising from changes in demographic assumptions	--	--	--	--
Actuarial (gains)/losses arising from changes in financial assumptions	--	3,925	2,929,597	2,933,522
Actuarial (gains)/losses arising from liability experience	3,314	(120,097)	(736,078)	(861,861)
Benefits paid	--	--	(4,296,467)	(4,296,467)
Taxes, premiums & expenses paid	(4,050)	101,618	465,432	563,000
Transfers in	--	--	--	--
Contributions to accumulation section	--	--	--	--
Past service cost	--	--	--	--
Settlements	--	--	--	--
Exchange rate changes	--	--	--	--
Present value of defined benefit obligations at end of the year	(19,880)	(80,875)	96,174,407	96,073,652

Reconciliation of the effect of the Asset Ceiling

	SASS Financial Year to 30 Jun 2014 \$	SANCS Financial Year to 30 Jun 2014 \$	SSS Financial Year to 30 Jun 2014 \$	Total Financial Year to 30 Jun 2014 \$
Adjustment for effect of asset ceiling at beginning of the year	--	--	--	--
Change in the effect of asset ceiling	--	--	--	--
Adjustment for effect of asset ceiling at end of the year	--	--	--	--

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Reconciliation of the Net Benefit Liability/(Asset)

	SASS Financial Year to 30 Jun 2014 \$	SANCS Financial Year to 30 Jun 2014 \$	SSS Financial Year to 30 Jun 2014 \$	Total Financial Year to 30 Jun 2014 \$
Net Defined Benefit Liability/(Asset) at start of year	(122,955)	(625,278)	40,361,072	39,609,839
Current service cost	--	1,814	12,572	14,386
Net interest on the net defined benefit liability/(asset)	(4,672)	(23,875)	1,533,721	1,505,174
Past service cost	--	--	--	--
(Gains)/losses arising from settlements	--	--	--	--
Actual return on Fund assets less interest income	--	--	--	--
Actuarial (gains)/losses arising from changes in demographic assumptions	(8,218)	(51,285)	(4,709,244)	(4,768,747)
Actuarial (gains)/losses arising from changes in financial assumptions	--	--	--	--
Actuarial (gains)/losses arising from liability experience	3,314	(125,097)	(736,078)	(861,861)
Adjustment for effect of asset ceiling	--	--	--	--
Employer contributions	--	--	--	--
Net Defined Benefit Liability/(Asset) at end of year	(132,531)	(825,796)	39,391,640	38,432,313

Reconciliation of the Fair Value of Fund Assets

	SASS Financial Year to 30 Jun 2014 \$	SANCS Financial Year to 30 Jun 2014 \$	SSS Financial Year to 30 Jun 2014 \$	Total Financial Year to 30 Jun 2014 \$
Fair value of Fund assets at beginning of the year	104,512	571,380	53,932,891	54,608,783
Interest income	3,971	21,637	1,966,641	1,992,249
Actual return on Fund assets less interest income	8,218	51,285	4,709,244	4,768,747
Employer contributions	--	--	--	--
Contributions by participants	--	--	5,025	5,025
Benefits paid	--	--	(4,296,467)	(4,296,467)
Taxes, premiums & expenses paid	(4,050)	101,618	465,432	563,000
Transfers in	--	--	--	--
Contributions to accumulation section	--	--	--	--
Settlements	--	--	--	--
Exchange rate changes	--	--	--	--
Fair value of Fund assets at end of the year	112,651	745,920	56,782,766	57,641,337

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Fair value of Fund assets

All Pooled Fund assets are invested by SAS Trustee Corporation (STC) at arm's length through independent fund managers, assets are not separately invested for each entity and it is not possible or appropriate to disaggregate and attribute fund assets to individual entities. As such, the disclosures below relate to total assets of the Pooled Fund.

As at 30 June 2014

Asset category	Total (\$'000)	Quoted prices in active markets for identical assets Level 1 (\$'000)	Significant observable inputs Level 2 (\$'000)	Unobservable inputs Level 3 (\$'000)
Short Term Securities	2,452,755	1,572,815	880,140	--
Australian Fixed Interest	2,365,014	10,928	2,354,086	--
International Fixed Interest	880,529	--	880,529	--
Australian Equities	11,738,636	11,494,549	241,423	2,664
International Equities	10,953,329	8,172,677	2,780,531	121
Property	3,272,986	894,113	692,296	1,686,577
Alternatives	6,329,410	565,401	4,897,152	866,857
Total*	37,992,659	22,710,283	12,726,157	2,556,219

The percentage invested in each asset class at reporting date:

	30 June 2014
Short Term Securities	6.5%
Australian Fixed Interest	6.2%
International Fixed Interest	2.3%
Australian Equities	30.9%
International Equities	28.8%
Property	8.6%
Alternatives	16.7%
Total	100.0%

*Additional to the assets disclosed above, at 30 June 2014 Pooled Fund has provisions for receivables/(payables) estimated to be around \$2.2 billion, giving an estimated assets totalling around \$40.2 billion.

Level 1 - quoted prices in active markets for identical assets or liabilities. The assets in this levels are listed shares; listed unit trusts.

Level 2 - inputs other than quoted prices observable for the asset or liability either directly or indirectly. The assets in this level are cash, notes, government, semi-government and corporate bonds; unlisted trusts containing where quoted prices are available in active markets for identical assets or liabilities.

Level 3 - inputs for the asset or liability that are not based on observable market data. The assets in this level are unlisted property; unlisted shares; unlisted infrastructure, distressed debt; hedge funds.

Derivatives, including futures and options, can be used by investment managers. However, each manager's investment mandate clearly states that derivatives may only be used to facilitate efficient cashflow management or to hedge the portfolio against market movements and cannot be used for speculative purposes or gearing of the investment portfolio. As such managers make limited use of derivatives.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Fair value of entity's own financial instruments

The disclosures below related to total assets of the Pooled Fund.

The fair value of the Pooled Fund assets include as at 30 June 2014 of \$173.9 million in NSW government bonds.

Significant Actuarial Assumptions at the Reporting Date

As at	30 June 2014
Discount rate	3.57% pa
Salary increase rate (excluding promotional increases)	2.27% pa to 30 June 2015, then 2.5% pa to 30 June 2016, 3.0% pa from 1 July 2016 to 30 June 2023, and 3.5% pa thereafter
Rate of CPI increase	2.5% pa
Pensioner mortality	as per the 2012 Actuarial Investigation of the Pooled Fund

Sensitivity Analysis

The entity's total defined benefit obligation as at 30 June 2014 under several scenarios is presented below.

Scenarios A to F relate to sensitivity of the total defined benefit obligation to economic assumptions, and scenarios G and H relate to sensitivity to demographic assumptions.

	Base Case	Scenario A -1.0% discount rate	Scenario B +1.0% discount rate
Discount rate	3.57%	2.57%	4.57%
Rate of CPI increase	as above	as above	as above
Salary inflation rate	as above	as above	as above
Defined benefit obligation (\$)	96,073,653	110,330,840	84,287,535

	Base Case	Scenario C +0.5% CPI increase	Scenario D -0.5% of CPI increase
Discount rate	as above	as above	as above
Rate of CPI increase	2.5%	3.0%	2.0%
Salary inflation rate	as above	as above	as above
Defined benefit obligation (\$)	96,073,653	103,001,546	89,720,268

	Base Case	Scenario E salary increase rate +0.5%	Scenario F -0.5% Salary increase rate
Discount rate	as above	as above	as above
Rate of CPI increase	as above	as above	as above
Salary inflation rate	as above	above rates plus 0.5% pa	above rates less 0.5% pa
Defined benefit obligation (\$)	96,073,653	98,097,088	96,051,020

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Sensitivity Analysis (continued)

	Base Case	Scenario G +5% pensioner mortality rate	Scenario H -0.5% pensioner mortality rate
Defined benefit obligation (\$)	96,073,653	94,830,853	97,396,229

The defined benefit obligation has been recalculated by changing the assumptions as outlined above, whilst retaining all other assumptions.

Asset-Liability matching strategies

The Trustee monitors its asset-liability risk continuously in setting its investment strategy. It also monitors cashflows to manage liquidity requirements.

Funding arrangements

Funding arrangements are reviewed at least every three years following the release of the triennial actuarial review and was last reviewed following completion of the triennial review as at 30 June 2012. Contribution rates are set after discussions between the employer, STC and NSW Treasury.

Funding positions are reviewed annually and funding arrangements may be adjusted as required after each annual review.

Surplus/deficit

The following is a summary of the 30 June 2014 financial position of the Fund calculated in accordance with AAS 25 'Financial Reporting by Superannuation Plans':

	SASS 30 Jun 2014 \$	SANCS 30 Jun 2014 \$	SSS 30 Jun 2014 \$	Total 30 Jun 2014 \$
Accrued benefits	--	33,430	55,293,835	55,327,265
Net market value of Fund assets	(112,651)	(745,921)	(56,782,767)	(57,641,339)
Net (surplus)	(112,651)	(712,491)	(1,488,932)	(2,314,074)

Contribution recommendations

Recommended contribution rates for the entity are:

	SASS 30 Jun 2014 \$	SANCS 30 Jun 2014 \$	SSS 30 Jun 2014 \$
	--	--	--

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

Economic assumptions

The economic assumptions adopted for the 30 June 2012 actuarial investigation of the Pooled Fund are:

Weighted-Average Assumptions	
Expected rate of return on Fund assets backing current pension liabilities	8.3% pa
Expected rate of return on Fund assets backing other liabilities	7.3% pa
Expected salary increase rate (excluding promotional salary increases)	SASS, SANCS: SSS 2.7% pa (PSS 3.5% pa) to 30 June 2018, then 4.0% pa thereafter
Expected rate of CPI increase	2.5% pa

Expected contributions

	SASS Financial Year to 30 Jun 2015 \$	SANCS Financial Year to 30 Jun 2015 \$	SSS Financial Year to 30 Jun 2015 \$	Total Financial Year to 30 Jun 2015 \$
Expected employer contributions	--	--	--	--

Maturity profile of defined benefit obligation

The weighted average duration of the defined benefit obligation is 12.6 years.

Profit and Loss impact

	SASS Financial Year to 30 Jun 2014 \$	SANCS Financial Year to 30 Jun 2014 \$	SSS Financial Year to 30 Jun 2014 \$	Total Financial Year to 30 Jun 2014 \$
Current service cost	--	1.814	12,572	14,386
Net interest	(4,672)	(23,875)	1,533,721	1,505,174
Past service cost	--	--	--	--
(Gains)/Loss on settlement	--	--	--	--
Defined benefit cost	(4,672)	(22,061)	1,546,293	1,519,560

Other Comprehensive Income

	SASS Financial Year to 30 Jun 2014 \$	SANCS Financial Year to 30 Jun 2014 \$	SSS Financial Year to 30 Jun 2014 \$	Total Financial Year to 30 Jun 2014 \$
Actuarial (gains)/losses on liabilities	3,314	(125,172)	2,193,519	2,071,661
Actual return on Fund assets less interest income	(8,218)	(51,285)	(4,709,244)	(4,768,747)
Adjustment for effect of asset ceiling	--	--	--	--
Total remeasurement in Other Comprehensive Income	(4,904)	(176,457)	(2,515,725)	(2,697,086)

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)
2013 comparative information

Reconciliation of the Net Benefit Liability/(Asset)

	SASS 1 July 2012 to 30 June 2013 \$	SANCS 1 July 2012 to 30 June 2013 \$	SSS 1 July 2012 to 30 June 2013 \$	Total 1 July 2012 to 30 June 2013 \$
Net Defined Benefit Liability/(Asset) at start of period	(94,168)	(655,393)	59,538,944	58,789,383
Current service cost	20,894	11,012	77,812	109,718
Net interest on the net defined benefit liability/(asset)	(2,862)	(20,055)	1,821,892	1,798,955
Past service cost	--	--	--	--
(Gains)/losses arising from settlements	--	--	--	--
Actual return on Fund assets less interest income	88,552	(75,093)	(6,345,509)	(6,332,050)
Actuarial (gains)/losses arising from changes in demographic assumptions	--	(430)	1,507,656	1,507,226
Actuarial (gains)/losses arising from changes in financial assumptions	--	(4,236)	(10,177,984)	(10,182,220)
Actuarial (gains)/losses arising from liability experience	(135,351)	115,918	(6,061,738)	(6,081,171)
Adjustment for effect of asset ceiling	--	--	--	--
Employer contributions	--	--	--	--
Net Defined Benefit Liability/(Asset) at end of period	(122,955)	(628,277)	40,361,073	39,609,841

Reconciliation of the Fair Value of Fund Assets

	SASS 1 July 2012 to 30 June 2013 \$	SANCS 1 July 2012 to 30 June 2013 \$	SSS 1 July 2012 to 30 June 2013 \$	Total 1 July 2012 to 30 June 2013 \$
Fair value of Fund assets at beginning of the period	406,218	775,293	49,681,756	50,863,267
Interest income	12,164	23,475	1,452,107	1,487,746
Actual return on Fund assets less interest income	(68,552)	75,093	6,345,509	6,332,050
Employer contributions	--	--	--	--
Contributions by participants	9,977	--	23,635	33,612
Benefits paid	(235,454)	(182,176)	(4,421,497)	(4,839,127)
Taxes, premiums & expenses paid	159	(120,305)	851,382	731,236
Transfers in	--	--	--	--
Contributions to accumulation section	--	--	--	--
Settlements	--	--	--	--
Exchange rate changes	--	--	--	--
Fair value of Fund assets at end of the period	104,512	571,380	53,932,892	54,608,784

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)
Impact of new AASB 119 with respect to the Financial Year to 30 June 2014

	Financial Year to 30 June 2014				Current AASB 119* Total \$
	SASS \$	SANCS \$	SSS \$	Total \$	
Service cost	--	1,566	7,061	8,627	14,387
Net Interest (current AASB119 only)	n/a	n/a	n/a	n/a	n/a
Interest Expense (previous AASB119 only)	--	1,357	3,276,459	3,276,816	n/a
Expected return on assets (previous AASB119 only)	(8,988)	(48,966)	(4,450,499)	(4,508,453)	n/a
Superannuation expense/(income) in P&L	(8,988)	(46,043)	(1,167,979)	(1,223,010)	1,519,561
Actuarial (gains)/losses on liabilities	4,050	(98,715)	2,573,406	2,478,741	2,071,661
Return on assets excluding amounts included in P&L [^]	(3,201)	(23,956)	(2,225,675)	(2,252,832)	(4,768,747)
Change in the effect of asset ceiling	--	--	--	--	--
Amount recognised in other comprehensive income (OCI)	849	(122,671)	347,731	225,909	(2,687,086)
Total recognised in P&L and OCI	(8,139)	(168,714)	(820,248)	(997,101)	(1,177,526)

[^] This item is the actual return on assets in excess of expected return on assets under the previous AASB119 standard, and in excess of interest income under the current AASB119 standard.

Impact of new AASB 119 on the statement of financial position as at 30 June 2014

	As at 30 June 2014			Current AASB 119* Total \$
	SASS \$	SANCS \$	SSS \$	
Net Defined Benefit Liability	(112,651)	(702,379)	33,626,060	38,432,313

* For the breakdown of the current AASB 119 figures by scheme, please refer to the full 30 June 2014 AASB 119 disclosure as provided above.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)
2013 comparative information (continued)

Reconciliation of the Defined Benefit Obligation

	SASS 1 July 2012 to 30 June 2013 \$	SANCS 1 July 2012 to 30 June 2013 \$	SSS 1 July 2012 to 30 June 2013 \$	Total 1 July 2012 to 30 June 2013 \$
Present value of defined benefit obligations at beginning of the period	312,049	119,900	109,220,699	109,652,648
Current service cost	20,894	11,012	77,812	109,718
Interest cost	9,283	3,420	3,273,998	3,286,701
Contributions by participants	9,977	--	23,635	33,612
Actuarial (gains)/losses arising from changes in demographic assumptions	--	(480)	1,507,656	1,507,226
Actuarial (gains)/losses arising from changes in financial assumptions	--	(4,236)	(10,177,984)	(10,182,220)
Actuarial (gains)/losses arising from liability experience	(135,351)	115,918	(6,061,738)	(6,081,171)
Benefits paid	(235,454)	(182,176)	(4,421,497)	(4,839,127)
Taxes, premiums & expenses paid	159	(120,305)	851,382	731,236
Transfers in	--	--	--	--
Contributions to accumulation section	--	--	--	--
Past service cost	--	--	--	--
Settlements	--	--	--	--
Exchange rate changes	--	--	--	--
Present value of defined benefit obligations at end of the period	(18,443)	(56,897)	94,293,963	94,218,623

Reconciliation of the effect of the Asset Ceiling

	SASS 1 July 2012 to 30 June 2013 \$	SANCS 1 July 2012 to 30 June 2013 \$	SSS 1 July 2012 to 30 June 2013 \$	Total 1 July 2012 to 30 June 2013 \$
Adjustment for effect of asset ceiling at beginning of the period	--	--	--	--
Change in the effect of asset ceiling	--	--	--	--
Adjustment for effect of asset ceiling at end of the period	--	--	--	--

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)
2013 comparative information (continued)

The percentage invested in each asset class at reporting date:

	30 June 2013
Australian equities	30.4%
Overseas equities	26.1%
Australian fixed interest securities	6.9%
Overseas fixed interest securities	2.2%
Property	6.3%
Cash	13.1%
Other	13.0%
Total	100.0%

Level 1 - quoted prices in active markets for identical assets or liabilities. The assets in this level are listed shares; listed unit trusts.

Level 2 - inputs other than quoted prices observable for the asset or liability either directly or indirectly. The assets in this level are cash, notes, government, semi-government and corporate bonds, unlisted trusts containing where quoted prices are available in active markets for identical assets or liabilities.

Level 3 - inputs for the asset or liability that are not based on observable market data. The assets in this level are unlisted property; unlisted shares; unlisted infrastructure; distressed debt; hedge funds.

Derivatives, including futures and options, can be used by investment managers. However, each manager's investment mandate clearly states that derivatives may only be used to facilitate efficient cashflow management or to hedge the portfolio against market movements and cannot be used for speculative purposes or gearing of the investment portfolio. As such managers make limited use of derivatives.

Significant Actuarial Assumptions at the Reporting Date

As at	30 June 2013
Discount rate	3.80% pa
Salary increase rate (excluding promotional increases)	2.25% for 2013-2014; (2.95 for PSS); 2.25% pa for 2014-2015; 2.00% pa for 2015-2016 to 2019-2020; 2.50% pa thereafter
Rate of CPI increase	2.5% pa
Pensioner mortality	as per the 2012 Actuarial Investigation of the Pooled Fund

Sensitivity Analysis

The entity's total defined benefit obligation as at 30 June 2013 under several scenarios is presented below.

Scenarios A to F relate to sensitivity of the total defined benefit obligation to economic assumptions, and scenarios G and H relate to sensitivity to demographic assumptions.

	Base Case	Scenario A -1.0% discount rate	Scenario B +1.0% discount rate
Discount rate	N/A	N/A	N/A
Rate of CPI increase	N/A	N/A	N/A
Salary inflation rate	N/A	N/A	N/A
Defined benefit obligation (\$)	N/A	N/A	N/A

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)
2013 comparative information (continued)
Sensitivity Analysis (continued)

	Base Case	Scenario C +0.5% CPI increase	Scenario D -0.5% of CPI increase
Discount rate	N/A	N/A	N/A
Rate of CPI increase	N/A	N/A	N/A
Salary inflation rate	N/A	N/A	N/A
Defined benefit obligation (\$)	N/A	N/A	N/A

	Base Case	Scenario E +0.5% salary increase rate	Scenario F -0.5% Salary increase rate
Discount rate	N/A	N/A	N/A
Rate of CPI increase	N/A	N/A	N/A
Salary inflation rate	N/A	N/A	N/A
Defined benefit obligation (\$)	N/A	N/A	N/A

	Base Case	Scenario G +5% pensioner mortality rate	Scenario H -0.5% pensioner mortality rate
Discount rate	N/A	N/A	N/A
Rate of CPI increase	N/A	N/A	N/A
Salary inflation rate	N/A	N/A	N/A
Defined benefit obligation (\$)	N/A	N/A	N/A

Asset-Liability matching strategies

The Trustee monitors its asset-liability risk continuously in setting its investment strategy. It also monitors cashflows to manage liquidity requirements.

Funding arrangements

Funding arrangements are reviewed at least every three years following the release of the triennial actuarial review and was last reviewed following completion of the triennial review as at 30 June 2012. Contribution rates are set after discussions between the employer, STC and NSW Treasury. Funding positions are reviewed annually and funding arrangements may be adjusted as required after each annual review.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)
2013 comparative information (continued)
Surplus/deficit

The following is a summary of the 30 June 2013 financial position of the Fund calculated in accordance with AAS 25 "Financial Reporting by Superannuation Plans":

	SASS 30 Jun 2013	SANCS 30 Jun 2013	SSS 30 Jun 2013	Total 30 Jun 2013
Accrued benefits*	\$	\$	\$	\$
Net market value of Fund assets	(104,512)	30,989	54,945,440	54,977,429
Net (surplus)/deficit	(104,512)	(571,380)	(53,932,931)	(54,608,783)
	(104,512)	(640,391)	1,013,549	368,646

* There is no allowance for a contribution tax provision within the Accrued Benefits figure for AAS25. Allowance for contribution tax is made when setting the contribution rates.

Contribution recommendations

Recommended contribution rates for the entity are:

	SASS multiple of member contributions	SANCS % member salary	SSS multiple of member contributions
	--	--	--

Economic assumptions

The economic assumptions adopted for the 30 June 2012 actuarial investigation of the Pooled Fund are:

Weighted-Average Assumptions	
Expected rate of return on Fund assets backing current pension liabilities	8.3% pa
Expected rate of return on Fund assets backing other liabilities	7.3% pa
Expected salary increase rate (excluding promotional salary increases)	SASS, SANCS, SSS 2.7% pa (PSS 3.5% pa) for 6 years then 4.0% pa
Expected rate of CPI increase	2.5% pa

Expected contributions

	SASS Financial Year to 30 Jun 2014	SANCS Financial Year to 30 Jun 2014	SSS Financial Year to 30 Jun 2014	Total Financial Year to 30 Jun 2014
Expected employer contributions	\$	\$	\$	\$
	--	--	--	--

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

28. Provision for superannuation (continued)

2013 comparative information (continued)

Maturity profile of defined benefit obligation

The weighted average duration of the defined benefit obligation is 12.6 years.

Profit and Loss Impact

	SASS		SANCS		SSS		Total
	1 July 2012 to 30 June 2013	\$	1 July 2012 to 30 June 2013	\$	1 July 2012 to 30 June 2013	\$	
Current service cost	20,894	11,012	77,812	109,718			
Net interest	(2,882)	(20,055)	1,821,892	1,798,955			
Past service cost	--	--	--	--			
(Gains)/Loss on settlement	--	--	--	--			
Defined benefit cost	18,012	(9,043)	1,899,704	1,908,673			

Other Comprehensive Income

	SASS		SANCS		SSS		Total
	1 July 2012 to 30 June 2013	\$	1 July 2012 to 30 June 2013	\$	1 July 2012 to 30 June 2013	\$	
Actual (gains)/losses on liabilities	(135,351)	111,252	(14,732,066)	(14,756,165)			
Actual return on Fund assets less interest income	88,552	(75,093)	(6,345,509)	(6,332,050)			
Adjustment for effect of asset ceiling	--	--	--	--			
Total remeasurement in Other Comprehensive Income	(46,799)	36,159	(21,077,575)	(21,086,215)			

Transition to Revised AASB 119 Standard

At the transition date for the revised AASB119 standard, an amount is recognised in retained earnings reflecting any change in the net defined benefit liability/asset as a result of the change in the assumed rate of contribution tax. The transition date is the start of the earliest period for which comparative information is presented, which is 1 July 2012.

Adjustment on 1 July 2012

	SASS	SANCS	SSS	Total
	\$	\$	\$	\$
Net Defined Benefit Liability/(Asset)	(78,058)	(555,029)	50,785,600	50,152,513
± Adjustment to retained earnings following adoption of revised AASB119	(16,110)	(100,364)	8,753,344	8,636,870
Net Defined Benefit Liability/(Asset) after adjustment	(94,168)	(655,393)	59,538,944	58,789,383
Amount recognised in retained earnings under revised AASB119	16,110	100,364	(8,753,344)	(8,636,870)

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements for the year ended 30 June 2014

29. Investments and Associates

(a) Details of investments and associates are as follows.

Name	Principal Activities	Balance Date ¹	Ownership Interest ²		Investment Carrying Amount ³
			2014	2013	
Adskill Sofn Bhd ⁴	Vocational Education	31 December	49%	49%	160

(b) Details of investments in other companies are as follows.

Name	Principal Activities	Balance Date ¹	Ownership Interest ²		Investment Carrying Amount ³
			2014	2013	
Coffs Harbour Technology Park Ltd	Research, development and education pathways	30 June	33%	33%	175
Skilling Australia Pty Ltd	Training Provider to Defence Industries	30 June	50%	50%	--

- This note has been prepared based on the financial statements of Coffs Harbour Technology Park Ltd for the year ended 30 June 2013 (for 2014) and 30 June 2012 (for 2013); no recent financials are available in respect of the other companies.
 - The Department's ownership interest is a reflection of its voting power for the respective companies.
 - Carrying amounts for investment in these companies is based on cost.
 - The Department has made an allowance for impairment to cover its investment in the company during the year.
- In addition, the Department is involved in a small number of joint ventures which are not material.

30. Events after the Reporting Period

As a consequence of the Public Finance and Audit Amendment (TAFE Commission) Regulation 2014, under the Public Finance and Audit Act 1983, effective from 1 July 2014, TAFE will be a separate reporting entity under the Act and no longer part of the Department.

As a result TAFE's financial transactions will no longer form part of the Department's financial statements. The financial impact to the Department from the commencement of the 2014-15 financial year will be a reduction in net assets of \$4,540m.

During 2013-2014, the Department recognised all TAFE revenues and expenses, as well as accounting for the elimination of transactions between the Department and TAFE. If TAFE had been a separate entity and these transactions were not recognised, the Department's revenues would increase by \$1,357m and expenses decrease by \$1,768m, impact on net result would be decrease of \$129,35m.

As a consequence of the Administrative Arrangements (Miscellaneous Agencies) Order 2014, effective from 1 July 2014, the Sport and Recreation portfolio of the Office of Communities within the Department has transferred to the Office of Sport. The order also transferred responsibility for the Office of Veteran's Affairs and the Anzac Memorial Building Trust to the Department of Premier and Cabinet. The financial impact for the Department will be minimal.

DEPARTMENT OF EDUCATION AND TRAINING (including TAFE Commission)
Notes to and forming part of the Financial Statements

30. Events after the Reporting Period (continued)

The separation of both agencies mentioned above does not result in any impact on the financial statements for the year ended 30 June 2014.

To ensure that all employees of General Government sector agencies within the Education and Communities Cluster are consistently treated and funded for long service and superannuation (or defined benefit schemes), effective from 1 July 2014, the Treasurer has approved the Crown Finance Entity's acceptance of long service leave and State Superannuation scheme defined benefit liabilities that relate to the Adult English Migrant Service. This will result in a reduction in liabilities of \$39.39m and assets of \$0.96m.

End of audited financial statements

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Appendix 1:

Legislation and legal change

This appendix sets out the Acts administered by the Minister for Education, Minister for Citizenship and Communities and Minister for Aboriginal Affairs as at 31 December 2014 and the Minister for Sport and Recreation and Minister for Veterans' Affairs as at 30 June 2014. Subordinate legislation is not listed. All Acts, Regulations and other statutory instruments can be accessed via the NSW Government's legislation website (www.legislation.nsw.gov.au).

Education

The Minister for Education administers the following Acts:

- *Apprenticeship and Traineeship Act 2001*
- *Australian Catholic University Act 1990*
- *Board of Studies, Teaching and Educational Standards Act 2013* (commenced 24 February 2014)
- *Charles Sturt University Act 1989*
- *Children (Education and Care Services National Law Application) Act 2010*
- *Children (Education and Care Services) National Law (NSW)*
- *Children (Education and Care Services) Supplementary Provisions Act 2011*
- *Education Act 1990*
- *Education (School Administrative and Support Staff) Act 1987*
- *Higher Education Act 2001*
- *Higher Education (Amalgamation) Act 1989*
- *Macquarie University Act 1989*
- *Moree and District War Memorial Educational Centre Act 1962*
- *Parents and Citizens Associations Incorporation Act 1976*
- *Saint Andrew's College Act 1998*
- *Sancta Sophia College Incorporation Act 1929*
- *Skills Board Act 2013*
- *Southern Cross University Act 1993*
- *Teacher Accreditation Act 2004*
- *Teaching Service Act 1980*
- *Technical and Further Education Commission Act 1990*
- *Technical Education Trust Funds Act 1967*
- *Universities Governing Bodies Act 2011*
- *University of New England Act 1993*
- *University of New South Wales Act 1989*
- *University of Newcastle Act 1989*
- *University of Sydney Act 1989*
- *University of Technology, Sydney, Act 1989*
- *University of Western Sydney Act 1997*
- *University of Wollongong Act 1989*
- *Vocational Education and Training (Commonwealth Powers) Act 2010*
- *West Scholarships Act 1930*
- *Women's College Act 1902.*

The following Acts were amended during 2014:

- The *Board of Studies, Teaching and Educational Standards Act 2013* was amended by the *Statute Law (Miscellaneous Provisions) Act 2014*.

- The *Charles Sturt University Act 1989*, *Macquarie University Act 1989*, *Southern Cross University Act 1993*, *University of New England Act 1993*, *University of New South Wales Act 1989*, *University of Newcastle Act 1989*, *University of Sydney Act 1989*, *University of Technology, Sydney, Act 1989*, *University of Western Sydney Act 1997* and *University of Wollongong Act 1989* were amended by the *Universities Legislation Amendment (Regulatory Reforms) Act 2014* to reduce the degree of direct regulation of universities by the government regarding key aspects of financial management, land dealings and governing body procedures.
- The *Civil and Administrative Legislation (Repeal and Amendment) Act 2013*:
 - amended the *Apprenticeship and Traineeship Act 2001* to revise procedures for reviews and appeals conducted under the Act; these amendments commenced on 1 January 2014
 - made minor amendments to the *Children (Education and Care Services National Law Application) Act 2010*, *Children (Education and Care Services) Supplementary Provisions Act 2011*, *Education Act 1990*, *Education (School Administrative and Support Staff) Act 1987*, *Higher Education Act 2001*, *Teacher Accreditation Act 2004* and *Teaching Service Act 1980* to reflect the establishment of the Civil and Administrative Tribunal; these amendments commenced on 1 January 2014.
- The *Education Act 1990* was also amended by the:
 - *Education Amendment (Government Schools) Act 2014*, to enable the Board of Studies, Teaching and Educational Standards to provide advice to the Minister on the compliance of government schools with similar requirements to those required for the registration of non-government schools
 - *Education Amendment (Not for Profit Non-Government School Funding) Act 2014*, to strengthen the rules around the funding of non-government schools.
- The *Institute of Teachers Act 2004* became the *Teacher Accreditation Act 2004* by virtue of the *Board of Studies, Teaching and Educational Standards Act 2013*. A number of small amendments were made to the *Teacher Accreditation Act 2004* at the same time.
- The *Parents and Citizens Associations Incorporation Act 1976* was amended by the *Parents and Citizens Associations Incorporation Amendment Act 2014*, to create a new governance structure for the Federation of Parents and Citizens Association, including a requirement that only parents and carers with a child currently enrolled in a government school are able to hold office in the federation.
- The *Teacher Accreditation Act 2004* was amended by the *Board of Studies, Teaching and Educational Standards Act 2013* to make a number of minor changes following the board's establishment.
- The *Teaching Service Act 1980* was amended by the *Teaching Service Amendment (Transfers) Act 2014*, to provide the Secretary with the power to transfer teaching staff.

Citizenship and communities

The Minister for Citizenship and Communities administers the following Acts:

- *Commission for Children and Young People Act 1998*
- *Multicultural NSW Act 2000* (jointly with the Premier)
- *Youth Advisory Council Act 1989*.

The *Community Relations Commission and Principles of Multiculturalism Act 2000* was renamed the *Multicultural NSW Act 2000* in the *Multicultural NSW Legislation Amendment Act 2014*.

The new Act gives greater emphasis to the need for all citizens of NSW, regardless of nationality, cultural origin or religious affiliation, to have a collective responsibility to work together for their common welfare and future as Australians.

Veterans' Affairs

The Minister for Veterans' Affairs administers the following Acts:

- *Anzac Memorial (Building) Act 1923* (jointly with the Premier)
- *Returned and Services League of Australia (New South Wales Branch) Incorporation Act 1935* (jointly with the Premier)

The Office of Veterans' Affairs ceased being part of the Department of Education and Communities cluster on 30 June 2014. Accordingly, no legislative changes relating to Acts allocated for administration to the Minister for Veterans' Affairs have been reported from that date.

Aboriginal affairs

The Minister for Aboriginal Affairs administers the *Aboriginal Land Rights Act 1983*.

Minor amendments were made to this Act by the *Statute Law (Miscellaneous Provisions) Act 2014* and *Civil and Administrative Legislation (Repeal and Amendment) Act 2013*.

Sport and recreation

The Minister for Sport and Recreation administers the following Acts:

- *Combat Sports Act 2008*
- *Crown Lands Act 1989* (jointly with the Premier, Minister for Planning and Minister for Natural Resources)
- *Institute of Sport Act 1995*
- *Motor Vehicle Sports (Public Safety) Act 1985*
- *Mount Panorama Motor Racing Act 1989*
- *Sporting Bodies' Loans Guarantee Act 1977*
- *Sporting Venues Authorities Act 2008*
- *Sydney Cricket and Sports Ground Act 1978*
- *Sydney Olympic Park Authority Act 2001*.

The *Civil and Administrative Legislation (Repeal and Amendment) Act 2013* made minor amendments to the *Combat Sports Act 2008*, *Motor Vehicle Sports (Public Safety) Act 1985* and *Mount Panorama Motor Racing Act 1989*.

Sport and Recreation ceased being part of the Department of Education and Communities cluster on 30 June 2014. Accordingly, no legislative changes relating to Acts allocated for administration to the Minister for Sport and Recreation have been reported from that date.

Judicial decisions

There were no judicial decisions involving the Department of Education and Communities decided during 2014 that had a significant new impact on our operations.

Appendix 2: Economic and other matters affecting the department

This appendix includes the department's response to significant matters in the statutory audit report and outlines the major economic and other factors affecting the operational objectives of the department.

Audit matters

The NSW Auditor-General expressed an unmodified opinion on the department's 2013/14 financial statements and did not identify any significant matters.

Early childhood

NSW recently signed a one-year National Partnership Agreement with the Commonwealth Government on Universal Access to Early Childhood Education and Care. This succeeds two former national partnerships, the most recent of which expired at the end of 2014. Ongoing delivery of the state's early childhood education programs relies on continued Commonwealth support beyond the expiry of this agreement at the end of 2015. The Productivity Commission, in its inquiry into childcare and early childhood learning, recommended that the Commonwealth continue to provide funding to support universal access to preschool programs.

The Productivity Commission's report was released on 20 February 2015. Should the Commonwealth adopt the report's key recommendations, there are several that would have significant implications for NSW, particularly with regard to funding and regulation. The Commonwealth has not yet responded to the report.

National Education Reform Agreement

The NSW Government remains committed to the National Education Reform Agreement. The agreement with the Commonwealth is worth an additional \$3.27 billion over the six years to 2019 above indexation. It supports the state's education reforms, including Great Teaching, Inspired Learning; Local Schools, Local Decisions; Connected Communities; and the Rural and Remote Education blueprint. However, the Commonwealth has indicated it will cease the agreement after 2017, along with lower indexation, which represents a reduction of \$1.27 billion over two years.

Students with disability

The More Support for Students with Disabilities National Partnership will cease in 2015. This national partnership provided an additional \$72 million for NSW public schools over three and a half years. It has supported implementation of a range of projects agreed with the Commonwealth under the NSW reform initiative, Every Student, Every School, to strengthen educational experiences and outcomes for students with disability. This includes the development and implementation of ongoing professional learning and support strategies for teachers, as well as work to support the implementation, in all schools from 2015, of the annual Nationally Consistent Collection of Data on School Students with Disability. This data collection will be used to inform future national funding policy for students with disability.

School enrolment pressures

Enrolment pressures at government schools have increased in recent years due to a number of factors, such as:

- denser and infill residential development in metropolitan areas, especially along major rail and road corridors
- more families staying closer to city centres
- sustained birth rates and higher levels of migration.

Smart and Skilled

During 2014, the department implemented the key elements of the government's Smart and Skilled reforms to the vocational education and training (VET) system, in preparation for the commencement of new arrangements on 1 January 2015. The Smart and Skilled reforms reflect the NSW Government's priorities for VET, to ensure high-quality training, greater competition and more choice of providers for consumers.

Under Smart and Skilled, eligible students will have an entitlement to a qualification up to and including certificate III through approved public, private and community providers; and may also be able to access subsidised training in higher qualifications. The reform aligns training delivery more closely with the economic needs of the state through a Skills List, which will be reviewed annually. It is supported by transparent fees and subsidies and a new quality framework. In October 2014, more than 300 providers were contracted to deliver training under Smart and Skilled in 2015.

The NSW Skills Board, which is supported by the department, provided independent, strategic advice to the government on the Smart and Skilled reforms and is responsible for ongoing advice on the VET system in NSW.

The National Partnership Agreement on Skills Reform provides up to \$560 million to NSW over five years and is a key funding source for the NSW Smart and Skilled VET reforms. The agreement is scheduled to cease in 2017.

National Workforce Development Fund

The Commonwealth's National Workforce Development Fund ceased in 2014. Currently around \$77 million in Commonwealth and enterprise funding is spent for approximately 20,000 training places in NSW each year. Withdrawal of the fund will increase training demand on the state's publicly funded training system.

Apprenticeships and traineeships

The department approved 62,171 training contract applications in the 12 months to 31 August 2014, which was a decrease of 16.0 per cent compared to the previous year. Apprenticeship application approvals decreased by 6.1 per cent and traineeship application approvals decreased by 19.5 per cent. This decline can be partially attributed to the withdrawal of Commonwealth incentives for existing worker trainees. In addition, there has been a national downturn in apprenticeship numbers due to a softening in the mining sector, which also affected associated manufacturing and service industries.

Separation of TAFE NSW from the department

From 1 July 2014, the Technical and Further Education Commission (TAFE NSW) became a separate government agency. TAFE NSW will be preparing a separate annual report (as a statutory body under Schedule 2 of the *Public Finance and Audit Act 1983*) for future years.

The employment arrangements of senior TAFE NSW staff were changed in line with the *Government Sector Employment Act 2013*. Amendments to the *Technical and Further Education Commission Act 1990* clarified the employment arrangements of the Managing Director of TAFE NSW, with effect from 4 July 2014. The TAFE Commission (Senior Executives) Staff Agency was established as a NSW Public Service agency responsible to the Minister for Education, from 12 December 2014.

Separation of Sport and Recreation and Veterans' Affairs

From 1 July 2014, the Sport and Recreation and Veterans' Affairs divisions were transferred to the Premier and Cabinet cluster. Veterans' Affairs' operations will be included within the Department of Premier and Cabinet's annual report and financial statements from 2014/15. The operations of the former Sport and Recreation division will be included within the Office of Sport's annual report and financial statements from 2014/15.

Learning Management and Business Reform

The Learning Management and Business Reform (LMBR) program is modernising the way the department manages and delivers student enrolment and administration, learning management, support services, finance and human resources to schools, TAFE NSW and the department's corporate offices.

A number of issues were encountered by schools during deployment to 229 pilot schools in 2013. In 2014, the department established an internal task force, engaged additional support staff to help schools adopt the new processes and tools and delivered upgrades and fixes to the Student Management and Schools Finance systems. A range of valuable lessons have been learnt from the 229 schools' deployment, which are informing planning for future deployments to the remaining schools. All TAFE NSW institutes received a new HR/payroll solution by January 2014. While there were some delays in delivering the TAFE Student Administration and Learning Management upgrades and the new finance solution, all were deployed by October 2014.

Appendix 3: Human resources

This appendix provides data on the number of officers and staff employed by the department, commentary on our personnel policy and practices, movement in wages and our organisational structure.

In 2014, the department employed 98,973 full-time equivalent (FTE) staff. This includes staff from TAFE NSW and Sport and Recreation and Veterans' Affairs. Over 70 per cent of the department's staff were teachers in NSW public schools and TAFE NSW institutes.

Table 8: Number of full-time equivalent staff (2011 to 2014)

	June 2011	June 2012	June 2013	June 2014
Teachers (schools)	61,144	61,664	61,904	62,169
Educational support (schools)	18,045	18,330	18,176	18,507
Educational support (state and regional offices)	3,290	3,386	3,173	2,947
Corporate services (core and non-core)	2,075	2,124	2,052	2,053
Educational support (TAFE NSW)	4,153	4,161	3,896	3,611
Teachers (TAFE NSW)	10,422	10,234	9,642	8,853
Adult Migrant English Service and National Art School	155	29	20	20
Early childhood education and care	101			
Office of Communities	946	922	903	813
Total	100,330	100,849	99,766	98,973

Source: NSW Public Sector Workforce Profile as at 30 June each year. Notes: Includes FTE permanent, temporary and casual staff. Due to rounding, figures may not add up to the totals shown. Educational support (state and regional offices) includes 164 FTE (2011), 143 FTE (2012), 98 FTE (2013) and 135 FTE (2014) staff employed to deliver the Commonwealth initiatives, Building the Education Revolution and Digital Education Revolution. Early Childhood Education and Care staff joined the department in April 2011 from the (former) Department of Human Services. From 2012, these staff joined the Office of Education and are reported within the relevant service group for their role. The Office of Communities became part of the department in April 2011 and is included in these figures.

Primary school teachers

Table 9: Teaching service staff – Primary teachers in NSW public schools (2014)

	Female			Male			Total number	
	Number	% of total	% of total at this level	Number	% of total	% of total at this level	Number	% of grand total
Classroom teachers	15,847	78.6%	84.0%	3,019	65.2%	16.0%	18,866	76.1%
Assistant principals	2,913	14.5%	78.6%	791	17.1%	21.4%	3,704	14.9%
Deputy principals	354	1.8%	77.6%	102	2.2%	22.4%	456	1.8%
Primary principal class 6	143	0.7%	83.1%	29	0.6%	16.9%	172	0.7%
Primary principal class 5	287	1.4%	64.3%	159	3.4%	35.7%	446	1.8%
Primary principal class 4	247	1.2%	57.4%	183	4.0%	42.6%	430	1.7%
Primary principal class 3	181	0.9%	53.9%	155	3.3%	46.1%	336	1.4%
Primary principal class 2	138	0.7%	49.6%	140	3.0%	50.4%	278	1.1%
Primary principal class 1	36	0.2%	41.9%	50	1.1%	58.1%	86	0.3%
Executive principals (Connected Communities)	3	0.0%	50.0%	3	0.1%	50.0%	6	0.0%
Total	20,149	100.0%	81.3%	4,631	100.0%	18.7%	24,780	100.0%
Total primary principals	1,035	5.1%	59.0%	719	15.5%	41.0%	1,754	7.1%
Total promoted	4,302	21.4%	72.7%	1,612	34.8%	27.3%	5,914	23.9%

Source: NSW Public Sector Workforce Profile as at 30 June 2014. Notes: Teachers on leave without pay for 12 months or more at 30 June 2014 are not included in the table.

Secondary school teachers

Table 10: Teaching service staff – Secondary teachers in NSW public schools (2014)

	Female			Male			Total number	
	Number	% of total	% of total at this level	Number	% of total	% of total at this level	Number	% of grand total
Classroom teachers	10,518	80.4%	59.2%	7,234	75.0%	40.8%	17,752	78.1%
Head teacher/district guidance officer	2,070	15.8%	54.0%	1,766	18.3%	46.0%	3,836	16.9%
Deputy principals	317	2.4%	44.0%	403	4.2%	56.0%	720	3.2%
Secondary principal class 2	101	0.8%	40.7%	147	1.5%	59.3%	248	1.1%
Secondary principal class 1	75	0.6%	44.6%	93	1.0%	55.4%	168	0.7%
Executive principals	3	0.0%	30.0%	7	0.1%	70.0%	10	0.0%
Total	13,084	100.0%	57.6%	9,650	100.0%	42.4%	22,734	100.0%
Total secondary principals	179	1.4%	42.0%	247	2.6%	58.0%	426	1.9%
Total promoted	2,566	19.6%	51.5%	2,416	25.0%	48.5%	4,982	21.9%

Source: NSW Public Sector Workforce Profile as at 30 June 2014. Notes: Teachers on leave without pay for 12 months or more at 30 June 2014 are not included in the table. Nine out of 10 of the executive principals are located in Connected Communities schools.

Primary and secondary school teachers

Table 11: Teaching service staff – Primary and secondary teachers in NSW public schools (2014)

	Female			Male			Total number	
	Number	% of total	% of total at this level	Number	% of total	% of total at this level	Number	% of grand total
Total teaching staff	33,233	100.0%	69.9%	14,281	100.0%	30.1%	47,514	100.0%
Total principals	1,214	3.7%	55.7%	966	6.8%	44.3%	2,180	4.6%
Total promoted	6,868	20.7%	63.0%	4,028	28.2%	37.0%	10,896	22.9%

Source: NSW Public Sector Workforce Profile as at 30 June 2014. Notes: Teachers on leave without pay for 12 months or more at 30 June 2014 are not included in the table.

Part-time school teachers

Table 12: Part-time school teachers in NSW public schools (2014)

	Female			Male			Total		
	Number (and % of total)	FTE	Average FTE	Number (and % of total)	FTE	Average FTE	Total and %	FTE	Average FTE
Primary classroom teachers	9,938 (92.6%)	5,289.2	0.5	790 (7.4%)	443.8	0.6	10,728 (100.0%)	5,732.9	0.5
Primary promoted teachers	373 (96.9%)	233.1	0.6	12 (3.1%)	7.8	0.7	385 (100.0%)	240.9	0.6
Total primary	10,311 (92.8%)	5,522.3	0.5	802 (7.2%)	451.6	0.6	11,113 (100.0%)	5,973.8	0.5
Secondary classroom teachers	4,469 (81.0%)	2,594.9	0.6	1,045 (19.0%)	627.3	0.6	5,514 (100.0%)	3,222.2	0.6
Secondary promoted teachers	134 (85.4%)	89.2	0.7	23 (14.6%)	16.3	0.7	157 (100.0%)	105.5	0.7
Total secondary	4,603 (81.2%)	2,684.1	0.6	1,068 (18.8%)	643.6	0.6	5,671 (100.0%)	3,327.7	0.6
Grand total	14,914 (88.9%)	8,206.4	0.6	1,870 (11.1%)	1,095.1	0.6	16,784 (100.0%)	9,301.5	0.6

Source: NSW Public Sector Workforce Profile as at 30 June 2013. Notes: Teachers on leave without pay for 12 months or more are not included in the table. Average FTE (rounded to one decimal place) is calculated by dividing the total FTE by the number of teachers.

Strategic planning

The department's Strategic Human Resources Plan 2012-2017 aligns human resources planning with both the departmental strategic plan and NSW Government priorities. Support tools, including the implementation guide, provide business units with guidance on ways to implement the plan at the local level.

Government Sector Employment Act 2013

The *Government Sector Employment Act 2013* (GSEA) commenced in February 2014, replacing the *Public Sector Employment and Management Act 2002*.

The new Act introduced reforms to the structure and management of the NSW public sector. It is the centrepiece of a suite of reforms that provide the foundation for a modern, capable and high-performing workforce delivering excellent customer service and building rewarding careers.

Two important areas of reform include changes to the executive structure of the public service and changes to the employment arrangements and management practices that apply more generally to non-executive employees of the department.

The Act enables staggered implementation dates and transition periods for some of the larger areas of change, including implementation of the capability framework, recruitment methods and senior executive reforms. The department is also working closely with the Public Service Commission to ensure new systems and processes comply with, and are aligned to, the intention of the Act.

The implementation of new executive structures, required under the senior executive reform, is to be completed by 23 February 2017. The department aims to complete the implementation earlier, with a target date of 27 November 2015.

Capability development

The new NSW Public Sector Capability Framework describes the capabilities and associated behaviours expected of all NSW public sector employees, from entry-level to executive staff. The department is currently embedding the framework across a range of workforce management and professional development activities and ensuring recruitment process are compliant with the GSEA, capability-focused and aligned with the capability framework.

The NSW Performance Development Framework sets the approach for managing all aspects of employee performance in the NSW public sector. The department has aligned existing performance management systems and processes with the framework, developed resources and updated procedures to support the implementation. The framework will also complement the wide-ranging reforms of the Great Teaching, Inspired Learning initiative, which were introduced in 2013.

The performance development framework process will include:

- preparing relevant and achievable individual performance development plans
- setting professional goals annually
- sourcing and supporting professional learning
- identifying evidence of professional progress
- engaging in reflection and feedback to refine goals and learning.

There are a number of performance development schemes within the department that apply to different categories of staff, including school teachers, non-teaching staff in schools, TAFE NSW and corporate staff.

From September 2013 to April 2014, a pilot program introduced performance development for non-teaching staff in 24 schools. The feedback from the 72 participants was positive, with

participants keen to be involved. In 2014, five briefings were held for non-teaching school staff to help with the requirements of the new framework, including preparing a performance development plan. Resources were also provided to support the process. A further 21 briefings were delivered for corporate staff, including senior executives.

The department and the NSW Teachers Federation reached an agreement, as part of the Terms of Settlement (27 November 2013) for the *Salaries and Conditions Award 2014-2016* for teachers in the NSW Teaching Service, on a performance and development framework for principals, executives and teachers. This will replace previous processes outlined under the Teacher Assessment and Review, Executive Assessment and Review, Principal Assessment and Review, and Officer Assessment and Review schedules. The overarching purpose of the new performance and development process is to support the ongoing improvement of student outcomes through continuous development of a skilled, effective and professional teaching workforce. Throughout 2014, the department and the NSW Teachers Federation worked together to finalise the framework, which will be implemented in 2015.

In 2015, the department will support the embedding of the capability framework and performance development framework with our processes through information briefings, updated policy and resources.

The TAFE NSW Commission Board has overseen a draft TAFE NSW Teaching and Learning Standards Framework, which is aligned to the NSW Public Sector Capability Framework and supports compliance with the national standards for registered training organisations. Fifteen staff from the department and TAFE NSW institutes commenced the Building our Future Leadership Program, delivered by the Australian Catholic University.

Organisational change

In 2014, 358 staff accepted offers of voluntary redundancy, including 237 TAFE NSW staff (up to 30 June 2014). Three excess employees were made forcibly redundant under the government's Managing Excess Employees Policy. The department coordinated support for employees affected by organisational change through a dedicated change coordination unit and support to increase placement opportunities. Support for excess employees included development of individual redeployment plans and provision of case management services to assist in their search for redeployment opportunities.

Flexible work practices

The department offers a wide range of flexible work practices to assist staff balance their work and other responsibilities more effectively. Flexible work practices are also recognised as an important means to address work-life balance for staff with carer responsibilities and work-related adjustment needs for staff with disability.

During 2014, 59,852 staff (83.6 per cent of whom were women) accessed flexible work options, including permanent and temporary part-time work, job sharing, leave without pay and varying flexible hour arrangements. An additional 43,095 staff (77 per cent of whom were women) took short-term absences for family and community responsibilities.

Leave administration

Directors and managers worked with staff towards reducing all recreation leave balances below 35 days by 30 June 2014.

The Human Resources division wrote to school principals regarding atypical sick leave patterns for around 7,684 school teachers. By the end of 2014, 1.5 per cent of identified teachers were assessed as requiring further action. Where the principal determined it appropriate, staff were requested to provide a medical certificate for all future periods of sick leave taken in a 12-month period.

Staff performance and conduct

The department supported supervisors to effectively manage the performance and conduct of staff through training, advice and oversighting improvement programs. During 2014, the Employee Performance and Conduct division investigated allegations of misconduct, including corrupt conduct, financial and academic fraud and maladministration and child protection allegations.

Wages and salaries

Department of Education and Communities:

- In January 2014, teachers, principals, executive and other related staff received an increase of 2.27 per cent under the *Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2014*.
- In January 2014, Adult Migrant English Service teachers and related employees received an increase of 2.27 per cent under the *Crown Employees NSW Adult Migrant English Service (Teachers and Related Employees) Award 2014*.
- In April 2014, chief education officers received an increase of 2.27 per cent, effective from January 2014, under the *Crown*

Employees (Chief Education Officers – Department of Education and Communities) Salaries and Conditions Award 2014.

- In August 2014, public service and school administrative and support staff received an increase of 2.27 per cent, effective from July 2014, under the *Crown Employees (Public Sector – Salaries 2008) Award*.

TAFE NSW (1 January 2014 – 30 June 2014):

- In January 2014, TAFE teachers and related employees received an increase of 2.27 per cent under the *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2013*.
- In January 2014, institute managers received an increase of 2.5 per cent under the *TAFE Commission of NSW Institute Managers Enterprise Agreement 2013*.
- In January 2014, teachers in TAFE NSW children's centres received an increase of 2.5 per cent under the *TAFE Commission of NSW Teachers in TAFE Children's Centres Enterprise Agreement 2013*.

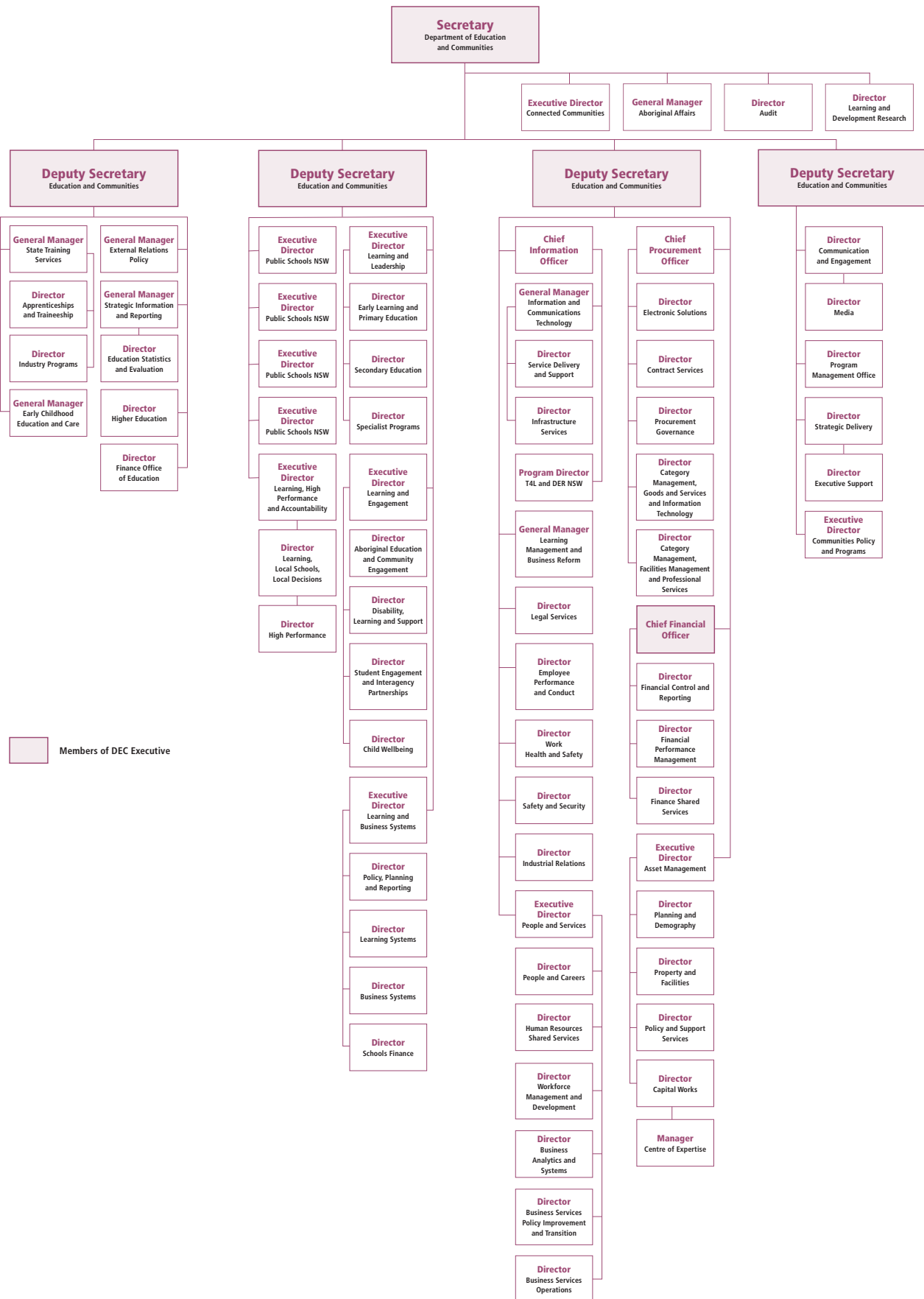
Senior executive service

The Statutory and Other Officers Remuneration Tribunal (SOORT) made its annual determination in relation to the senior executive service (SES) remuneration packages in July 2014. SOORT determined a 1.88 per cent increase for SES officers, effective from July 2014.

The increase represents an adjusted rate to ensure, in accordance with the NSW Government wages policy, that remuneration package ranges do not increase by more than 2.5 per cent over a 12-month period. The 2014 annual determinations are effective from 1 July, rather than 1 October, at which date previous annual determinations have taken effect.

Department of Education and Communities organisational chart

As at 31 December 2014



Appendix 4: Senior executives

This appendix details the number of Public Service senior executives (PSEs) employed in each band and assigned to roles within the department, including transitional former SES executives

who are deemed PSEs under the Government Sector Employment Act 2013 pending the implementation of senior executive reform.

Number of Public Service senior executives

Table 13: Number of Public Service senior executives employed in each band (as at 30 June 2014)

Band	Female	Male
Band 4 (Secretary)	1	0
Band 3 (Deputy Secretary)	3	4
Band 2 (Executive Director)	20	19
Band 1 (Director)	12	22
Total	36	45

Band	Range \$	Average remuneration June 2014
Band 4 (Secretary)	\$422,501 – \$488,100	\$531,100
Band 3 (Deputy Secretary)	\$299,751 – \$422,500	\$371,726
Band 2 (Executive Director)	\$209,801 – \$299,750	\$261,871
Band 1 (Director)	\$167,100 – \$238,300	\$217,778

Note: The average remuneration includes the amount payable as a recruitment allowance to approved executives in addition to their remuneration within the band range.

Appendix 5: Consultants

This appendix discloses the nature and purpose of consultants engaged by the department in 2014. This includes individuals or organisations engaged under contract to provide recommendations and/or high-level

specialist or professional advice to management. It does not include contractors, casual or temporary staff employed or engaged by the department. The department paid \$358,487 in consultants' fees in 2014.

Table 14: Payments to consultants for engagements greater than \$50,000 (1 January to 31 December 2014)

Name of consultant	Title of project	Purpose of consultancy	Actual cost
Deloitte Access Economics	SCAN/Preschool Disability Support Program research document	Finance, accounting or tax	\$60,809
Massaro Consulting Pty Ltd	TAFE NSW Governance	Management services	\$86,856
Phillips KPA Limited	Evaluation of the Development and Implementation of Tertiary Pathways Degree Courses	Organisational Review	\$74,490
The Hackett Group Australia Pty Ltd	Strategic Organisational Review	Organisational review	\$149,600
Total cost of consultancies greater than \$50,000			\$371,755

Table 15: Payments to consultants for engagements less than \$50,000 (1 January to 31 December 2014)

Purpose of consultancy	Total number of engagements	Total cost
Management services	2	\$7,013
Organisational review	1	\$6,719
Total cost of consultancies less than \$50,000		\$13,732

Source: Finance directorate. Notes: Detail above includes a combination of audited and unaudited financial information.

Appendix 6: Overseas travel

This appendix presents the number of overseas visits undertaken by officers and employees of the department and the main purpose of these visits.

Table 16: Number of overseas visits undertaken by officers and employees (1 January to 31 December 2014)

Purpose of visit	Description	Number of visits			Total number of staff
		Number of commercial or externally funded visits	Number of self or community funded visits	Number of visits funded by the department	
Conferences and professional development	Staff members who travel overseas to attend and/or present at conferences or participate in study tours.	29 (5d)	8	26	63
Educational exports	Staff members who travel overseas to manage partnerships, contracts, programs, quality assurance or assessment of students.	21 (1d)	0	20	41
Exchange programs	Staff members who travel overseas on a professional or teacher exchange program.	0	21	0	21
International student recruitment	Staff members who travel overseas to recruit inbound full-fee-paying international students to the NSW school sector or TAFE NSW.	3	1	25	29
Market development and client engagement	Staff members who travel overseas for international marketing purposes, development of business relationships, engagement with clients and contract management.	0	0	0	0
Professional scholarship programs	Staff members awarded scholarships to further their professional skills and knowledge.	10	12 (12s)	1	23
Student excursions	Staff members who accompany students on excursions overseas to increase cultural understanding or attend commemoration ceremonies.	68	229 (23s)	12	309

Source: Department of Education and Communities, Human Resources division. Notes: Figures in brackets indicate the number of trips where a contribution to the cost was made by the department (d) or an external source (s). Due to the separation of TAFE NSW, Sport and Recreation and Veterans' Affairs, data may not be comparable with previous years.

Appendix 7: Workforce diversity

This appendix provides a summary of achievements of the department's workforce diversity programs and initiatives implemented in 2014. This includes achievements specifically relating to the teaching service¹.

The department's Workforce Diversity Plan 2012-2017 provides a strategic framework for building a workforce that reflects the diversity of our students, families and communities. Our vision is for an organisation free from all discrimination, recruited and promoted on merit and representative of the wider NSW community.

Diversity in our department primarily refers to the groups that tend to be under-represented in the workforce, including:

- women in senior leadership roles
- Aboriginal people
- people with disability
- people from non-English speaking backgrounds and members of racial, ethnic and ethno-religious minority groups
- young people (under 25).

Table 17: Trends in representation of equal employment opportunity groups as a proportion of the total number of staff (2010 to 2014)

	NSW Government benchmark	2010	2011	2012	2013	2014
Women	50.0%	73.0%	73.2%	73.4%	74.1%	74.7%
Aboriginal people	2.6%	2.5%	2.8%	3.2%	3.2%	3.4%
People whose first language spoken as a child was not English	19.0%	11.0%	11.1%	11.2%	11.3%	11.4%
People with disability	N/A	4.0%	3.6%	3.5%	3.4%	3.2%
People with disability requiring adjustment at work	1.5%	1.1%	1.0%	1.0%	0.9%	0.8%
Total number of staff	-	97,774	99,891	101,644	101,563	100,964

Source: NSW Public Sector Workforce Profile as at 30 June each year. Notes: Data for 2012-2014 include the Office of Communities, which became part of the department in April 2011. Pre-2012 data does not include the Office of Communities. Representation of EEO groups is calculated as the estimated number of staff in each group divided by the total number of staff. These statistics, except those for women, have been weighted to estimate the representation of EEO groups in the workforce, where EEO survey response rates were less than 100 per cent. The total number of staff is based on a headcount of permanent and temporary employees.

Table 18: Trends in distribution of equal employment opportunity groups (2010 to 2014)

	NSW Government benchmark	2010	2011	2012	2013	2014
Women	100	91	91	92	92	92
Aboriginal people	100	78	78	77	80	80
People whose first language spoken as a child was not English	100	103	103	103	103	103
People with disability	100	99	99	98	98	98
People with disability requiring adjustment at work	100	104	104	104	104	104

Source: NSW Public Sector Workforce Profile as at 30 June each year. Notes: Data for 2012-2014 include the Office of Communities, which became part of the department in April 2011. Pre-2012 data does not include the Office of Communities. A distribution index of 100 indicates that the centre of the distribution of the EEO groups across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. A distribution index based on an EEO survey response rate of less than 80 per cent may not be completely accurate. The 2014 EEO survey response rate was around 73 per cent.

¹The department promotes equal employment opportunities (EEO) initiatives to all staff. In line with clause 10 of the Annual Reports (Departments) Regulation 2010, achievements specifically relating to the teaching service have been included in the subsections in this appendix, the tables relating to primary and secondary school teachers in Appendix 3 and in other relevant appendices. The Workforce Diversity Plan 2012-2017 and the Aboriginal Human Resources Development Plan 2012-2017 will continue to be promoted across the department, including to the teaching service.

In 2014, the proportion of women employed across all salary levels of the department's workforce has remained steady, with women making up 74.7 per cent of our (permanent and temporary) workforce as at 30 June.

Aboriginal staff represented 3.4 per cent of our workforce in 2014, exceeding the NSW Government benchmark of 2.6 per cent.

In 2014, the representation of staff from non-English speaking backgrounds increased to 11.4 per cent.

The representation of people with disability requiring work-related adjustments has declined slightly to 0.8 per cent. This is consistent with the trend across the NSW public sector and the Commonwealth Government public sector workforce. However, data on the actual number of people with disability employed in our workforce can be unreliable because staff may choose not to disclose information about disability. The department is collaborating with the NSW Public Service Commission to improve the measurement and collection of diversity data in the future.

Creating opportunities for women

The department implemented a range of leadership development initiatives to increase the representation of women in senior leadership roles. These initiatives were aligned to the NSW Public Sector's Women's Strategy and included the following:

- The Executive Development Program for Women targeted women in senior officer and executive roles. Eleven women participated in the program, which started in August 2013 and concluded in February 2014.
- The Springboard Women's Development Program targeted women in grade 7/8 to 11/12 roles. The program ran from May to August 2014, with 26 women participating.

- The department promoted the Drive Your Career program, coordinated by the NSW Institute of Public Administration Australia. The program commenced with a one-day conference, followed by a 12-week career development program using the My Mentor resource.
- The department supports the Women in Educational Leadership Network, an incorporated body that provides a forum for women in teaching and learning roles to develop leadership skills and progress their careers.
- The department supports the use of flexible work arrangements, such as job-share, to support the ongoing career development of women.
- Twenty-two female staff members from TAFE NSW – Riverina Institute attended a Worker Health and Safety Incident Investigation and Analysis workshop.
- The TAFE NSW Commission Board sponsored nine female staff from central units and TAFE institutes to participate in the TAFE NSW Building our Future Leadership program, to develop the leadership skills of female staff. The board also hosted two tables at United Nations for Women Australia – International Women's Day Breakfast on 7 March 2014. This is an annual event held to raise funds for programs to provide assistance for women at risk all over the world.

Creating opportunities for Aboriginal staff

The department's Aboriginal Human Resources Development Plan 2012-2017 is a five-year commitment to increase employment, retention and leadership development opportunities for Aboriginal staff. Achievements in 2014 included the following:

- The department appointed 132 Aboriginal teachers to permanent positions during the 2014 staffing operation. We offered 75 scholarships in 2014 to Aboriginal students to train as school teachers, with 73 being accepted.

- There are designated school administrative and support staff positions for Aboriginal people in schools with significant Aboriginal enrolments. By the end of 2014, we had identified and filled 150 positions.
- We held four Galiyaay Career Expos for Aboriginal school students and community members in Tamworth, Dubbo, Mount Druitt and Redfern, promoting teaching as a career of choice, education and training pathways and teacher education scholarships for Aboriginal people. Over 800 Aboriginal students attended the expos.
- The Aboriginal Teacher Leadership program was conducted, with 23 Aboriginal teachers participating. The program includes a two-day orientation workshop, a 360-degree questionnaire and self-reflection and ongoing support from a development coach to develop a personal action plan with a focus on career planning and professional learning.
- The NSW Public Service Commission launched the pilot Aboriginal Career and Leadership Development program in 2014, targeting roles from grade 9/10 to band 1. The department promoted the program, with six nominations provided to the commission.
- The department works closely with the NSW Aboriginal Education Consultative Group (AECG), our key partner in Aboriginal education and training, to improve Aboriginal employment outcomes and support Aboriginal people and communities to succeed economically. Staff were also active in AECGs at a local and state level, providing opportunities to promote employment within our organisation to Aboriginal people within local communities.
- In 2014, senior staff from the Aboriginal Education and Community Engagement division attended the Bangamalanha conference, which focused on effective post-school options and pathways for Aboriginal learners. This deepened and extended the department's knowledge and understanding of current opportunities, successes and challenges in this area.
- Employment opportunities for Aboriginal people are circulated through local/principal networks and Aboriginal-identified positions are regularly recruited and filled. In 2014, Aboriginal teachers' networks were supported through a number of means, including face-to-face meetings and regular phone, email and personal contact from the department.
- The department has established a relationship with the University of Western Sydney to support the university's initiative to increase the number of Aboriginal students successfully completing teacher training. The Ultimo Aboriginal Education Team within TAFE NSW promoted the university's program and public schools in Ultimo support the initiative by accepting students for practicum experience.
- As part of an initiative to support Aboriginal students in preschool and Year 2 in selected schools to develop literacy skills and competencies in standard Australian English, a total of 50 Aboriginal School Learning Support Officers were provided with temporary part-time employment in 2014.
- In 2014, the department supported Aboriginal women working in government preschools to upgrade their qualifications and literacy skills in line with the National Quality Framework.
- Between January 1 and June 30 2014, TAFE NSW employed over 50 Aboriginal staff and five Aboriginal educational leaders as part of the Aboriginal Learning Circle, an alliance

of five TAFE NSW institutes. Learning circle staff members collaborated on the development of culturally appropriate training for Aboriginal people, communities, organisations and employers.

- TAFE NSW celebrated and recognised the achievements of Aboriginal staff through the annual TAFE NSW Gili Awards held in August each year. The awards recognise staff and institutes for service, innovation, community engagement and youth engagement.
- TAFE NSW – Hunter Institute Aboriginal Faculty and Community Partner, Jenny Campbell, was awarded the NSW Government Community Service Award in February 2014. The award, presented by Member for Upper Hunter, the Hon. George Souris MP, is widely recognised as the highest before being considered for an Order of Australia Medal.
- State Training Services has nine identified Aboriginal positions, which provide leadership and input into the development and implementation of programs and services for Aboriginal clients and stakeholders.

Creating opportunities for staff from non-English speaking backgrounds

We undertook a number of initiatives to attract people from diverse backgrounds and perspectives into our workforce and create pathways for staff from non-English speaking backgrounds to progress their careers with us. The diversity of our workforce allows us to deliver teaching and other services that meet the needs of a diverse NSW community. Achievements in 2014 included the following:

- We provided curriculum and support materials to assist overseas-trained teachers prepare for employment in NSW public schools. Over 250 candidates passed the Professional English Assessment Test.

- The department employed a staff member with Korean background to implement the Assets Based Community Development program in four schools. The program actively involves families from diverse cultures in their school communities.
- We supported 28 bilingual and community language teachers to undertake the community languages fluency test.
- TAFE NSW institutes used local demographic data and student enrolment profiles to plan the recruitment of teachers, educational support staff and counsellors to support programs and services for their diverse student populations. Institutes employed bilingual teachers, counsellors and student support officers and maintained registers of volunteer bilingual staff to provide interpreting assistance for students.
- As at 30 June 2014, TAFE NSW institutes' recruitment strategies attracted a number of new staff from culturally and linguistically diverse backgrounds, including 18 people at Hunter Institute and six at Illawarra Institute.
- In 2014, approximately 280 English for Speakers of Other Languages (ESOL) teaching positions were funded across TAFE NSW institutes, including head teachers, full-time teachers and part-time casual teachers.
- TAFE NSW staff participated in the Secretary's advisory group on Multicultural Education and Training and liaised with key stakeholders to increase awareness of TAFE NSW and employment opportunities.
- TAFE NSW institutes supported a wide range of professional learning opportunities for staff from culturally diverse backgrounds, including interviewing skills training and leadership and capability development forums.

Creating opportunities for young employees

We recognise the value of a multigenerational workforce and seek to make the best use of the broad range of knowledge, skills and perspectives this provides. In 2014, opportunities included the following:

- Under the Graduate Recruitment Initiative, 24 graduates were employed in 2014. To ensure a smooth transition into the role and to help our graduates' professional development, we developed a support strategy known as GradLink and GradBud. These are a suite of resources aimed specifically at graduates joining the department's workforce. GradBud specifically matches a graduate employee with another graduate or recent graduate, with the goal of networking, assisting with transition and development.
- To create employment opportunities for young people, the department partners with agencies, such as MEGT Australian Apprenticeships Centre, to recruit trainees and cadets.
- The department supports a young professionals network for staff under 35 years, which provides professional development and a mechanism for future leaders to contribute to the department's strategic direction. The CEO and Young Professionals Breakfast, hosted by the Institute of Public Administration Australia (IPAA) NSW, was attended by 45 graduate recruits and members of the network.
- TAFE NSW employed young graduates in various roles and supported their attendance at networking opportunities, such as the IPAA NSW CEO Annual Conference and Young Professionals Breakfast events.

Creating opportunities for people with disability

Information on how we work to support staff with disability is detailed in **Appendix 8**.

Equity and diversity awareness activities

We promoted and celebrated a number of corporate events, including Reconciliation Week, NAIDOC Week, Carers Week, World Refugee Week, International Women's Day, Harmony Day, and International Day of People with Disability, to raise diversity awareness and to encourage inclusive practices. Individual work areas, schools and TAFE NSW campuses involved students and community members in the celebrations to raise awareness of equity and diversity.

In 2014, departmental staff participated in workshops on fair and inclusive workplace practices and attended the Public Service Commission's ethics briefings.

TAFE NSW supports and promotes an inclusive and respectful workplace through its professional development programs, including Aboriginal Cultural Awareness and Valuing Cultural Diversity for all staff. Institutes also ensure that culturally diverse members of the community are represented on institute advisory councils.

Future directions

The *Government Sector Employment Act 2013* (GSEA) commenced on 24 February 2014, replacing the *Public Sector Employment and Management Act 2002*. The GSEA provides an enhanced focus on workforce diversity across the NSW public sector and ensures that workforce diversity is integrated into broader workforce planning processes.

In 2015, the department will continue the commitment to create a workplace that is fair and inclusive and to promote a workforce that reflects the diversity of our students, parents/carers and the NSW community.

Appendix 8: Disability plan

The department is strongly committed to supporting students, staff and parents with disability and improving services for people with disability in accordance with its obligations under legislation.

The department's current Disability Action Plan 2011-2015 was developed in accordance with NSW Ageing, Disability and Home Care's Guidelines for Disability Action Planning by NSW Government Agencies. The department has also contributed to the National Disability Strategy (NDS) NSW Implementation Plan 2012-2014.

Identifying and removing barriers to services for people with disability

Through the reform initiative, Every Student, Every School, introduced in 2012, an extensive range of professional learning and support is now available. A range of specialist, accredited online professional learning courses delivered by trained tutors across the state help teachers and support staff recognise and respond to the additional learning and support needs of students with disability. A revised and updated course to support understanding and management of behaviour was released in 2014, developed with input from jurisdictions across Australia. In 2014, over 2,500 staff completed more than 86,000 hours of registered training across the range of six available courses.

The department contributed to the development of e-learning modules by the University of Canberra, which help school staff understand their rights and obligations under the Commonwealth's *Disability Discrimination Act 1992* and *Disability Standards for Education 2005*. In 2014, over 12,400 staff in NSW public schools completed these modules. The department continues to participate in the further development of this resource.

During 2014, 150 school counsellors received training in advanced psychometric assessment techniques in the identification of specific learning difficulties. This allows counsellors to provide additional expertise to learning and support teams in planning for educational need. In addition, teachers in NSW public schools were provided with a range of professional learning opportunities designed to help them better meet the needs of students with disability in areas such as the Best Start Kindergarten Assessment, performing arts education and teaching physical activity.

The Personalised Learning and Support Signposting Tool (PLASST) was finalised in 2014 in consultation with parents and carers. This is a new resource to assist teachers in understanding and planning for the unique strengths and needs of their individual students. The PLASST will be released to all schools in early 2015.

In 2014, over 1,700 NSW public schools participated in the second phase of the Nationally Consistent Collection of Data for Students with Disability. All schools will participate in this data collection in 2015.

In 2014, the department reviewed and updated a number of policies and guidelines to improve services to students with disability including:

- School Attendance Policy and Student Attendance in Government Schools Procedures, to raise awareness and strengthen understanding that attendance issues are often related to students' learning and support needs; the revised policy and procedures will be implemented from the start of 2015

- Excursions Policy Implementation Procedures, to embed information to identify issues related to, and support students with, disability during school excursions
- Application to enrol in a NSW Government School, to assist schools in providing learning adjustments to meet learning and development needs of students with disability; this included improving the clarity of the distance education enrolment procedures on identifying and supporting students with diverse learning and support needs to enable them to participate, where appropriate, in distance education.
- support for preschools, including resources to improve educational outcomes for children with disability and a state-wide training program administered by Northcott
- a post-graduate scholarship program to develop the capacity of the preschool sector to support children with disability.

The department provided funding through the Intervention Support Program for children with disability attending early childhood intervention and long day care services. The aim of this is to provide family-centred support for children with disability transitioning into early childhood education and care settings. Funding can also be used to employ additional staff to support the learning needs of children with disability.

A new school planning framework was released in 2014. To support the new planning framework, professional learning and resources were provided to principals to ensure that school planning processes consider how the school will meet the needs of all students.

Over 150 students with disability participated in the Schools Spectacular, which was watched by a live audience of over 22,000 and a television audience of more than 1.2 million.

Following a review of programs in response to the Review of NSW Government Funding for Early Childhood Education report, the department created the Preschool Disability Support Program. The program commenced in 2014 and is managed by Northcott, a non-government organisation. It aims to support meaningful participation and learning for children with disability in NSW preschools and has four components:

- a new universal disability loading, provided to all preschools based on the number of children eligible for subsidies as part of the preschool funding model
- targeted funding to support individual children enrolled at preschool

TAFE NSW ensures it provides staff with disability access to appropriate resources and facilities, including provision and training in the use of assistive technologies. Staff and recruitment candidates with disability are provided with accessible interview rooms and classrooms and adjustments are made to ensure a safe and inclusive workplace. Emergency evacuation plans are developed, reviewed and modified to accommodate staff and students with disability.

TAFE NSW aims to meet the needs of students with disability in tertiary education and vocational training and ensure that all students have equal access to the opportunities provided by skills training. All information and promotional materials are designed in accessible formats.

In the six months to 30 June 2014, TAFE NSW had over 37,000 enrolments by students with disability, with over 60 in bachelor and associate degrees and 16,500 in certificate III to graduate diploma qualifications. This represented 10 per cent of total TAFE NSW student enrolments.

TAFE NSW institutes provide professional development activities for all staff to increase disability awareness and identify appropriate learning resources and support services to assist students with disability.

In 2014, Sport and Recreation (prior to transferring to Department of Premier and Cabinet) facilitated initiatives to support people with disability to become more active, establishing partnerships between the disability sector and the sports industry. More than 118 people with disability were provided access to services with the support of the companion card, which enables people with a significant and permanent disability to participate in community activities and events. Sport and recreation centres issue cardholders with a second ticket for their companion at no charge.

Through its grants programs, the Sport and Recreation division helped community organisations run sporting and recreational events and upgrade their facilities to improve access for people with disability. We also provided support to 18 state sporting organisations for people with disability, including Boccia NSW, Riding for the Disabled NSW and NSW Goalball.

The department worked in partnership with the NSW Department of Family and Community Services to deliver key initiatives under the NDS NSW Implementation Plan 2012-2014. The department funded 13 state sporting organisations to grow the number of people with disability within their sports. More than 2,000 people were provided with opportunities to participate in athletics, basketball, football, gymnastics, netball, rugby league, tenpin bowling, swimming and sailing. We conducted three workshops, with presentations from 19 sporting organisations, through the Disability Sport Network, which the department established in 2013 to share successful program strategies.

Providing information and services in a range of formats that are accessible to people with disability

The braille and large print service supports more than 500 students who are blind or have low vision in public schools across NSW. More than 2,200 students who have vision or hearing impairment are supported by specialist itinerant teachers. A range of formats have been incorporated to support students with disability to participate in the online Essential Science Secondary Assessment for Year 8. Information about the enrolment of, and services for, students with disability has been translated into 35 community languages.

The department manages systems to ensure all resources produced are compliant with accessibility standards. In 2014, this included development of the Senior Pathways website, Arts Unit Learning Hub and Secondary Education online resources.

Information on enrolment of children with disability in government preschools and early intervention classes is now available on the department's intranet.

The department continues to ensure its websites conform to the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines. These ensure content is available to the widest possible audience, including readers using assistive technology or accessibility features.

TAFE NSW commenced the redevelopment of its corporate website, which incorporates functional specifications to comply with the W3C guidelines. Extensive accessibility evaluation of TAFE NSW learning management systems and associated software was undertaken.

TAFE NSW institutes also redeveloped their websites according to the Commonwealth Web Content Accessibility Guidelines in order to maintain the mandatory accessibility requirements for all government agencies. TAFE NSW – Illawarra Institute developed Get Ready, an online and face-to-face flexibly delivered program, to assist prospective learners with disability to plan vocational pathways, participate in hands-on learning experiences and develop the required e-learning skills to complete their qualification.

In 2014, an officer with a visual disability established the Learning Experience Design blog and associated Yammer Group to promote research-based inclusive learning design practices and, in particular, strategies for creating accessible resources.

Making government buildings and facilities physically accessible to people with disability

The department's Access Review Tool is used to identify and prioritise projects in schools in order to meet the access needs of students and staff. Asset management units work with school principals, parents and school learning and support teams to ensure works are delivered in line with agreed support plans.

The School Facilities Standards are compliant with Australian Standard 1428: Design for access and mobility. All room plans comply with the Building Code of Australia, which includes the Disability (Access to Premises – Buildings) Standards 2010.

TAFE NSW – Riverina Institute incorporated new disability access features in the new Albury Campus Connected Learning Common, which opened in February 2014. The common is connected to adjacent buildings with covered second-story walkways, enabling access by elevator and to upper levels.

TAFE NSW – Western Institute designed its student hubs to include ergonomic furniture banks, e-learning modules, software and assistive technology for students with disability, as well as appropriate professional development resources for teachers.

During the refurbishment of buildings owned or leased by Sport and Recreation, or development of new buildings and facilities, access is provided for people with disability in line with the premise's standards.

Assisting people with disability to participate in the department's public consultations and to apply for and participate on advisory boards and committees

The department meets regularly with an extensive range of disability representative organisations, including parent and carer groups, to discuss issues related to the education of students with disability in NSW public schools. In 2014, we facilitated the participation of NSW parent and community representative groups to inform the development of a national, online resource for parents and community members on the Disability Standards for Education 2005, to be launched in 2015.

The Sport and Recreation division consulted with people with disability, parents and carers and the sports industry to better understand the sport and recreational needs of people with disability in NSW, as well as the capacity of the industry to meet these needs.

Increasing employment participation of people with disability in the department

The department's Workforce Diversity Plan 2012-2017 outlines our commitment to fair and inclusive work practices. An implementation guide has been developed to assist staff and managers to implement workforce diversity initiatives at a local level.

The department's website outlines our commitment to improving the employment and participation of people with disability and provides information to people considering a career with the department. Resources are available to staff on the intranet site to promote accessible and inclusive recruitment and selection practices. These include *Disability in the Workplace: A guide for leaders, managers and staff*, which contains a range of useful information and examples to assist managers recruiting and managing people with disability in the workplace. The Australian Government's Job Access website is also included on the department's intranet as a useful source.

In 2013/14, 59 permanent and temporary positions were filled by people with disability. Nine staff members received equipment or assistive technology through our Assistive Technology and Equipment Program at a cost of \$29,252.

The department's Learning and Engagement division works extensively with other agencies, organisations and local communities to improve employment outcomes for staff with disability. Examples include the Disability, Learning and Support Unit working with Guide Dogs NSW to support a visually impaired employee who uses a guide dog for mobility, as well as agencies providing sign interpreting for a hearing-impaired employee.

Using government decision-making, programs and operations to influence other agencies and sectors to improve community participation and quality of life for people with disability

The National Disability Insurance Scheme (NDIS) is a significant national reform to the way services are delivered to people with disability. The department has been monitoring activity within the Hunter trial area for the NDIS to better understand the interaction between the operation of the NDIS and schools, early childhood providers and TAFE. This understanding informs ongoing work with state and Commonwealth government agencies to support and enable transition to the full scheme by 2018. A local working group has been established in the Hunter to discuss and resolve operational issues associated with implementation of the NDIS. In addition, the department has formed a cluster working group to coordinate activity and facilitate information sharing.

The department established a coordinating committee to act as a consultative forum for issues relating to the implementation of the NDIS and its impact on the early childhood education and care sector. The committee also includes representatives from the Department of Family and Community Services and the Commonwealth Department of Education and Training. It allows for information sharing and networking, encouraging better inclusion of children with additional needs in early childhood education and care settings.

The department and the Children's Hospital Westmead School Link steering committee produced a regular journal with information and resources for schools supporting students with intellectual disability and mental health issues.

The department is a major sponsor of the NSW Don't DIS my ABILITY campaign, which runs annually through November and December. In 2014, the campaign focused on building an inclusive workplace and highlighted the benefits of doing so. The campaign encouraged employers to hire people with disability and educate people in frontline/customer services roles about etiquette when interacting with someone with disability.

The department takes into consideration students with disability when:

- discussing policy options at the ministerial level and with other agencies, including the Australian Education, Early Childhood Development and Youth Affairs Senior Officials Committee, the Education Council and the Industry Skills Council
- negotiating new partnership agreements with the Commonwealth Government
- implementing new policies in the NSW non-government sector.

The Sport and Recreation division's funding agreements with state sporting organisations, regional academies of sport and peak industry bodies require inclusive practices to be adopted and opportunities provided for underrepresented groups, including people with disability. The division continued to implement its memorandum of understanding with NSW Ageing, Disability and Home Care to deliver respite camps for young people with an intellectual disability and increase participation opportunities in mainstream sport and recreation for people with disability. Sport and Recreation delivered industry forums and education sessions to community groups, local councils and fitness professionals on creating inclusive sport and recreation environments for people with disability.

TAFE NSW – Riverina Institute developed partnerships with a range of disability employment services and local employers to improve the transition from study to work for students with disability. TAFE NSW – Western Sydney Institute has a memorandum of understanding with NSW Ageing, Disability and Home Care and Corrective Services NSW to maximise vocational training opportunities for students with disability.

Providing quality specialist and adapted services where mainstream services are not responsive or adequate to meet the needs of people with disability

The department continues to provide a range of enrolment options to students with disability. In 2014, more than 19,900 students with confirmed disability enrolled in specialist support classes in both regular schools and schools for specific purposes. A further 7,502 students with confirmed disability were supported in regular classes through the Integration Funding Support program. Itinerant teachers supported more than 2,200 students with vision or hearing impairment in regular and special schools.

The department provided individualised transport services for 10,500 students with disability from home to school each school day during 2014 through the Assisted School Travel Program.

All government preschools met National Quality Standards, which promote inclusive practices and culture.

The department provided a range of specialist participation opportunities for students with disability in sports programs including:

- over 855 students from across NSW accessed the representative school sport pathway in the sports of athletics, cross country, swimming, trampoline sports and sailing; 94 students with disability went on to represent NSW at School Sport Australia Championships
- coordination of eight Paralympic classification days, attended by 96 students
- coordination of 16 Come and Try Sports Specific Days across NSW, including athletics, netball, rugby league and the paralympic sports; 1,724 students from 213 schools participated
- coordination of the 4th Annual Schools Boccia Knockout competition, which saw 70 school teams enter and 322 students participate.

Sport and Recreation's regional offices facilitated local sports programs and training opportunities for 420 participants. In addition, the division's sport and recreation centres provided day programs for 1,662 participants and hosted seven respite camps for young people with intellectual disability, catering for 96 young people, their families and support workers. We expanded Gateway to Sport, an online directory to include information specific for people with disability to get involved in sporting activities such as wheelchair rugby league, powerchair football and blind cricket.

TAFE NSW institutes employ specialist disability teacher consultants. Services for students with disability include assistive learning technologies, note-takers and interpreters for deaf or hearing impaired students, reasonable adjustment to assessment, tutorial support, liaison with other service providers to support the transition to employment and support teachers to develop appropriately adapted teaching and learning materials. Campus emergency evacuation plans are also developed and reviewed to accommodate staff and students with disability.

Appendix 9: Carers charter

The department's action plan to implement the *NSW Carers (Recognition) Act 2010* also reflects the principles of the NSW Carers Charter in business activities. We have a dedicated page on our intranet site. Resources include information, online resources and useful links for staff who are carers, or who work with people who have carer responsibilities.

Young carers

In 2014, a Young Carers fact sheet was posted on the Public Schools NSW website. The fact sheet, developed collaboratively with Carers NSW, provides information and links to support services to school communities. The Being a Carer, Being a Student and Being a Kid resource, which was launched in 2011 on the department's intranet, provides information for staff in schools about supporting students who are young carers.

TAFE NSW institutes provide personal, career and study counselling services for all students, including those with carers, or who are carers. The institutes also have specialist teacher consultants, trained to identify the needs of students and recommend additional internal and inter-agency services and resources. TAFE NSW provides a range of flexible delivery and assessment options so that students can study at a time and place to suit their personal circumstances.

Networks and consultation

The department is represented on the NSW Carers Strategy project management group and has established partnerships with NSW Family and Community Services (FACS), NSW Rail Corp, Carers NSW and other organisations, to network and consult on policy and program development.

In 2014, the department partnered with FACS and other key stakeholders to develop the Government's NSW Carers Strategy. To assist with this, we promoted a survey to let participants provide feedback about ways to support carers in each area of their life, including employment, education and health and wellbeing.

Human resources policies

The department offers a number of flexible work arrangements to help staff balance work and carer responsibilities. Flexible work options include permanent and temporary part-time work, job sharing, leave without pay, flexible working hours, personal carer's leave and short-term leave for family and community responsibilities.

During 2014, 59,852 staff (83.6 per cent of whom were women) accessed flexible work options. An additional 43,095 staff (77 per cent of whom were women) took short-term absences for family and community responsibilities. Staff with carer responsibilities are able to access the Employee Assistance Program, an independent, confidential and free professional counselling service to support the health and wellbeing of employees.

Annual reporting

The department continues to consider options to improve the collection of data on employees who are carers and ensure information is available for monitoring workplace initiatives and public reporting.

Appendix 10: Multicultural Policies and Services Program

The Department of Education and Communities Multicultural Plan 2012-2015 outlines the department's commitment to meeting the education and training needs of a culturally and linguistically diverse NSW. The plan is implemented across all government education and training settings. NSW public schools include multicultural education strategies in their plans and report on their achievements in their annual school reports.

Detailed information on the progress of the plan is provided in the Multicultural Policies and Services Program: Implementation Report 2013-14. Highlights from this report, which reflect activity for 2014, are provided here.

Quality teaching and leadership

The department's objective is to ensure that teachers and leaders have the knowledge and skills to deliver high-quality teaching programs and services that meet the needs of students and clients from culturally diverse backgrounds. Examples of activities undertaken in 2014 to achieve this objective include the following.

Specialist staff

- Ten advisors provided state-wide leadership and policy advice to support the delivery of multicultural education in schools including anti-racism, multicultural, English as an additional language or dialect (EALD) and refugee education.
- 896 full-time equivalent EALD teacher positions were allocated to schools to assist students develop proficiency in English.
- Languages advisors supported the implementation of languages other than English (LOTE) and community languages education in schools.
- Curriculum advisors supported the maintenance of EALD teacher professional networks and the sharing of resources and expertise across communities of schools.
- Teachers in 14 intensive English centres and the Intensive English High School provided intensive English and transition support to newly arrived secondary-aged students. School learning support officers (ethnic) also provided first language support to newly arrived secondary-aged students in intensive English centres and the Intensive English High School.
- Additional EALD teacher positions were allocated through the New Arrivals Program to provide intensive English support to newly arrived students in primary and non-metropolitan secondary schools.
- EALD teacher mentors supported teachers in non-metropolitan schools with significant numbers of EALD, newly arrived and refugee students.
- Refugee student support officers and bilingual support positions provided assistance to newly arrived refugee students in schools across the state.
- Counsellors were appointed to intensive English centres and the Intensive English High School, providing specialist counselling support to newly arrived and refugee students.
- Trained anti-racism contact officers promoted anti-racism education and assisted with complaints of racism in schools.

- School-based community liaison officers supported the participation of culturally diverse communities in school activities and practices.
- TAFE NSW employed institute multicultural education coordinators, student support counsellors, specialist teacher consultants and education support officers; recruited and employed bilingual teaching and administration staff; and maintained registers of bilingual staff to provide interpreting services.

Building the capacity of teachers and leaders

- A new program was introduced to build leadership capacity in EALD education, including the delivery of whole-school approaches and professional learning to better equip teachers in supporting the language learning and settlement needs of students. Fifty-four experienced EALD teachers participated in the program in 2014.
- Executive staff participated in professional learning to lead their staff in the use of the new English language proficiency assessment and reporting tools, including the Australian Curriculum, Assessment and Reporting Authority (ACARA) EALD Learning Progression to assess students' English language proficiency.
- Over 300 teachers and leaders attended the Rethinking Multicultural Education Conference, jointly conducted with the University of Western Sydney, and received intensive professional learning in transformative multicultural education practice.
- Over 1,700 teachers and leaders participated in professional learning programs to assist them in better meeting the needs of culturally diverse classes, including the specific needs of EALD, newly arrived and refugee students.
- Professional learning was provided to assist teachers and school leaders in addressing the needs of Aboriginal students developing English as an additional language or dialect.
- Teachers of languages other than English attended professional learning programs to enhance the teaching of languages in Kindergarten to Year 12.
- Online Anti-Racism Contact Officer (ARCO) training was made available to staff and anti-racism networks provided ARCOs and teachers with ongoing professional support at the local level.
- The Adult Migrant English Service (AMES) ensured all teaching staff hold post graduate qualification in Teaching of English as a Second and Other Languages, have cultural competency to deliver programs and services to culturally and linguistically diverse students and hold Certificate IV in Training and Assessment.
- TAFE NSW institutes targeted a range of professional development activities to support teaching and administration staff in meeting the needs of students and clients from culturally and linguistically diverse communities. Examples included: the Skillmax Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS) program to assist teachers understand barriers to learning for refugees/migrants (Hunter); and programs for English as a second and other languages teachers, including assessment validation workshops, STARTTS workshops and the monthly Adult Migrant English Program (AMEP).
- AMES provided teachers with professional development activities to maintain their assessment currency for the Certificate in Spoken and Written English (CSWE) and the International Second Language Proficiency Rating skills training.

Teaching and learning resources

- New anti-racism professional learning support materials were published on the department's intranet site to support schools implement anti-racism education initiatives.
- Strengthening Community Harmony: Advice and Resources for Schools was updated to support schools in building school community harmony and responding in the event of community disharmony.
- New resources to support teachers' understanding of culture and cultural diversity and the integration of intercultural understanding across the curriculum were published on the Cultural Exchange NSW website.
- The online Intercultural Communication Kit provided resources to assist teachers in fostering intercultural communication skills.
- A new resource and professional learning program, English K-10 Intercultural Understanding through Texts, was developed to assist English teachers integrate intercultural understanding in the new English Kindergarten to Year 10 syllabus.
- New online resources were developed by the Australian Human Rights Commission, in consultation with the department, for teachers seeking to address issues of racism through the curriculum areas of Personal Development, Health and Physical Education and Human Society and Its Environment.
- Counsellors in intensive English centres and the Intensive English High School were provided with professional learning support in relation to identifying and responding to forced marriage practices in Australia.
- Teachers implementing the Multicultural Perspectives Public Speaking Competition and the Multicultural Playwright Program in schools received professional support in intercultural understanding, anti-racism and refugee issues.
- The Our Asian Stories website and Studies of Asia blog supported the teaching of Asian languages and studies of Asia across the curriculum.
- New online anti-racism resources were developed and published on Racism. No way!.
- TAFE NSW ensured all staff have access, and adhere to, policies related to anti-racism and multiculturalism, including the TAFE NSW Social Inclusion and Participation Policy; included addressing racism, harassment prevention and cross-cultural awareness sessions as part of staff induction, general staff development and work health and safety programs; recorded harassment and bullying complaints by students and staff, putting mitigation measures in place to improve inclusiveness in the teaching and learning environment.
- TAFE NSW – Northern Sydney Institute developed an online program on International Student Awareness Training for teachers; and TAFE NSW – Western Sydney Institute conducted professional development activities on strategies for overcoming racism in the classroom, appropriate inclusive teaching methods and culturally sensitive issues.

High expectations, closing the gaps

Our objective under the Multicultural Plan 2012-2015 is that high expectations for all and targeted education programs serve to close educational gaps so that students from all backgrounds and communities can achieve their potential and participate fully in society. Examples of activities undertaken in 2014 to achieve this objective are outlined below.

Community language maintenance programs

- Teachers at the Saturday School of Community Languages delivered community language courses to public, non-government and HSC-enrolled TAFE NSW students in Years 7 to 12. Approximately 3,500 students in Years 7 to 12 studied 24 different community languages.
- Through the NSW Community Languages Program K-6, specialist teachers taught 31 community languages to approximately 41,000 students in primary schools across the state.
- Teachers in the NSW Community Languages Schools Program taught 55 languages out of school hours in schools across the state.
- 148 students at the Open High School studied Heritage and Background Speakers language courses by distance education mode in 2014.
- Five Aboriginal language and culture nests were established to support the development and maintenance of Aboriginal languages.
- Nominated teachers and principals from 12 public schools completed Connecting to Country training in 2014 to enhance their understanding of local Aboriginal cultures, histories and communities and provide educational leadership in this area.

English as an additional language or dialect

- Approximately 91,400 students received English language tuition through EALD student support programs.
- Over 5,000 newly arrived students received intensive English support through the New Arrivals Program, intensive English centres and the Intensive English High School. Three-hundred-and-forty certificates and 525 statements of attainment in spoken and written English were awarded to students in secondary schools and intensive English centres.
- Seventy stage 6 students from 32 schools participated in English language courses by distance mode.
- The Galuwa sponsorship program provided 50 scholarships to Aboriginal students in Years 6 to 8 to assist them complete secondary schooling and plan vocational pathways.
- The Adult Migrant English Program provided support for refugee and humanitarian clients in the Skillmax program by coordinating visits from local job networks and other service providers to classes; conducting workshops, seminars and distribution of information on available services; arranging excursions for Skillmax students to agencies and facilities that support their needs, particularly organisations that assist refugee and humanitarian clients; and ensuring refugee and humanitarian students could access the AMES-developed online courses.

Social cohesion strategies

- Resources to increase knowledge of Australia's cultural, linguistic and religious diversity were published on the department's websites including NSW Public Schools, Roads to Refuge, Racism. No way! and Cultural Exchange NSW.
- The Calendar for Cultural Diversity and accompanying teachers' handbook were provided to schools to assist

teachers in developing inclusive teaching and learning activities and promoting intercultural understanding.

- Students in Years 3 to 6 from schools across the state participated in the annual Multicultural Perspectives Public Speaking Competition, developing awareness of cultural diversity issues and skills in public speaking.
- Students from language backgrounds other than English in Years 10 to 12 participated in the Multicultural Playwright Program, building self-esteem and developing skills in social interaction, literacy and drama.
- Schools across the state recognised and celebrated national and international events to foster and enhance intercultural understanding and community harmony, including Reconciliation Week, NAIDOC celebrations, Sorry Day observances, Harmony Day and Refugee Week.
- The Nanga Mai Awards celebrated the educational achievements of Aboriginal students and recognised strategies promoting respect and understanding between Aboriginal and non-Aboriginal communities.

Parent and community engagement

- Additional departmental documents for parents and community members were translated in up to 40 different languages.
- Resources to assist parents and carers in supporting their children's learning were provided in translation on the NSW Public Schools website.
- Programs and workshops were delivered in individual schools and across communities of schools to assist parents/carers from culturally diverse backgrounds develop understandings of school practices, processes and procedures.
- Audio translations of opportunity class and selective high school placement information were published on the NSW Public Schools website.

- Onsite and telephone interpreters were engaged to assist schools communicate with parents or carers who do not speak English well, are deaf or have a hearing or speech impairment.

Support programs for students from refugee and humanitarian backgrounds

- More than 1,400 refugee students in primary and secondary schools received specialist support through the Refugee Support Strategy.
- The Ready Arrive Work program provided structured vocational education to 174 newly arrived refugee students experiencing barriers to their participation in education and training due to language, personal trauma and other factors.
- The School University Partnerships: Refugee Action Support program provided homework and tutorial assistance and literacy support for 389 refugee students.
- The Beginning School Well program assisted 76 refugee families through play-based sessions supported by a trained coordinator and bilingual local mentors.
- University student mentors in the Macquarie Mentoring program assisted 239 refugee students plan post-school pathways.
- TAFE NSW ensured that resource allocation was tied to the objectives of the department's Multicultural Plan 2012-2015 and that each institute reported its achievements against this plan.
- TAFE NSW institutes worked with a wide range of agencies to support students from refugee and humanitarian backgrounds. All delivered the Settlement Course to students enrolled in AMEP. Other targeted institute initiatives included: appointment of two full-time STARTTS counsellors to support survivors of torture and trauma (Illawarra); a partnership with the

Jesuit Refugee Services, the Salvation Army, Settlement Services International and the Red Cross, to provide English classes for asylum seeker clients in community detention and those on bridging visas (Northern Sydney).

Support for multicultural children in early childhood education and care

- The new Preschool Funding Model is one part of the department's response to the Review of NSW Government Funding for Early Childhood Education. Implemented in January 2014, funding for community preschools is being targeted to children four and five years old in the year before school and children three years old from disadvantaged and Aboriginal backgrounds. The model includes equity loadings for Aboriginal and disadvantaged children and children who have English as a second language and require assistance. These changes aim to drive increased participation and support the government's aim of reducing fees so that cost is not a barrier to access for these children.
- Following the launch of the Transition to School Statement in September 2014, translations of the statement and the Information Sheet for Families were made available for download on the department's website in 11 languages.

Adult and community education

Adult and community education (ACE) providers in NSW deliver training and services to a diverse range of people. ACE providers have strong local networks and a commitment to social inclusion principles, which play an important role in working successfully with migrant groups.

- In 2014, ACE providers in NSW delivered nearly one million student contact hours of vocational training to students not born in Australia. Seventeen percent of all ACE students across NSW were born outside of Australia.

Sport and recreation

Sport and Recreation facilitates a number of programs around NSW aimed at teaching people from culturally and linguistically diverse backgrounds how to swim and educating them about water safety in Australia. Examples include:

- The Multicultural Water Safety Initiative in Wollongong, which includes water safety education messages, surf safety days, a beach orientation presentation to teach beach goers about local dangers and the use of interpreters to ensure messages were presented in a more culturally specific way.
- Learn to Swim and Water Safety programs for people from diverse backgrounds were held in Albury, Griffith and Cooma for around 75 participants.

New and better ways of doing business

Our objective under the Multicultural Plan 2012-2013 is that innovative educational delivery based on evidence and in partnership with families, communities and business meets the changing needs of a culturally and linguistically diverse NSW. Examples of activities undertaken in 2014 to achieve this objective are outlined below.

Policy directions

- The department's multicultural education and anti-racism policies were revised, strengthening responsibilities in relation to their implementation, monitoring and evaluation in schools.

- New Annual School Report Guidelines were developed to support principals in meeting their reporting requirements, including reporting on school-based multicultural and anti-racism education strategies and the use of resources to support the development of students' English language proficiency.
- The English language proficiency loading was developed to distribute resources for EALD provision in schools as part of the Resource Allocation Model (RAM) under the Local Schools, Local Decisions reform.
- The RAM targeted (individual student) funding component provided resources to schools to support for refugee and newly arrived students.
- A new resource, English as an additional language or dialect: Advice for schools, was developed to support and guide schools in planning, monitoring and delivering EALD student support programs.
- Strengthening Community Harmony: Advice and Resources for Schools was updated to support schools in building community harmony and responding in the event of community disharmony.

Data collection and research

- The annual Census of Students from Language Backgrounds Other Than English and the EALD Annual Survey were conducted to inform planning and provisions for students.
- Schools reported the needs of their EALD students using the new ACARA EALD Learning Progression, which identifies four phases of English language proficiency.
- Two New Arrivals Program Surveys were conducted to inform resource allocation to schools for intensive English language tuition.
- An analysis of the learning needs, outcomes and pathways of Aboriginal students in schools who speak dialects of standard Australian English commenced.
- Student assessment data, including NAPLAN and Best Start data, was collected, analysed and disaggregated to determine the needs for particular student groups.
- Findings of research conducted in partnership with the University of Technology, Sydney, on the pedagogical practices that support the transition of refugee students from intensive English centres to high school programs were published.
- Findings of research jointly conducted with the University of Western Sydney, on the challenges posed by the increasing cultural complexity in schools, were published.
- As at 30 June 2014, TAFE NSW data show the following achievements for students from culturally and linguistically diverse backgrounds: 77,589 enrolments, or 20.0 per cent of total enrolments; 31,880 enrolments were at certificate III to advanced diploma levels, or 19.3 per cent of total enrolments in these award levels; 409 enrolments in higher education programs, or 38.5 per cent of total enrolments in these programs; 25.2 per cent of total completions; 28.6 per cent of all completions at certificate III to advanced diploma.
- TAFE NSW institutes monitored trends and emerging training demands through analysis of labour market reports and data on migration patterns; analysed monthly enrolment and completion data to target training and support the needs of culturally and linguistically diverse students; used the results of Student and Client Satisfaction Surveys in English, and in over 20 community languages, to identify potential improvements in delivery, assessment and provision of services.

Consultation and advisory mechanisms

- The Multicultural Education Advisory Group continued to provide advice on matters relating to multicultural education and training.
- The Aboriginal Education and Training Reference Group provided advice on key issues relating to all matters relating to Aboriginal education and training.
- The department was represented on a wide range of advisory groups and committees including the Female Genital Mutilation Advisory Group, NSW Forced Marriage Network, Refugee Support Network, Multicultural Disability Advocacy Group and the NSW Government Immigration and Settlement Planning Committee.
- The department continued to work closely with the NSW Aboriginal Education Consultative Group, Multicultural NSW and the Australian Human Rights Commission in matters relating to education and training.

Using the skills of the state

- Twenty-eight bilingual and community language teachers undertook the Community Languages Fluency Test in 10 languages for approval to teach a community language.
- Approximately 120 candidates passed the Professional English Assessment Test for teachers.
- An implementation guide was developed and a reference group was established to support the implementation of the Workforce Diversity Plan 2012-2017 and the creation of a workforce that better reflects the diversity of NSW.
- Over 120 bilingual employees, covering 29 languages, received an allowance under the Community Language and Allowance Scheme to provide bilingual assistance to clients.

Appendix 11:

Work health and safety

Work health and safety performance

In 2014, the department's Work Health and Safety division continued to provide effective and efficient health and safety services to staff across the state. Our performance in 2014 included reduction in the overall number of injuries reported, total hours paid and number of claims with time lost, compared to the previous year. There was also a reduction in the number of rehabilitation costs and average cost of rehabilitation claims. This included:

- a 22.4 per cent reduction in the overall number of injuries reported in 2013/14
- a 35.4 per cent reduction in the total hours paid
- improvements in workers compensation claims experience, resulting in a surplus in funding for 2013/14 in education and TAFE NSW.

Consolidation of the new work health and safety service delivery model and the incremental implementation of workers compensation legislative reforms announced in 2012 have contributed to these results.

To improve safety performance in 2014, the department has developed and implemented a range of strategies and programs:

- The department has increased organisational capability in work health and safety through implementation of the online e-safety program. In particular, the e-safety program delivered an anaphylaxis e-learning module for all permanent, temporary and casual school-based staff across NSW. This consists of clinical content from the Australian Society of Clinical Immunology and Allergy, as well as essential information on departmental policies, strategies and resources to support NSW public schools in managing anaphylaxis.
- Delivery of two anaphylaxis twilight seminars for school principals and executive staff, including presentations from an expert advisory panel.
- Delivery of work health and safety awareness training packages across the state.
- Establishment of a quarterly work health and safety bulletin.

Table 19: Number of workers compensation claims, lost time and claims costs (2009/10 to 2013/14)

	2009/10	2010/11	2011/12	2012/13	2013/14
Total claims	6,120	6,162	6,137	5,916	4,590
Total hours paid	224,000	254,000	327,000	244,299	157,834
Number of claims with lost time	1,975	2,075	2,691	2,063	1,022
Number of rehabilitation cases	1,964	1,305	1,189	895	758
Insurer costs	\$3,425,628	\$3,927,904	\$3,870,875	\$3,320,252	\$2,772,134
Average cost per case	\$1,744	\$3,010	\$3,256	\$3,710	\$3,657

Source: Department of Education and Communities, Corporate Services. Notes: Excludes incident-only claims. Claim numbers reflect those reported within the financial year where a financial cost was incurred. Data provided for 2011 is impacted on by delays from the department's fund manager in processing claims for lost time reimbursement. Figures for 2012/13 and 2013/14 include TAFE NSW and the Office of Communities.

Challenges and future directions

In 2014, the department commenced the establishment of a work health and safety leaders and aspiring leaders program to support the development of knowledge, skills and capability. The program is supported by a comprehensive capability-based learning and development framework, as well as a practical support program for leaders and aspiring leaders.

Prosecutions under the *Work Health and Safety Act 2011*

No prosecution action has been taken against the department in 2014.

Appendix 12: Public interest disclosures

All staff have a responsibility to report suspected unlawful, corrupt, negligent or improper conduct, serious maladministration or serious and substantial waste of public money. The department's policy establishes our commitment to support and protect staff who report wrongdoing.

The Public Interest Disclosures Internal Reporting Policy sets out the manner in which the department meets its obligations under the *Public Interest Disclosures Act 1994*; and the Guidelines for the Management of Public Interest Disclosures sets out the roles and responsibilities of staff in making and receiving public interest disclosures. Both the policy and guidelines are available to all staff via the department's intranet site.

Key senior staff have undertaken training in relation to public interest disclosures, including training conducted by the NSW Ombudsman. During 2014, the department met the NSW Ombudsman's reporting requirements via its online reporting tool.

In 2014, 11 employees made a public interest disclosure, with the department receiving a total of 17 public interest disclosures (see Table 20).

Table 20: Number of public interest disclosures (1 January to 31 December 2014)

	Corrupt conduct	Maladministration	Serious waste	GIPA contravention	Local government contravention	Total
Number of disclosures	17	0	0	0	0	17
Number of employees making a disclosure	11	0	0	0	0	11
Number of disclosures finalised	7	0	0	0	0	7

Source: Department of Education and Communities, Employee Performance and Conduct division. Notes: The figures include reports for TAFE NSW, Sport and Recreation and Veterans' Affairs up to 30 June 2014.

Appendix 13: Controlled entities

All of the departments and statutory bodies listed in Schedules 2 and 3 of the *Public Finance and Audit Act 1983* prepare their own annual reports. The department does not have any controlled entities.

Appendix 14:

Risk management and assurance activities

Internal Audit and Risk Management Statement (Annual Report Disclosure)

Internal Audit and Risk Management Statement For the 2013-2014 Financial Year For the NSW Department of Education and Communities (including TAFE Commission)

I, Michele Bruniges, am of the opinion that the Department of Education and Communities (including TAFE Commission) has internal audit and risk management processes in operation that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit and Risk Management Policy*.

I, Michele Bruniges, am of the opinion that the Audit and Risk Committee for the Department of Education and Communities (including TAFE Commission) is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The Chair and Members of the Audit and Risk Committee are:

- Jim Mitchell - Independent Chair (3 years from 2 February 2014)
- Garry Dinnie - Independent Member 1 (8 years from 1 January 2009)
- Christine Feldmanis – Independent Member 2 (6 years from 1 April 2010)
- Carolyn Burlaw – Independent Chair (1 February 2010 – 1 February 2014)
- David Roden – Independent Member (6 December 2011 – 31 October 2013)

These processes provide a level of assurance that enables the senior management of the Department of Education and Communities (including TAFE Commission) to understand, manage and satisfactorily control risk exposures.

As required by the policy, I have submitted an Attestation Statement outlining compliance with the policy to Treasury on behalf of the Treasurer.

Dr Michele Bruniges AM
SECRETARY OF EDUCATION AND COMMUNITIES

Michele Bruniges
1 February 2015

The department is committed to ethical and transparent practices, continuous improvement, quality assurance and risk management in its delivery of services to the people of NSW.

Internal audit

The department's Audit division is responsible for assurance services and corruption prevention for the department and related agencies.

In 2014, Audit:

- undertook audits of 531 selected schools, comprising 452 OASIS schools and 79 of the 229 pilot schools introducing Learning Management and Business Reform (LMBR) systems, focusing on high-risk areas: school enrolments, child protection, student attendance, work health and safety and key financial and administrative operations

- conducted reviews of Family Occupation and Education Index, Connected Communities schools, regional conservatoriums and community language schools
- undertook reviews for TAFE NSW in procurement, including accreditation, work health and safety, emergency management and child protection screening; completed a quality review of financial statements; verified enrolment data; and provided consultancy in respect of financial controls framework for one TAFE NSW institute
- assessed compliance and the adequacy of controls for mitigating risks as part of the SAP implementation
- developed end-to-end internal control framework for the SAP Finance and Human Resources system
- undertook audits on work health and safety, including workers compensation claims, records management and asset management planning and delivery
- assessed the governance of Smart and Skilled and provided advice on the tender application process to ensure probity requirements are met
- conducted risk assessment of the department's procurement processes and tested its compliance with the Procurement Policy Framework to meet the department's procurement accreditation
- audited general and travel expense claims, corporate credit cards and accounts payable across TAFE NSW and the department
- completed an end-to-end finance control framework for departmental financial systems and conducted controls testing across all finance modules (Procure To Pay, Revenue Accounting, Asset Accounting and Financial Accounting and Reporting)
- completed a review of taxation business process
- conducted performance audits of Child Protection, Telephony Business Process Review and Connected Communities, with recommendations made to improve management systems and operations
- as part of the LMBR initiative, we conducted reviews covering data migration, interfaces, user acceptance testing, user training, change management, deployment and cutover phases for the core releases of TAFE NSW payroll across all institutes and student wellbeing for schools; post-implementation reviews of SAP security and the Governance, Risk and Control module across the SAP finance systems were also conducted
- completed reviews over key IT products for the Smart and Skilled reform program, technology infrastructure security, Bring Your Own Device, cloud computing and the departments' IT strategy
- conducted audits on payroll, finance and procurement for the Office of Communities, Anzac Memorial Trust, sport and recreation centres, Sydney Academy of Sport, Jindabyne Sport and Recreation Centre and the Sport and Recreation division's regional offices
- regularly updated the central register of gifts and benefits on the department's website and reconciled statements of pecuniary and private interest.

Enterprise risk management

The department has established and implemented governance and risk processes to improve the visibility of significant risks and improve awareness of emerging threats and opportunities. These processes ensure that the department continues to manage its risks and that risk management is integrated throughout the organisation as a business-as-usual activity.

Governance processes include the regular review of all risks on the executive and portfolio risk registers and the annual review of the risk management framework. The department actively managed its enterprise risk register in 2014, providing updates to the Audit and Risk Committee, Minister and the executive on a quarterly basis.

The department has developed business continuity plans for 23 areas of the department to cover critical business functions. We have also published a suite of 51 best-practice guides and self-assessment tools on our intranet to help staff in all areas of risk management. An e-learning module in risk management has been developed and published on our intranet to further help staff become familiar with risk management and the risk assessment process. Training in enterprise risk management and business continuity management has been offered to staff on a regular basis.

Audit and Risk Committee

The department's Audit and Risk Committee consists of an independent chair and two independent members. The committee oversees and monitors the department's governance, risk and control frameworks and its external

accountability requirements. In 2014, the Audit and Risk Committee undertook its duties and responsibilities as prescribed by the Internal Audit and Risk Management Policy for the NSW Public Sector (TPP 09-05).

Seven meetings were held in 2014:

- 17 February
- 15 April
- 27 May
- 24 July
- 12 August
- 23 September
- 3 December.

A sub-committee was established for the department's LMBR project and met 10 times in 2014.

Venues NSW had a shared governance arrangement with the department's Audit and Risk Committee up until the finalisation of the Venues NSW financial statements for the period ended 30 June 2014. Venues NSW is now part of the Office of Sport cluster within the Department of Premier and Cabinet.

Table 21: Attendance at Department of Education and Communities Audit and Risk Committee (1 January to 31 December 2014)

Name	Title	Meetings attended
Jim Mitchell	Independent Chair	7
Christine Feldmanis	Independent member	6
Garry Dinnie	Independent member	7

Appendix 15: Establishment, change and closure of schools and campuses

This appendix lists all public schools, newly established, closed or otherwise changed. During 2014, three public schools were established, 14 schools were closed or merged and three schools were relocated.

Table 22: Establishment, closure and changes to schools and campuses (1 January to 31 December 2014)

School name	Region	Date
New schools or campuses established		
George Bass School	South Western Sydney	28 January 2014
Marie Bashir Public School	South Western Sydney	28 January 2014
Oran Park Public School	South Western Sydney	28 January 2014
Schools or campuses re-opened		
None		
Schools or campuses closed or merged		
Milbrulong Public School	Riverina	28 January 2014
Wyong Grove Public School	Hunter/Central Coast	28 January 2014
Badgerys Creek Public School	South Western Sydney	19 December 2014
Bellimbopinni Public School	North Coast	19 December 2014
Bylong Upper Public School	Western NSW	19 December 2014
Corinella Public School	Western NSW	19 December 2014
Crowdy Head Public School	North Coast	19 December 2014
Ellangowan Public School	North Coast	19 December 2014
Eraring Public School	Hunter/Central Coast	19 December 2014
Errowanbang Public School	Western NSW	19 December 2014
Murrami Public School	Riverina	19 December 2014
Rouchel Public School	Hunter/Central Coast	19 December 2014
Sutton Forest Public School	Illawarra and South East	19 December 2014
Wollombi Public School	Hunter/Central Coast	19 December 2014
Closures gazetted, but not previously listed		
None		
Schools or campuses relocated		
Hunter River Community School	Hunter/Central Coast	28 January 2014
The Ponds School	Western Sydney	28 January 2014
Gosford Public School	Hunter/Central Coast	28 April 2014
Schools or campuses with a name change		
Five Islands Secondary College (formerly Illawarra Senior College)	Illawarra and South East	28 January 2014

Source: Department of Education and Communities, Asset Management division. Notes: This table records the date at which changes in operational status became effective.

Appendix 16: Land disposal

In 2013/14, net proceeds from the disposal of 14 schools and TAFE NSW properties amounted to \$9.53 million.

There were no businesses or family connections between buyers and departmental staff. Disposed properties were either surplus to the department's operational requirements or were compulsorily acquired by other authorities for purposes such as road widening. The net proceeds from the sale of surplus assets are used for the maintenance and upgrading of facilities at schools and TAFE NSW institutes. There were no properties disposed of by the Office of Communities.

An application for access to documents concerning details of properties disposed of during the reporting year may be made in accordance with the *Government Information (Public Access) Act 2009*.

Appendix 17: Major capital works

This appendix lists major works in progress, including the cost of those works to date and the estimated dates of completion. It also includes details of any significant delays, cancellations, or cost overruns in major works.

Table 23: Major capital works (2013/14)

Project description and location	Expenditure 2013/14 ('000)	Estimated total cost ('000)	Completion date (actual or estimated)	Delays, cancellations or cost overruns
School education services – new works				
Lower North Shore Public School (new school)	\$1,524	Commercial in confidence	26/01/2016	-
Centre for Education Statistics and Evaluation Implementation Project	\$1,821	\$7,787	30/11/2015	-
Mowbray Public School Upgrade	\$1,249	Commercial in confidence	11/04/2016	-
Northern Sydney Primary Schools Upgrade – Stage 1	\$2,761	\$5,950	2/12/2014	Completed
Parry School Relocation	\$245	Commercial in confidence	29/06/2015	-
Rutherford High School Upgrade and Maitland Tutorial Centre Relocation	\$1,188	Commercial in confidence	28/01/2016	-
Spring Farm Public School (new school)	\$828	Commercial in confidence	22/01/2016	-
Riverbank Public School (The Ponds Public School) (new school)	\$8,203	\$13,663	6/01/2015	Completed
Yeoval Central School Upgrade	\$371	\$1,676	1/06/2015	-
School education services – work-in-progress				
Bass School for Specific Purposes (new school)	\$3,769	\$14,634	19/12/2013	Completed
Cabramatta High School Upgrade – Stage 2	\$1,525	\$6,550	15/10/2013	Completed
Cabramatta High School Upgrade – Stage 3	\$840	\$7,451	28/05/2015	-
Cairnsfoot School Relocation	\$583	Commercial in confidence	25/01/2016	-
Victoria Avenue Community Precinct (Canada Bay Area Public School) (new school)	\$19,995	\$34,723	20/02/2015	-
Clarke Road School Upgrade	\$21	\$10,518	14/05/2013	Completed
Collarenebri Central School Upgrade	\$3,836	\$5,451	9/10/2014	Completed

Connected Communities Program	\$2,494	\$5,000	30/06/2015	-
Denison College of Secondary Education Bathurst High Campus Upgrade and New Gym	\$4,529	\$8,387	12/01/2015	Completed
Electronic Document and Records Management System	\$153	\$4,481	30/06/2015	-
Georges River College Peakhurst Campus New Gym	\$5,051	\$5,761	12/09/2014	Completed
Gosford Public School Relocation	\$11,781	\$20,500	7/04/2014	Completed
Hurstville Public School Upgrade	\$1,752	\$6,908	24/01/2014	Completed
Illawarra Industry Training College	\$336	\$5,451	15/06/2014	Completed
Killara High School New Classrooms	\$5,931	\$7,956	10/04/2014	Completed
Lake Cathie Public School (new school)	\$40	\$6,434	22/12/2014	Completed
Learning Management and Business Reform Project	\$26,948	\$155,599	30/06/2014	Completed
Nepean Creative and Performing Arts High School New Performing Arts Facility	\$251	\$4,578	30/04/2013	Completed
Oran Park Public School (new school)	\$5,206	\$14,810	17/01/2014	Completed
The Ponds High School (new school)	\$14,101	\$30,810	6/01/2015	Completed
The Ponds School (new school)	\$6,720	\$12,748	12/12/2014	Completed
Ulladulla High School Upgrade – Stage 3	\$436	\$10,782	4/10/2013	Completed
Wangee Park School Relocation	\$8,382	\$10,348	18/09/2014	Completed
Wentworth Point Public School (new school)	\$450	Commercial in confidence	30/01/2017	-

TAFE NSW education services – new works

Mudgee TAFE Consolidation	\$371	Commercial in confidence	30/05/2016	-
Nepean College Kingswood TAFE – Stage 5	\$942	\$16,195	2/10/2015	-
TAFE Handbook on Web External (HOWEX) System Redevelopment	\$635	\$3,365	30/06/2015	-
Ultimo TAFE Client Services, Tertiary Pathways and Building W Upgrade	\$286	Commercial in confidence	29/04/2016	-
Ultimo TAFE New Fashion Design Studio	\$232	Commercial in confidence	19/10/2015	-
Ultimo TAFE Relocation of Building U	\$424	Commercial in confidence	24/06/2016	-
Wetherill Park TAFE New Transport Engineering Technology Centre	\$489	Commercial in confidence	18/12/2015	-
Wollongbar TAFE Student Services Centre	\$94	\$420	30/06/2016	-
Young TAFE New Facilities	\$615	Commercial in confidence	30/11/2016	-

TAFE NSW education services – work-in-progress

Albury TAFE New Connected Learning Facilities	\$3,432	\$7,082	1/04/2014	Completed
Cooma TAFE Carpentry and Joinery Workshop and Student Support Facility	\$3,332	\$5,865	3/12/2014	Completed
Enmore TAFE Design Centre Upgrade	\$2,475	\$4,190	9/12/2013	Completed

Granville TAFE Meat and Allied Trades Upgrade	\$1,720	\$3,997	19/12/2014	Completed
Kingscliff TAFE Refurbishment	\$5,754	\$9,799	20/06/2014	Completed
Kurri Kurri TAFE Plant and Heavy Vehicle Training Centre	\$4,421	\$12,125	15/04/2015	-
Learning Management and Business Reform Project	\$4,551	\$38,004	30/6/2014	Completed
Lidcombe TAFE Campus Upgrade	\$2,324	\$6,382	24/06/2014	Completed
Maitland TAFE Centre for Dry Wall Plastering and Associated Trades	\$5,693	\$8,428	5/06/2014	Completed
Nepean College Kingswood TAFE Health and Support Services Facilities	\$816	\$10,978	2/10/2015	-
Nirimba TAFE Refurbishment	\$6,970	\$9,673	16/12/2014	Completed
North Sydney TAFE Campus Redevelopment – Stage 3	\$3,592	\$7,195	11/06/2014	Completed
North Sydney TAFE Dunbar Building Refurbishment – Stage 2	\$4,333	\$6,443	30/04/2015	-
Orange TAFE Aboriginal Training Centre	\$597	\$4,198	18/10/2013	Completed
TAFE Virtual Desktop Infrastructure Upgrade	\$1,691	\$4,675	30/06/2014	Completed
TAFE eLearning Systems 2012/13	\$506	\$2,700	30/06/2014	Completed
Tamworth TAFE Community Services, Health, Plumbing and Disabilities Facilities	\$4,226	\$11,291	5/06/2015	-
Tamworth TAFE New Indigenous Learning Centre	\$2,347	\$5,099	7/03/2014	Completed
Taree TAFE Facilities Upgrade	\$205	Commercial in confidence	26/06/2016	-
Ultimo TAFE Infrastructure Sustainability – Stage 3	\$1,340	\$9,403	2/10/2013	Completed

Appendix 18: Payment of accounts

This appendix details the department's performance in paying accounts during the 2013/14 financial year, including details of action taken to improve performance in paying accounts.

As part of the staged implementation of SAP Finance, 229 public schools transitioned to the department's Finance Shared Service Centre from 18 November 2013. There was a minor decline in payment performance, which decreased to 96 per cent in the following quarter as stakeholders adopted the new processes. The remaining NSW public schools are not included in these payment of accounts results.

The key problem affecting prompt processing of payments during the year was that a majority of vendors forwarded invoices to business units rather than directly to the department's shared service centre, which can lead

to delays in invoice processing and payment. In addition, many invoices did not reference a valid purchase order number. Vendors have been encouraged to direct invoices to the shared service centre with valid purchase order references.

Communication was forwarded to the 229 schools vendors advising them of the whole-of-government payment of accounts policy and inviting them to register as small business vendors.

The department has implemented an invoice automation project, which went live on 1 December 2014. This will increase the efficiency and effectiveness of accounts payable processes.

The department has had one instance requiring the payment of interest to a small business supplier, which resulted from an internal business unit delay in the confirmation of supply, prior to invoice processing and payment.

Table 24: Aged analysis at the end of each quarter (all suppliers) (2013/14)

	Current (ie within due date) ('000)	Less than 30 days overdue ('000)	Between 30 and 60 days overdue ('000)	Between 60 and 90 days overdue ('000)	More than 90 days overdue ('000)
All suppliers					
September	\$895,183	\$3,787	\$604	\$44	\$108
December	\$545,708	\$1,257	\$314	\$51	\$139
March	\$632,499	\$19,116	\$1,979	\$577	\$615
June	\$815,199	\$22,050	\$1,212	\$204	\$197
Small business suppliers					
September	\$34	\$6	\$0	\$0	\$0
December	\$13	\$3	\$0	\$0	\$0
March	\$34	\$2	\$1	\$0	\$0
June	\$82	\$15	\$9	\$0	\$0

Table 25: Accounts paid on time within each quarter (all suppliers and small business suppliers) (2013/14)

	Number of accounts due for payment	Dollar amount of accounts due for payment ('000)	Actual % of accounts paid on time (based on number of accounts)	Actual % of accounts paid on time (based on \$ amount of accounts)	Number of accounts paid on time	Dollar amount of accounts paid on time ('000)	Number of payments for interest on overdue accounts	Interest paid on overdue accounts
All suppliers								
September	86,467	\$899,727	99%	99%	85,286	\$890,860	-	\$0
December	76,070	\$547,469	99%	99%	75,159	\$544,158	-	\$0
March	101,460	\$654,787	96%	96%	97,418	\$625,898	-	\$0
June	124,098	\$838,861	97%	97%	120,790	\$812,847	1	\$22
Small business suppliers								
September	31	\$40	100%	100%	31	\$40	-	\$0
December	22	\$16	100%	100%	22	\$16	-	\$0
March	46	\$36	98%	97%	45	\$35	-	\$0
June	81	\$106	94%	91%	76	\$96	1	\$22

Appendix 19: Legal services expenditure

This appendix reports the department's external legal services expenditure for 2014, for engagements equal to, or above, \$50,000.

Table 26: Legal services expenditure (1 January to 31 December 2014)

Name of firm	Area of law	Services provided	Total amount
Hicksons Lawyers	Commercial	Provision of advice	\$287,289
Crown Solicitors Office	Government and administrative	Provision of advice	\$71,172
Hicksons Lawyers	Commercial	Document drafting	\$55,461

Notes: Figures above include a combination of audited and unaudited financial information.

Appendix 20: Credit card certification



Corporate Credit Card Certification for the Year ended 31 December 2014

I certify that:

The Department of Education and Communities' credit card policy and guidelines for the issue, management and use of corporate credit cards flow from and are aligned with NSW Government policy as set out in relevant Treasury Circulars and Treasurer's Directions.

It is certified that overall the use of corporate credit cards within the Department of Education and Communities has been in accordance with NSW Government policy. An internal audit of credit card usage has identified some instances of usage where there has not been strict policy compliance. Ongoing implementation of the audit recommendations will assist the Department achieve greater compliance.

Name	Dr Michele Bruniges AM
Position	Secretary, Department of Education and Communities
Signature	<i>Michele Bruniges</i>
Date	March 2015

Appendix 21: Grants

This appendix outlines the nature and purpose of each grant program and lists all grants the department disbursed under each program in 2013/14.

Grant program	Sum of grants (2013/14)
Aboriginal Education grants	\$1,455,431
Adult and Community Education (ACE) Program grants	\$16,399,370
Anzac Community Grants Program (multicultural community grants)	\$9,791
Anzac Community Grants Program (youth community grants)	\$32,400
Apprenticeship and Traineeship Training Program grants	\$48,150,937
Centenary of Anzac grants	\$435,000
Community Building Partnership Program – 2009	\$15,000
Community Building Partnership Program – 2010	\$637,590
Community Building Partnership Program – 2011	\$1,506,988
Community Building Partnership Program – 2012	\$12,311,366
Community Building Partnership Program – 2013	\$13,918,420
Community Languages grants	\$4,583,590
Community War Memorial grants	\$323,274
Cultural Events and NAIDOC Week	\$218,574
Early Childhood Education and Care grants	\$176,259,024
Elsa Dixon Aboriginal Employment Program	\$1,990,311
Emerging Priorities Program	\$848,801
Grant in aid	\$899,600
Intervention Support grants: young people with disabilities	\$13,488,239
Minister for Aboriginal Affairs Discretionary Grants	\$47,490
Minister for Sport and Recreation Discretionary Fund	\$17,500
Miscellaneous Education grants	\$1,221,300
National Partnerships	\$34,502,447
Premier's ANZAC Memorial Scholarship	\$234,713
Productivity Places Program grants	\$7,977,270
Regional academies of sport	\$1,500,000
Regional Conservatorium of Music Grants	\$5,492,200
Safe Shooting Program	\$599,468
Safety and Rescue Program	\$2,460,000
Skills Centre Program grants	\$1,662,037
Skills Reform Program	\$33,314,095
Sport and Recreation Events Program	\$745,000
Sport and Recreation Facility Program	\$2,345,200
Sport and Recreation Participation Program	\$989,415
Sport and Recreation Special Grants	\$7,441,836
Sport and Recreation Strategic Partnerships Program	\$665,723
Sport Development Program	\$2,497,004
Strategic Skills Program grants	\$10,423,312
Surf Club Facility Grant Program	\$2,000,000
Training places for single and teenage parents grants	\$1,092,736
VET In Schools Consortium grants	\$2,817,261
VET in Schools Program grants	\$2,500,242
Youth Assistance Strategies grants	\$11,754,142
Grand total	\$427,784,096

Aboriginal Education grants

Improving the educational outcomes of young Aboriginal people and implementing Aboriginal languages in schools, including connecting to country professional learning workshops.

Clontarf Foundation	\$1,242,000
NSW Aboriginal Education Consultative Group Inc.	\$213,431
Total paid in 2013/14	\$1,455,431

Adult and Community Education (ACE) Program grants

Delivering accredited and non-accredited VET.

ACE North Coast Inc.	\$855,991
Albury Wodonga Community College Ltd	\$187,504
Alstonville Ballina Community College	\$516,549
Bankstown Community College Inc.	\$434,017
Byron Region Community College Inc.	\$493,144
Camden Haven Community College Inc.	\$359,076
Central Coast Community College	\$712,354
City East Community College Inc.	\$311,370
Coffs Coast Community College Inc.	\$300,058
Community College-Northern Inland Inc.	\$684,117
Community Colleges Australia Ltd	\$80,242
Co-operative Learning Ltd	\$127,302
Eurobodalla Adult Education Centre Inc.	\$290,693
Forster Tuncurry Community College	\$192,811
Hornsby Ku-Ring-Gai Community College Inc.	\$230,892
Kiama Community College Inc.	\$643,645
Macarthur Community College Inc.	\$415,620
Macquarie Community College	\$601,079
Murwillumbah Adult Education Centre Inc.	\$286,050
Nepean Community College Inc.	\$474,446
New England Community College Inc.	\$164,331
Northern Beaches Community College	\$335,473
Port Macquarie Community College Inc.	\$594,857
Riverina Community College Ltd	\$740,457
Robinson Education Centre Inc.	\$429,057
Singleton Community College Inc.	\$134,274
St George & Sutherland Community College Inc.	\$308,529
Sydney Community College Ltd	\$225,604
Tamworth Community College Inc.	\$329,203
Tenterfield Community College Inc.	\$40,312
The Deaf Society of NSW	\$313,928
The Parramatta College Inc.	\$559,870
Tomaree Community College Inc.	\$263,224
Tuggerah Lakes Community College	\$544,122
Verto Ltd	\$749,769
Western College Inc.	\$635,540
Western Riverina Community College	\$260,152
Workers Educational Association	\$1,573,708
Total paid in 2013/14	\$16,399,370

Anzac Community Grants Program (multicultural community grants)

Helping local multicultural communities raise public awareness of the Anzac legacy and the sacrifices made by Australians in war.

Canterbury City Council	\$5,000
Chinese Australian Services Society	\$2,700
Randwick City Council	\$2,091
Total paid in 2013/14	\$9,791

Anzac Community Grants Program (youth community grants)

Enabling schools and other organisations to engage children in the Anzac legacy, with a particular focus on using web and multimedia technologies to share stories with a modern audience.

Ashfield Council	\$5,000
Bonnyrigg High School	\$5,000
Burwood Council	\$4,400
Busby West Public School	\$5,000
Mount Austin School	\$4,000
Mulwree High School	\$4,000
West Ryde Public School	\$5,000
Total paid in 2013/14	\$32,400

Apprenticeship and Traineeship Training Program grants

Supporting the delivery of training that leads to apprenticeships and traineeships, as well as provision of preliminary vocational skills training.

3-AAA Training & Consulting Pty Ltd	\$42,876
5 Star Training & Consulting Pty Ltd	\$566
A Grade Childcare & Training Pty Ltd	\$11,016
AAMC Training Group Pty Ltd	\$10,289
AAPC Ltd	\$5,697
Above & Below Adventure Company Pty Ltd	\$1,320
ACA Training Solutions Pty Ltd	\$21,482
Acacia Group Ltd	\$1,584
Academy Holdings Pty Ltd	\$195,160
Academy of Training Pty Ltd	\$225,883
Access Community Group Ltd	\$10,499
Access Group Training Ltd	\$710,211
Access Training & Logistics Pty Ltd	\$25,523
Access Training Institute Pty Ltd	\$8,929
ACE Community Colleges Ltd	\$22,127
Active Industry Training Ltd	\$1,459,286
Adept Training Pty Ltd	\$446
Advanced Mine Performance Training Services Pty Ltd	\$2,740
AHFB Pty Ltd	\$6,725
Alan Bartlett Consulting Pty Ltd	\$44,166
All Automotive Training Services Pty Ltd	\$102,893
Allied Educational Services Pty Ltd	\$227,113
Anglican Youth And Education Diocese of Sydney	\$15,445

Anglicare Canberra & Goulburn	\$11,407
Applied Training Solutions Pty Ltd	\$49,575
Apprentices Trainees Employment Ltd	\$479,230
Ash Pty Ltd	\$343,472
Aspire Training & Development Pty Ltd	\$64,350
ATC Western Sydney Ltd	\$139,504
ATF Alderdice & Associates Trust	\$7,149
Atkinson Training & Development Pty Ltd	\$49,722
ATS Training Systems Pty Ltd	\$32,252
Aurora Training and Professional Services Pty Ltd	\$11,337
Ausgrid	\$254,944
Austrain Academy Pty Ltd	\$292,909
Australian Airline Pilot Academy Pty Ltd	\$47,009
Australian Business Skills Pty Ltd	\$23,014
Australian Careers Business College Pty Ltd	\$3,168
Australian Centre for Environmental Compliance Pty Ltd	\$4,073
Australian Child Care Career Options (ACCCO) Pty Ltd	\$166,941
Australian College of Commerce and Management Pty Ltd	\$1,428,471
Australian College of Professionals Pty Ltd	\$156,711
Australian Community Education College Pty Ltd	\$94,818
Australian Construction Training Services Pty Ltd	\$113,853
Australian Employment & Training Solutions Pty Ltd	\$2,010
Australian Health Professional Training Solutions Pty Ltd	\$528
Australian Industry Group Training services Pty Ltd	\$2,267
Australian Institute of Financial Services & Accounting Pty Ltd	\$535
Australian Institute of Personal Trainers Pty Ltd	\$38,508
Australian Institute of Workplace Learning Pty Ltd	\$38,735
Australian Mines & Metals Association Inc.	\$6,285
Australian Retailers Association	\$8,417
Australian Salesmasters Training Co Pty Ltd	\$278,713
Australian Training Company Ltd	\$107,777
Australian Vocational Education College Pty Ltd	\$167,762
Australian Vocational Training Academy Pty Ltd	\$53,257
Auswide Projects Ltd	\$121,121
Automotive Academy Pty Ltd	\$1,224
Automotive Group Training (NSW)	\$253,771
Avana Learning Pty Ltd	\$230,398
Aviation Australia Pty Ltd	\$3,067
Ballina Region Community College Inc.	\$6,391
Bannister Technical Pty Ltd	\$312,792
Barrington Training Services Pty Ltd	\$71,397
Belelmo Pty Ltd	\$257,659
Benchmark OHS Consulting Pty Ltd	\$20,253
Benchmark Resources Pty Ltd	\$617,460
Booroongen Djugun Aboriginal Corp	\$27,160
Border Express Pty Ltd	\$26,625
BPG Training (VIC) Pty Ltd	\$34,198
Brainwave Learning Centre Pty Ltd	\$438,920
Break Thru People Solutions	\$2,914
Bridgeworks Personnel Ltd	\$192,040
BSA Limited	\$4,709
Camden Haven Community College Inc.	\$49,746
Canterbury-Hurlstone Park RSL Club Ltd	\$23,117
Capital Careers Pty Ltd	\$9,289
Careers Australia Education Institute Pty Ltd	\$97
Careers Australia Institute of Training Pty Ltd	\$95,354
CE Training Consultants Pty Ltd	\$13,770

Central Coast Community College	\$1,518	Gateway Training Academy Pty Ltd	\$8,111
Century Group Pty Ltd	\$8,651	GL Marketing & Distribution Pty Ltd	\$48,757
Cerebral Palsy Alliance	\$44,776	Goodstart Early Learning Ltd	\$48,196
Chalcedony Investments Pty Ltd	\$1,139	Goulburn Owens Institute of TAFE	\$535
Challenge Disability Services	\$76,514	Gow Learning International Pty Ltd	\$66,521
Challenger Training Pty Ltd	\$154,942	Greenacres Disability Services	\$3,609
Charles Sturt Services Pty Ltd	\$15,683	Griffith Skills Training Centre Inc.	\$32,327
City-Wide Building and Training Services Pty Ltd	\$143,740	Guardian Training Services Pty Ltd	\$12,747
Civil Contractors Federation	\$16,784	Guru Training Pty Ltd	\$57,660
CLB Training & Development Pty Ltd	\$53,045	H&H Accredited Training Australasia Inc.	\$159,056
Coates Hospitality Services Pty Ltd	\$308,008	Hammond Institute Pty Ltd	\$30,093
Cobra Contracting Pty Ltd	\$8,960	HCR Constructions Pty Ltd	\$9,520
College of Transformation Education & Training Pty Ltd	\$417	Honora Pty Ltd	\$17,267
Comet Training Pty Ltd	\$31,534	Horticultural Training Pty Ltd	\$6,354
Community Child Care Cooperative Ltd (NSW)	\$49,060	House With No Steps	\$20,332
Community College-Northern Inland Inc.	\$12,628	HPC Holdings Pty Ltd	\$2,775
Congia Enterprises Pty Ltd	\$129,357	Hunter Councils Inc.	\$52,927
Contour Systems Pty Ltd	\$44,255	Hunter Plant Operator Training School Ltd	\$14,368
Cottonsoft Software Pty Ltd	\$5,682	Hunter Valley Training Company Pty Ltd	\$291,990
Customer Focus Group Training (NSW) Co	\$62,995	Hyundai Motor Company Australia Pty Ltd	\$63,545
D & C Healey Pty Ltd	\$8,100	Illawarra Area Child Care Ltd	\$1,290,171
D P Training Pty Ltd	\$5,177	Illawarra Retirement Trust	\$94,914
Defaye Training & Consultancy Pty Ltd	\$1,319	Impact Training & Development Solutions Pty Ltd	\$21,618
Dental Assistant Training Solutions Pty Ltd	\$41,333	Impact Training Institute Pty Ltd	\$139,971
Design Works College of Design Pty Ltd	\$11,628	Indigo Healthcare Education Pty Ltd	\$28,741
Designer Training Pty Ltd	\$11,653	Infront Training Pty Ltd	\$9,547
Develop & Know Pty Ltd	\$192,465	Inner West Skills Centre Inc.	\$5,290
Distance Learning Australia Pty Ltd	\$1,487	Insight Training Group Australia Pty Ltd	\$113,071
Diversity Skills Training Pty Ltd	\$14,600	Institute of Financial Services Inc.	\$162,764
Dynomyte Solutions Pty Ltd	\$35,140	Institute of Strategic Management Pty Ltd	\$4,433
E First Aid Pty Ltd	\$1,666	Integrated Care & Management Training Pty Ltd	\$10,823
Eagle Wing Education and Training Pty Ltd	\$102,250	Intercept Group Pty Ltd	\$167,271
East West Training Solutions Pty Ltd	\$338,540	Interlink Management Services Pty Ltd	\$6,400
Education Training & Employment Australia Pty Ltd	\$3,564	International Academy of Equine Education Pty Ltd	\$27,874
Emma's Secret Investments Pty Ltd	\$81,971	International Child Care College Pty Ltd	\$488,668
Employment & Training Australia Inc.	\$137,538	Interwork Ltd	\$4,077
Empowerment Options Pty Ltd	\$204,626	Into Training Australia Pty Ltd	\$229,152
Endeavour Industries Limited	\$15,909	ISA Kiama Pty Ltd	\$33,510
Engineering Training Australia Pty Ltd	\$34,190	J2S Training Solutions Pty Ltd	\$904
Enterprise & Training Company Ltd	\$275,465	Jamie Hammond	\$1,736
Envite Inc.	\$723	JB Hunter Technology Pty Ltd	\$134,114
Equalis Pty Ltd	\$349,571	JBS Australia Pty Ltd	\$35,642
Equals International (Australia) Pty Ltd	\$49,811	JCE Positive Outcomes Pty Ltd	\$3,625
Essential Energy	\$114,164	JKR Training for Business Pty Ltd	\$13,390
Esset Group Pty Ltd	\$212,830	Joblink Plus Ltd	\$71,863
Eurobodalla Adult Education Centre Inc.	\$83,298	John Sigurd Muller	\$3,607
Evolution Systems for Training & Development Pty Ltd	\$18,938	JPS & Associates Pty Ltd	\$134,902
Ferngood Pty Ltd	\$26,484	Julie Reid Management Pty Ltd	\$116,594
First Impressions Resources Pty Ltd	\$145,444	Just Careers Training Pty Ltd	\$32,620
Five Star Training Pty Ltd	\$393,224	K S Training Pty Ltd	\$123,487
Fletcher International Exports Pty Ltd	\$73,586	Kaplan Education Pty Ltd	\$1,969
Flexible Training Solutions Pty Ltd	\$189,341	Karben Training Solutions Monka Pty Ltd	\$510,083
Focal Holdings Pty Ltd	\$1,531	Kells Training Centre Pty Ltd	\$9,936
Focus Training Solutions Pty Ltd	\$4,290	Kiama Community College Inc.	\$94,358
Ford Motor Company of Australia Ltd	\$24,740	Kings International College Ltd	\$53,210
Forsythes IT & Training Pty Ltd	\$15,790	Kirana Training Pty Ltd	\$122,862
Franklyn Scholar (Australia) Pty Ltd	\$2,109,107	Knowledgespace Pty Ltd	\$1,267
Furnishing Industry Association of Australia Ltd	\$714,791	Kogarah Rockdale Training Scheme Inc.	\$139,885
Future Academy Pty Ltd	\$89,662	KRTS Pty Ltd	\$21,485
		Labtech Training Pty Ltd	\$14,208

LDC Group Asia Pacific Pty Ltd	\$102,643	NSW Dental Assistants Professional Association Inc.	\$59,596
LDO Group Training Pty Ltd	\$29,722	NSW Fishing Industry Training Committee Ltd	\$41,824
Leadership Management Australia Pty Ltd	\$18,661	Nursing Group Pty Ltd	\$17,594
Learning Collaborative Pty Ltd	\$8,551	OCTEC Limited	\$121,248
Learning Sphere Training Solutions Pty Ltd	\$15,753	On Time Resources Pty Ltd	\$193,505
Lennox Institute Pty Ltd	\$169,495	On-Focus Inc.	\$108,949
Lexon Industries Pty Ltd	\$41,225	Online Consultancy & Investments Pty Ltd	\$21,437
Lianrick Pty Ltd	\$21,387	ORCA (Ocean Recreation Careers Australasia) Pty Ltd	\$8,291
Life Without Barriers	\$723	Origin Human Resources Pty Ltd	\$3,908
Link Employment & Training Inc.	\$1,650	OZ Skills Careers College Pty Ltd	\$18,832
Linked Training Group Pty Ltd	\$3,687	Pearsons School of Floristry Pty Ltd	\$4,400
Logan Workforce Solutions Pty Ltd	\$2,046	Pegasus Management Pty Ltd	\$26,665
Logic Entity Australia Pty Ltd	\$31,006	Penrith Skills For Jobs Ltd	\$111,572
Macarthur Community College Inc.	\$170,428	Pentrans Consulting Pty Ltd	\$16,132
Macarthur Disability Services Ltd	\$48,503	Perceptum Training Partners Pty Ltd	\$23,195
Macarthur Group Training Ltd	\$291,281	Performance Edge Systems Pty Ltd	\$187,245
Macdonald Education Pty Ltd	\$2,564	Performis Pty Ltd	\$195,798
Macleay Valley Workplace Learning Centre Inc.	\$12,049	Pharmaceutical Society of Australia Ltd	\$63,286
Macquarie Community College	\$546	Pivotal Training & Development Pty Ltd	\$13,181
Macquarie Employment Training Service Inc.	\$942,228	Port Macquarie Community College Inc.	\$11,526
Maddisson Employment Pty Ltd	\$32,867	Pow Wow Training Pty Ltd	\$14,427
Mai-Wel Ltd	\$27,509	Precise Training Pty Ltd	\$48,441
Management Consultancy International Pty Ltd	\$89,203	Precision Training Australia Pty Ltd	\$61,483
Management Institute of Australia No1 Pty Ltd	\$467,326	Primary Training Institute Pty Ltd	\$17,164
Mantra Training & Development Pty Ltd	\$28,383	Professional Training Partners Pty Ltd	\$37,295
Mardo Group Pty Ltd	\$5,308	Professional Training Services Australia	\$1,412
Marrickville Community Training Centre Inc.	\$39,147	Property Training Solutions Pty Ltd	\$153,193
Marshall, Kristen	\$37,024	Proteen for Teens Inc.	\$28,481
Mask Academy Pty Ltd	\$752,172	Provet Pty Ltd	\$18,130
Master Plumbers & Mechanical Contractors Association of NSW	\$252,121	Ramsden Telecommunications Training Pty Ltd	\$85,403
Maxis Solutions Pty Ltd	\$4,014	Reach for Training Pty Ltd	\$107,505
Maxwells Services Pty Ltd	\$152,833	Real Corporate Partners Pty Ltd	\$463,843
MBC Training & Development Pty Ltd	\$11,187	Real Estate Institute of NSW Ltd	\$89,341
McDonald's Australia Ltd	\$734,489	Real Estate Training Solutions Pty Ltd	\$170,723
McMillan Staff Development Pty Ltd	\$6,723	Rebel Group Ltd	\$40,847
Meat Industry Services Pty Ltd	\$8,030	Recognition First Pty Ltd	\$236,424
MEGT (Australia) Ltd	\$272,412	Response Consulting Australia Pty Ltd	\$200,507
Mental Health Coordinating Council Inc.	\$132,960	Rise Education & Training Pty Ltd	\$147,508
Milcom Communications Pty Ltd	\$55,928	Riverina Community College Ltd	\$42,669
Mines Rescue Pty Ltd	\$30	Robinson Education Centre Inc.	\$1,243
Mint Training Pty Ltd	\$50,810	Royal Rehabilitation Centre Sydney	\$17,688
Motor Traders Association of NSW	\$1,093,733	RTV Consultancy Pty Ltd	\$1,685
Mr Evan E. Hutchens	\$1,453	Rutherford Technical Services Pty Ltd	\$10,243
Murray Mallee Training Company Ltd	\$428,366	SAL Consulting Pty Ltd	\$15,869
My Freight Career Pty Ltd	\$51,114	Salesforce Australia Pty Ltd	\$30,328
National College Australia Pty Ltd	\$39,556	Selmar Holdings Pty Ltd	\$586,800
National Insurance Brokers Association of Australia	\$28,636	Singleton Community College Inc.	\$1,056
National Technical Training Pty Ltd	\$3,197	Skilled Group Limited	\$160,553
National Training Group Pty Ltd	\$125,525	Skills Training Australia Group Pty Ltd	\$75,737
National Training Organisation Pty Ltd	\$475,487	Skillset Ltd	\$181,094
National Training Pty Ltd	\$5,004	Skillstrain Pty Ltd	\$172,549
Nationwide Training Solutions Pty Ltd	\$30,389	Southern Training Organisation Pty	\$10,582
Navitas Workforce Solutions Pty Ltd	\$1,741	Southside Community Services Inc.	\$9,235
Newskills Limited	\$3,211	St George & Sutherland Community College Inc.	\$202,608
Norman Chee & Thu Tram Chee	\$45,134	STA Travel Pty Ltd	\$404
Nortec Employment & Training Ltd	\$110,927	Stanborough Wemyss Contracting Pty Ltd	\$352,501
Northern Beaches Community College	\$41,692	Statewide Business Training Pty Ltd	\$107,161
Northnet Inc.	\$9,392	Steven Millard & Associates Pty Ltd	\$35,379
Novaskill	\$781,220	Strategic Training Solutions Pty Ltd	\$816
		Strategix Training Group Pty Ltd	\$138,544

Strive Training Australia Pty Ltd	\$30,766
Subway Development of NSW & ACT Pty Ltd	\$53,606
Sureway Skills Training Pty Ltd	\$4,271
Sustainable Learning Australasia Pty Ltd	\$23,887
Sutherland Shire Council	\$57,445
Sydney School of Business and Technology Pty Ltd	\$39,269
Tactical Training Group Pty Ltd	\$1,661,323
Tamworth Community College Inc.	\$15,350
Tandem College Pty Ltd	\$16,148
Taree Community College Inc.	\$490
Targett Retail Training Pty Ltd	\$45,031
Teach Me Law Enforcement Pty Ltd	\$2,231
Tesa Mining (NSW) Pty Ltd	\$75,402
TexSkill Limited	\$16,989
TF McGirr & CT Zankovic	\$936
The Angelsea Complex Pty Ltd	\$2,807
The Association of Superannuation Funds of Australia Ltd	\$20,437
The Australian Electrotechnology Industry Training Centre Ltd	\$20,464
The Change Network Pty Ltd	\$143,510
The Crusader Union of Australia	\$18,686
The Daniels Associates of Australasia Pty Ltd	\$262,963
The Fletcher Family Trust Trissig Pty Ltd	\$281,777
The Hospitals Contribution Fund of Australia Ltd	\$44,752
The Illawarra ITEC Ltd	\$77,746
The Management Edge Pty Ltd	\$42,922
The ORS Group Pty Ltd	\$93,877
The Parramatta College Inc.	\$833
The Pharmacy Guild of Australia	\$181,916
The Quality Training Company Pty Ltd	\$80,751
The Star City Pty Ltd	\$143,805
The Uniting Church in Australia Property Trust (NSW)	\$75,515
They're Pty Ltd	\$29,317
Tilly's Play & Development Pty Ltd	\$3,163
TLC Training Solutions Pty Ltd	\$124,647
Toni & Guy Australia Pty Ltd	\$174,133
Total Training Solutions	\$122,631
Train Australia Pty Ltd	\$307,631
Trainer Assessor Group Pty Ltd	\$165,817
Training & Development Australia Pty Ltd	\$48,005
Training Beyond 2000 Pty Ltd	\$119,142
Training Education & Management Services Pty Ltd	\$55,598
Training Experts Australia Pty Ltd	\$294,490
Training Services 4 You Pty Ltd	\$10,630
Training Specialists (Australia) Pty Ltd	\$489,364
Training Synergies Pty Ltd	\$484,060
Transqual Pty Limited	\$327,827
Trustee for The Salvation Army (NSW) Property Trust	\$611
Tuggerah Lakes Community College	\$733
Tursa Employment & Training Inc.	\$24,136
UNE Partnerships Pty Ltd	\$40,669
UPC Pty Ltd	\$3,186
Upskilled Pty Ltd	\$30,143
Vantage Automotive Pty Ltd	\$713,732
Verto Ltd	\$394,708
Vision International College Inc.	\$1,929
Vision Training Institute Pty Ltd	\$303,135
Vital Training Solutions Pty Ltd	\$1,056
Vocational Institute of Australia Pty Ltd	\$120,697

Vocational Training Australia Pty Ltd	\$1,068,519
W G Learning Pty Ltd	\$329,863
Wentworth College Pty Ltd	\$530,317
Western College Inc.	\$3,649
Westrac Pty Ltd	\$228,255
Wetherill Park Training Centre Pty Ltd	\$41,728
Wise Education Group Limited	\$274,963
Work Savvy Pty Ltd	\$89,632
Workers Educational Association	\$41,529
Workplace Training Pty Ltd	\$3,564
Worktrain Pty Ltd	\$106,734
Workventures Ltd	\$64,563
WPC Group Ltd	\$29,455
X-Seed Education & Development Pty Ltd	\$58,279
Yolarno Pty Ltd	\$48,751
Yum Restaurants Australia Pty Ltd	\$450,075
YWCA NSW	\$2,000
Total paid in 2013/14	\$48,150,937

Centenary of Anzac grants

Informing the development and implementation of an appropriate inclusive, educational and economic program of commemoration for the Anzac Centenary in NSW.

The Trustee for the Anzac Memorial Building Fund	\$62,000
The Trustee for the Anzac Memorial Building Fund	\$62,000
The Trustee for the Anzac Memorial Building Fund	\$62,000
The Trustee for the Anzac Memorial Building Fund	\$186,000
The Trustee for the Anzac Memorial Building Fund	\$63,000
Total paid in 2013/14	\$435,000

Community Building Partnership Program

Funding community groups and local councils to invest in community infrastructure throughout NSW.

Community Building Partnership Program 2013/14 (2009)

Liverpool Radio Rallycross Car Club	\$15,000
Total paid in 2013/14	\$15,000

Community Building Partnership Program 2013/14 (2010)

Burraneer Activity Centre	\$45,000
Elm St Early Learning Centre	\$50,000
Inspire Community Services Inc.	\$60,000
Inspire Community Services Inc.	\$70,000
Inspire Community Services Inc.	\$70,000
Jesmond Neighbourhood Centre Inc.	\$41,700
Newcastle Muslim Association	\$91,000
Ramsgate Life Saving Club	\$80,000
Scout Association of Australia NSW Branch	\$17,000
Scout Association of Australia NSW Branch	\$37,890
West Pymble Soccer Club	\$50,000
Wollongong Tennis Courts Administration Inc.	\$25,000
Total paid in 2013/14	\$637,590

Community Building Partnership Program 2013/14 (2011)

Anglican Church Property Trust Diocese of Sydney	\$45,000
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Australian Chin Lien Chinese Association Inc.	\$34,000	Central Darling Shire Council	\$3,000
Australian Muslim Welfare Centre Inc.	\$28,464	Central North Coast National Agricultural Society	\$14,894
Australian Red Cross Society	\$4,000	Central North Coast National Agricultural Society	\$14,556
Australian Red Cross Society	\$5,813	Cessnock Chamber of Commerce	\$12,330
Australian Red Cross Society	\$871	Cessnock District Hockey Association Inc.	\$11,000
Australian Red Cross Society	\$12,950	Cessnock District Rescue Squad Inc.	\$4,745
Australian Red Cross Society	\$790	Chaldean Babylon Sports and Cultural Club Inc.	\$22,000
Autism Spectrum Australia	\$16,090	Chatswood Public School P&C Association	\$30,000
Avalon Beach Surf Life Saving Club Inc.	\$36,500	Chester Hill Junior Rugby League Club	\$15,600
Balgowlah Heights Public School P&C Association	\$30,000	Children's Services Community Management Ltd	\$15,189
Ballina Shire Council	\$94,981	Church of Christ Telopea	\$35,000
Bangalow Bowling & Sports Club	\$30,000	City East Community College Inc.	\$15,000
Bankstown City Council	\$80,000	Civic Disability Services Ltd	\$6,480
Barnsley United Senior Soccer Club	\$20,000	Civic Disability Services Ltd	\$15,000
Batemans Bay Men's Shed	\$12,000	Clarke Road School P&C Association	\$32,000
Batemans Bay Men's Shed	\$2,000	Coffs Harbour Regional Conservatorium Inc.	\$39,231
Bayside Swimming Club Inc.	\$3,026	Coffs Harbour Rugby League Football Club Ltd	\$46,100
Bega Men's Shed Inc.	\$15,000	Collaroy Plateau Public School P&C Association	\$24,000
Bermagui Skate Park Association	\$40,000	Combined Districts Kart Club	\$12,000
Bethungra On The Up	\$5,000	Commuliverpool-Fairfield Community Radio Co-Op Ltd	\$10,000
Bexley Jack & Jill Pre-School Inc.	\$50,000	Conargo Shire Council	\$23,000
Bidjigal Reserve Trust	\$50,000	Concord Public School Parents Association	\$10,446
Big Fat Smile Group Ltd	\$39,910	Conservatorium Mid North Coast Inc.	\$15,000
Blackheath Area Neighbourhood Centre	\$17,000	Cooks Hill United Football Club	\$10,000
Blacktown City Council	\$27,500	Cooloon Children's Centre Inc.	\$40,923
Blacktown Youth Services Association	\$29,000	Coonamble Shire Council	\$30,000
Bolwarra Public School Parents and Citizens Association	\$20,000	Cootamundra All Breeds Kennel Club Inc.	\$10,000
Bomaderry Australian Football Club Inc.	\$13,490	Cooyal Sportsground Trust	\$3,300
Border Rivers Soccer Club Inc.	\$3,680	Cornerstone Presbyterian Community Church	\$10,000
Branxton Preschool Inc.	\$20,000	Country Women's Association of NSW Berrigan Branch	\$28,000
Brewarrina Shire Council	\$30,000	Country Women's Association of NSW Eugowra	\$15,000
Brooklyn P&C Association	\$10,000	Country Women's Association of NSW Goulburn Branch	\$3,000
Bulahdelah War Memorial Trust	\$3,000	Cowan Public School P&C	\$17,500
Bundeena Bowling & Sports Club Co-Op Ltd	\$10,000	Cowra Men's Shed Inc.	\$31,000
Burrell Creek Youth and Community Association Inc.	\$5,000	Crabbes Creek Hall Committee Inc.	\$38,900
Burwood Community Welfare Services Inc.	\$40,000	Crestwood High School Parents and Citizens Association	\$10,000
C3 Church Mount Annan	\$15,000	Cronulla P&C Association	\$6,000
Callala Bay Community Association	\$42,000	Cronulla Preschool Kindergarten Inc.	\$12,000
Camden Council	\$8,500	Crookwell A P & H Society Inc.	\$29,000
Camden Junior Rugby League Football Club Inc.	\$33,328	Cumnock Show Society Inc.	\$8,000
Camp Breakaway Inc.	\$30,000	CWA Canowindra Branch	\$20,000
Campsie Baptist Church	\$15,000	Dapto Agricultural & Horticultural Society Inc.	\$15,000
Canterbury Bankstown Tennis Association Inc.	\$15,000	Dorrigo Showground Trust Inc.	\$52,250
Canterbury Bankstown Tennis Association Inc.	\$10,000	Dundas Area Neighbourhood Centre Inc.	\$3,550
Canterbury City Community Centre Inc.	\$2,230	Dungog A & H Association	\$10,910
Canterbury City Council	\$15,000	East Coast City Church	\$6,000
Canterbury Community Child Care Centre	\$22,000	Eastern Respite and Recreation	\$42,000
Carcoar P A and H Society Inc.	\$23,200	Eastwood Public School P&C Association	\$20,000
Cardiff Boolaroo Cricket Club	\$50,000	Eastwood Thornleigh District Tennis Association	\$6,000
Care & Concern Ministries Inc.	\$36,000	Edgeworth Senior Soccer Club Inc.	\$17,500
Castle Hill High School P&C Association	\$30,000	Elderslie Community Hall Inc.	\$12,900
Casuarina Beach Hockey Club Inc.	\$30,000	Emu Plains Junior AFL Club	\$18,180
Catholic Education Diocese of Parramatta	\$23,000	Equestrian Federation of Australia (NSW Branch)	\$26,175
Catholic Education Diocese of Parramatta	\$8,980	Ettalong Beach Arts and Crafts Centre Inc.	\$5,000
Catholic Care Diocese of Broken Bay	\$7,418	Ettalong Public School P&C Association	\$35,000
Caves Beach Surf Life Saving Club Inc.	\$43,000	Fairfield City Council	\$50,000
Centipede At Glebe School Inc.	\$8,910	Fairfield City Council	\$40,000
Central Coast Hospice Palliative Care Foundation Inc.	\$8,000	Fairfield City Council	\$18,000
Central Coast Hospice Palliative Care Foundation Inc.	\$12,000	Family Planning NSW	\$30,956
		Federal School of Arts Association Inc.	\$25,000

Fernhill Junior Soccer Club Inc.	\$44,000	Hurlstone Park Wanderers Soccer Football Club	\$25,000
Finley Menshed Inc.	\$11,950	Hurstville City Council	\$35,000
Five Dock RSL Soccer Club Inc.	\$12,513	Hurstville Glory Soccer Club	\$35,000
Forbes Shire Council	\$5,715	Illawarra Live Steamers Co-Operative Ltd	\$4,000
Foster Care Angels Inc.	\$20,000	Inala	\$20,000
Friends of Burrendong Arboretum Inc.	\$3,430	Inala	\$35,679
Friends of Refugees of Eastern Europe	\$45,000	Inverell & District Lapidary Club Inc.	\$6,000
Georges Hall Public School P&C Association	\$47,596	Inverell Art Society Inc.	\$20,000
Gilgandra Men's Shed Inc.	\$40,000	Jacaranda Pre-School Centre Inc.	\$13,000
Girl Guides Association (NSW)	\$17,798	Jesmond Early Education Centre Inc.	\$30,000
Girl Guides Association (NSW)	\$13,398	Karitane	\$22,900
Girl Guides Association (NSW)	\$18,045	Kegworth Out of School Hours Care	\$17,600
Girl Guides Association (NSW)	\$23,250	Keiraville Community Pre School	\$34,000
Girl Guides Association (NSW)	\$859	Kellyville Soccer Club Inc.	\$24,600
Girl Guides Association (NSW)	\$4,000	Kent Road Public School P&C Association	\$23,000
Girl Guides Association (NSW)	\$15,000	Kiama Harbour Boat Owners Association Inc.	\$20,000
Girl Guides Association (NSW)	\$20,000	Kimbriki Progress and Recreation Association	\$5,000
Girl Guides Association (NSW)	\$11,330	King of The Ranges Stockman's Challenge Inc.	\$5,000
Girl Guides Association (NSW)	\$14,930	Kingstown Public Hall Trust	\$10,000
Girl Guides Association (NSW)	\$2,550	Knights of The Southern Cross NSW Inc.	\$14,870
Girl Guides Association (NSW)	\$20,000	Koala Child Care Centre	\$13,000
Glebe Public School P&C	\$36,483	Kogarah Bay Sailing Club	\$40,000
Glen Innes Rugby League Club Inc.	\$12,000	Kogarah City Council	\$40,000
Glenreagh Pony Club	\$14,394	Kootingal and District Preschool Inc.	\$25,000
Gosford City Council	\$22,900	Kotara Junior Rugby League Football Club Inc.	\$15,000
Gosford City Sports Stadium Inc.	\$32,983	KU Children's Services	\$8,173
Goulburn Agricultural Pastoral & Horticultural Society Inc.	\$10,000	KU Children's Services	\$25,000
Goulburn Crookwell Heritage Railway Inc.	\$8,000	Ku-Ring-Gai Council	\$40,000
Goulburn Mulwaree Council	\$14,000	Kurri Kurri and District Pre School Kindergarten Inc.	\$40,000
Goulburn Rodeo Club	\$5,000	Kurri Kurri and District Pre School Kindergarten Inc.	\$33,700
Grahamstown Public School P&C	\$15,000	Lake Macquarie City Council	\$21,000
Great Lakes Historical Co-operative Society Ltd	\$10,000	Lake Macquarie City Council	\$43,905
Greater Toukley Vision Inc.	\$25,500	Lake Macquarie City Council	\$38,500
Greek Orthodox Community of NSW Ltd	\$22,000	Lane Cove Junior Rugby Club Inc.	\$22,000
Greek Orthodox Parish of St Catherine	\$22,600	Lao Buddhist Society of NSW Inc.	\$13,000
Guyra Shire Council	\$18,500	Lawrence Rodeo Ltd	\$15,000
Gwydir Shire Council	\$5,000	Learning Links	\$12,000
Gwydir Shire Council	\$32,500	Lions Club of Lugarno	\$19,635
Harrington Men's Shed	\$25,000	Lions Club of Old Bar Inc.	\$11,000
Hawkesbury City Council	\$22,500	Lions Club-Cooma	\$2,000
Hawkesbury Valley Baptist Church	\$25,000	Lismore Rowing Club Inc.	\$30,000
Healthy Cities Illawarra Inc.	\$40,000	Lismore Thistles Soccer Club	\$6,920
Heart Support Australia	\$10,000	Little Bear Child Care Cottage Inc.	\$6,527
Hills District Netball Association Inc.	\$12,000	Lochinvar Rovers Football Club Inc.	\$7,300
Hillston Sports Pavilion Committee Inc.	\$50,000	Lockhart Shire Council	\$50,000
Hippocrates Australian Greek Aged Persons Association	\$26,950	Lower Clarence Tennis Association Inc.	\$17,051
His House Inc.	\$14,544	Lugarno Peakhurst Uniting Church	\$25,000
HMAS Sydney Association Inc.	\$100,000	Macarthur District Temporary Family Care Inc.	\$17,900
Holroyd City Council	\$60,000	Macarthur Diversity Services Initiative	\$29,000
Holroyd City Council	\$32,500	Macleay Valley Rangers Soccer Club Inc.	\$8,181
Holroyd City Council	\$15,000	Macmasters Beach Surf Life Saving Club Inc.	\$20,000
Holroyd City Council	\$7,500	Maitland Senior Citizens & Pensioners Association	\$17,500
Holroyd City Council	\$29,900	Manly Vale Public School P&C	\$30,000
Holroyd City Council	\$20,000	Manly Warringah Gymnastics Club	\$20,000
Holroyd City Council	\$10,000	Manning Valley Kart Club Inc.	\$8,000
Holroyd City Council	\$20,000	Marine Rescue NSW	\$50,000
Holy Apostles Greek Orthodox Parish & Community	\$29,450	Marine Rescue NSW	\$15,608
Hunter River Agricultural & Horticultural Association	\$34,351	Marine Rescue NSW	\$50,000
Hunter River Agricultural & Horticultural Association	\$30,000	Marine Rescue NSW	\$11,000
Hunters Hill Club Ltd	\$27,410	Marine Rescue NSW	\$7,000

Marine Rescue NSW	\$13,000	PCYC State Office	\$23,000
Marine Rescue NSW	\$5,000	PCYC State Office	\$25,000
Maronite Catholic Parish of Our Lady of Lebanon Harris Park	\$35,000	PCYC State Office	\$11,848
Maroubra Neighbourhood Children's Centre Co-operative	\$4,656	PCYC State Office	\$24,642
Marsden Rd Parents and Citizens Association	\$24,214	PCYC State Office	\$27,592
Menai Hawks Football Club Inc.	\$15,000	PCYC State Office	\$9,805
Menai High School Parents and Citizen Association	\$10,000	PCYC State Office	\$8,965
Mendooran Tennis Club Inc.	\$9,590	PCYC State Office	\$2,000
Merewether Golf Club Ltd	\$10,000	PCYC State Office	\$14,000
Metro Migrant Resource Centre Inc.	\$25,000	PCYC State Office	\$40,000
Mets Baseball Club Inc.	\$6,572	PCYC State Office	\$10,000
Michelago Region Community Association Inc.	\$30,000	PCYC State Office	\$21,253
Mid Western Regional Council	\$4,900	PCYC State Office	\$2,673
Mid Western Regional Council	\$2,000	PCYC State Office	\$11,000
Milperra Colts Junior Rugby League Football Club	\$30,000	Penrith City Council	\$56,732
Mingaletta Aboriginal & Torres Strait Islander Corp.	\$15,620	Penrith City Council	\$30,000
Minooka Pre-School Inc.	\$33,000	Penrith City Council	\$25,000
Mission Australia	\$9,566	Penrith City Softball Association	\$29,800
Mission Australia	\$47,550	Penrith Rowing Club Inc.	\$20,621
Molong Show Society Inc.	\$6,000	Penrith Waratah Junior Rugby League Football Club	\$33,000
Mondrook Public Hall	\$3,000	Picnic Point Bowling & Social Club Ltd	\$15,000
Moresby Park Pre-School Inc.	\$68,956	Police Citizens Youth Clubs NSW Ltd	\$3,802
Moss Vale and District Basketball Association	\$6,000	Port Kembla Baptist Church	\$15,000
Moulamein Arts and Crafts Council Inc.	\$10,000	Port Macquarie Cycling Club Ltd	\$20,000
Mountains Youth Services Team Inc.	\$10,000	Port Macquarie Kart Racing Club Inc.	\$15,000
Mt Druitt Town Rangers Soccer Club	\$68,000	Possums Community Preschool Association Inc.	\$20,000
Mt Druitt Town Rangers Soccer Club	\$70,000	Quakers Hill East Parents and Citizens Association	\$17,500
Murrumbateman Rural Fire Brigade	\$14,081	Queenscliff Surf Life Saving Club	\$30,000
Murrurundi Community Men's Shed	\$10,000	Quirindi Sporting Clay Target Club	\$5,000
Murwillumbah Football Club Inc.	\$45,306	Randwick Community Organic Gardens	\$3,700
Muswellbrook Football Club Inc.	\$17,000	Red (Realising Every Dream) Inc.	\$10,000
Narooma School of Arts and Soldiers War Memorial Hall Inc.	\$30,000	Red Rock Multi-Use Centre Inc.	\$24,788
Naval Association of Australia	\$5,000	Redeemer Baptist Services	\$40,000
Newcastle Junior Cricket Association Inc.	\$20,000	Redhead Community Pre School Inc.	\$17,500
Newcastle Kart Racing Club Inc.	\$12,500	Redhead Surf Life Saving Club	\$30,000
Newcastle Lake Macquarie Clay Target Club Inc.	\$10,459	Regents Park Community Church	\$24,945
Newcastle Legacy Fund	\$7,000	Richmond Race Club Ltd	\$5,000
Newcastle Macedonia Soccer Club Inc.	\$10,000	Riding For The Disabled Association (NSW)	\$45,468
Newtown Green Men's Workshop	\$15,553	Riding For The Disabled Association NSW Ryde Centre	\$5,000
Northern Rivers Conservatorium Arts Centre	\$30,000	Riverstone Neighbourhood Centre and Community Aid	\$14,949
Northern Suburbs Football Association Inc.	\$27,250	Riverwood Community Centre	\$3,950
Oatley Uniting Church	\$39,000	Robert Townson High School P & F	\$37,706
Oberon Council	\$30,000	Robertson Heritage Railway Station Inc.	\$14,000
Oberon Tarana Heritage Railway Inc.	\$6,980	Rock Valley Hall Inc.	\$7,500
Orana Arts Inc.	\$50,000	Rockdale Council	\$10,000
Orange Regional Conservatorium Inc.	\$49,412	Rockdale Council	\$48,000
Pacific Palms Recreation Club Ltd	\$9,000	Rockdale Council	\$72,000
Parramatta City Council	\$27,500	Rockdale Council	\$21,850
Parramatta City Council	\$15,000	Rollands Plains Recreation Reserve Trust	\$3,800
Parramatta District Rugby Union Football Club Ltd	\$15,000	Rotary Club of Narromine Inc.	\$20,000
Parramatta Mission	\$16,389	RSL Lifecare	\$13,800
Parramatta Young Christian Workers	\$15,000	Ryde Hunters Hill District Hockey Club Inc.	\$20,000
PCYC State Office	\$9,192	Ryde Masonic Centre Inc.	\$10,000
PCYC State Office	\$42,960	Sailability NSW	\$20,071
PCYC State Office	\$28,596	Salamander Bay Recycling	\$25,000
PCYC State Office	\$8,500	Schizophrenia Fellowship of NSW Inc.	\$20,000
PCYC State Office	\$17,231	Scout Association of Australia NSW Branch	\$9,800
PCYC State Office	\$14,080	Scout Association of Australia NSW Branch	\$5,000
		Scout Association of Australia NSW Branch	\$29,920
		Scout Association of Australia NSW Branch	\$7,500

Scout Association of Australia NSW Branch	\$11,693	Sunnyfield	\$29,680
Scout Association of Australia NSW Branch	\$5,000	Sunnyfield	\$47,495
Scout Association of Australia NSW Branch	\$2,000	Sunnyfield	\$22,000
Scout Association of Australia NSW Branch	\$10,018	Sunnyfield	\$16,000
Scout Association of Australia NSW Branch	\$14,700	Swansea Chamber of Commerce	\$18,000
Scout Association of Australia NSW Branch	\$10,000	Sydney University Settlement	\$4,000
Scout Association of Australia NSW Branch	\$10,410	Sylvanvale Foundation	\$15,000
Scout Association of Australia NSW Branch	\$3,718	Tamworth Meals On Wheel Inc.	\$3,684
Scout Association of Australia NSW Branch	\$1,238	Taree Wingham Race Club	\$10,000
Scout Association of Australia NSW Branch	\$5,900	Tea Gardens Hawks Nest Pre School Kindergarten Inc.	\$57,058
Scout Association of Australia NSW Branch	\$5,000	Temora Shire Council	\$20,000
Scout Association of Australia NSW Branch	\$10,500	The Apostles & Saint Abanoub Coptic Orthodox Church	\$40,000
Scout Association of Australia NSW Branch	\$5,000	The Apostles & Saint Abanoub Coptic Orthodox Church	\$42,084
Scout Association of Australia NSW Branch	\$2,539	The Association of Zgharta	\$15,000
Scout Association of Australia NSW Branch	\$6,800	The Australiana Pioneer Village	\$30,746
Scout Association of Australia NSW Branch	\$4,110	The Cheltenham Recreation Club Ltd	\$15,000
Scout Association of Australia NSW Branch	\$10,000	The Greek Orthodox Parish and Community of Kogarah	\$31,464
Scout Association of Australia NSW Branch	\$36,000	The Hastings Men's Shed	\$25,000
Scout Association of Australia NSW Branch	\$30,000	The Hunter Valley Research Foundation	\$10,000
Scout Association of Australia NSW Branch	\$20,000	The Lebanese Moslem Association	\$50,000
Scout Association of Australia NSW Branch	\$7,469	The Parks Community Network Inc.	\$32,790
Shellharbour City Touch	\$17,750	The Parks Community Network Inc.	\$30,000
Shellharbour Swans Junior AFL Club Inc.	\$26,250	The Parks Community Network Inc.	\$21,000
Shoalhaven City Council	\$15,000	The Salvation Army Property Trust	\$7,328
Shoalhaven Greyhound Racing Club Ltd	\$12,000	The Salvation Army Property Trust	\$30,000
Singleton Pony Club Inc.	\$5,000	The Shepherd Centre	\$15,700
Soldiers Point Public School P&C Association	\$15,000	The Spring Ridge Country Club Ltd	\$4,000
South East Neighbourhood Centre	\$6,000	The Trustee For Lalor Park Public School P&C Association	\$46,100
South Sydney Uniting Church	\$6,000	The Trustee For Lalor Park Public School P&C Association	\$50,000
Southern Beaches Rugby Union Club Inc.	\$49,450	The Trustee For Lalor Park Public School P&C Association	\$50,000
Southern Tablelands Cycling Inc.	\$5,000	The Uniting Church In Australia Property Trust (Ns)	\$10,000
Southern Youth & Family Services Association Inc.	\$15,000	The Waratahs Rugby Union Club Inc.	\$32,500
Sri Guru Singh Sabha Sikh Association of Sydney Inc.	\$30,000	Thirlmere – Tahmoor Junior RLFC Inc.	\$41,000
St Ambrose Primary School	\$35,000	Tinonee Memorial School of Arts Inc.	\$25,000
St Basils Homes	\$11,000	Tinonee Public School P&C Association	\$4,374
St George Antiochian Orthodox Cathedral Parish Association Inc.	\$30,000	TNC Inc.	\$24,860
St George Antiochian Orthodox Cathedral Parish Association Inc.	\$30,510	Touched By Olivia Foundation Ltd	\$30,000
St George Rowing Club	\$50,000	Tumbarumba Shire Council	\$4,000
St John Ambulance Australia (NSW)	\$9,087	Tumut Racecourse Reserve Trust	\$50,000
St Marks Primary School	\$20,000	Tweed Heads Community Men's Shed Inc.	\$23,446
St Mary's Community Pre School Casino Inc.	\$15,580	Tweed Heads Pony Club	\$10,000
St Marys RSL Sub-Branch	\$20,000	UCA – Northmead	\$5,000
St Peter & Paul Antiochian Orthodox Church	\$30,000	UCA – Nowra	\$25,000
St Peter's Presbyterian Church North Sydney	\$10,000	UCA – Nowra	\$35,000
St Thomas Indian Orthodox Cathedral	\$10,000	UCA – NSW Liverpool Congregation	\$58,065
St Vincent De Paul Catholic Church	\$8,149	UCA – NSW Liverpool Congregation	\$46,906
St Vincent De Paul Society – Sydney Archdiocese	\$14,550	UCA – Wayside Chapel	\$94,443
St Vincent De Paul Society – Sydney Archdiocese	\$30,000	UCA Goulburn Congregation Property Committee	\$2,000
St Vincent De Paul Society NSW	\$9,761	UCA Holroyd Uniting Church	\$16,000
St Vincent De Paul Society NSW – Wollongong Diocese	\$16,425	UCA – Lifeline Central Coast (NSW)	\$7,000
St Vincent De Paul Society NSW – Wollongong Diocese	\$18,814	Ulong & District Ex-Servicemen & Women's Club Ltd	\$40,000
St Vincent De Paul Society NSW – Wollongong Diocese	\$3,000	Umina United Soccer Club Inc.	\$20,000
St Vincent De Paul Society NSW – Wollongong Diocese	\$56,910	Ungarie War Memorial Hall	\$19,262
Stanmore Public School P&C Association	\$6,000	Uniting Church In Australia Tryon Rd Joint Property	\$15,000
Stingrays JRLFC Shellharbour Inc.	\$35,000	University of Wollongong	\$25,000
Stingrays JRLFC Shellharbour Inc.	\$30,000	Upper Hunter Shire Council	\$5,000
Stuart Town Advancement Association Inc.	\$2,765	Upper Lansdowne Memorial Hall Committee Inc.	\$8,500
Sunnyfield	\$30,000	Uralla Golf Club Ltd	\$3,865
		Urunga Mylestom Chamber of Commerce	\$11,844
		Vietnamese Community In Australia	\$19,000

Walcha Showground and Youth Club Hall Trust	\$10,000	Albury Amateur Swimming Club Inc.	\$6,259
Walka Model Engineering Society of Maitland Inc.	\$20,000	Albury Cricket Club	\$9,980
Wangi District Workers' Club Ltd	\$40,000	Albury Lapidary and Allied Crafts Inc.	\$2,400
Waratah Mayfield Multicultural Men's Shed	\$4,570	All Saints Anglican Church Parish of Murwillumbah	\$6,780
Warners Bay Public School P&C Association Inc.	\$12,000	Alzheimer's Australia NSW	\$10,000
Wattle Flat Progress Association Inc.	\$5,651	Anglican Church Property Trust Diocese of Sydney	\$12,735
Waverley Council	\$13,669	Anglican Church Property Trust Diocese of Sydney	\$20,262
Waverley Public School P&C Association	\$35,000	Anglican Church Property Trust Diocese of Sydney	\$20,000
Waverley Public School P&C Association	\$30,000	Anglican Church Property Trust Diocese of Sydney	\$10,000
Wee Waa Community Care Service Inc.	\$32,475	Anglican Church Property Trust Diocese of Sydney	\$20,000
Wentworth Shire Council	\$10,835	Anglican Church Property Trust Diocese of Sydney	\$21,696
Wesley Mission	\$7,415	Anglican Church Property Trust Diocese of Sydney	\$3,410
Wesley Mission	\$8,000	Anglican Church Property Trust Diocese of Sydney	\$7,250
West Pennant Hills Public School P&C Association	\$10,000	Anglican Church Property Trust Diocese of Sydney	\$10,000
West Pymble Soccer Club	\$70,000	Anglican Church Property Trust Diocese of Sydney	\$5,000
West Ryde Christadelphian Ecclesia Inc.	\$15,000	Anglican Church Property Trust Diocese of Sydney	\$5,510
Westpac Lifesaver Helicopter	\$2,999	Anglican Church Property Trust Diocese of Sydney	\$13,000
Wilma Women's Health Centre	\$15,000	Anglican Church Property Trust Diocese of Sydney	\$40,825
Wingecarribee Family Support Service	\$5,000	Anglican Church Property Trust Diocese of Sydney	\$6,000
Wingham District Pre-School Kindergarten Ltd	\$10,000	Anglican Church Property Trust Diocese of Sydney	\$9,000
Wingham Touch Association	\$17,000	Anglican Church Property Trust Diocese of Sydney	\$14,900
Wollondilly Shire Council	\$5,000	Anglican Church Property Trust Diocese of Sydney	\$20,581
Wollondilly Shire Council	\$15,000	Anglican Church Property Trust Diocese of Sydney	\$9,040
Wollondilly Shire Council	\$8,000	Anglican Church Property Trust Diocese of Sydney	\$19,930
Wollondilly Shire Council	\$5,000	Anglican Church Property Trust Diocese of Sydney	\$9,000
Wollongong Baptist Church	\$12,000	Anglican Church Property Trust Diocese of Sydney	\$21,650
Wollongong City Council	\$10,500	Anglican Church Property Trust Diocese of Sydney	\$9,855
Wollongong City Council	\$10,000	Anglican Church Property Trust Diocese of Sydney	\$54,905
Wollongong City Council	\$65,000	Anglican Church Property Trust Diocese of Sydney	\$7,600
Wollongong City Council	\$20,000	Anglican Church Property Trust Diocese of Sydney	\$3,000
Wollongong City Council	\$15,000	Anglican Church Property Trust Diocese of Sydney	\$27,600
Wollongong City Council	\$20,000	Anglican Church Property Trust Diocese of Sydney	\$6,820
Wollongong City Council	\$15,000	Anglican Church Property Trust Diocese of Sydney	\$44,198
Woodville Community Services Inc.	\$28,000	Anglican Church Property Trust Diocese of Sydney	\$6,000
Woonona High School P&C Association	\$20,000	Anglican Church Property Trust Diocese of Sydney	\$2,838
Wyoming Community Centre Inc.	\$30,000	Anglican Church Property Trust Diocese of Sydney	\$8,000
Wyong Neighbourhood Centre Inc.	\$16,450	Anglican Church Property Trust Diocese of Sydney	\$24,000
Wyong Shire Council	\$4,600	Anglican Church Property Trust Diocese of Sydney	\$4,000
Wyong Shire Council	\$20,000	Anglican Church Property Trust Diocese of Sydney	\$10,000
Yates Avenue P&C Association	\$25,000	Anglican Church Property Trust Diocese of Sydney	\$15,780
YC Industry Link Ltd	\$50,000	Anglicare Regional Alliance	\$9,015
YMCA of Sydney	\$4,000	Annandale Public School P&C Association	\$34,730
YMCA of Sydney	\$50,000	Annangrove P&C Association	\$15,000
YMCA of Sydney	\$30,000	Another Slice of Life Ltd	\$50,000
YMCA of Sydney	\$40,000	Another Slice of Life Ltd	\$50,000
YMCA of Sydney	\$7,500	Arcadians Theatre Group	\$12,985
YMCA of Sydney	\$5,900	Armenian Cultural Centre Inc.	\$20,000
YMCA of Sydney	\$9,500	Armistead Community Preschool	\$6,000
Total Paid In 2013/14	\$12,311,366	Arncliffe Public School Parents and Citizens	\$19,615
Community Building Partnership Program 2013/14 (2013)		Artarmon Longueville Uniting Church Parish	\$11,000
2WEB Outback Radio	\$25,000	Arya Pratinidhi Sabha of Australia	\$22,000
3Bridges Community	\$40,000	Ashfield Baptist Church	\$7,000
Abermain Hawks	\$13,000	Ashfield Bowling Club Ltd	\$12,350
Abermain Public School P&C Association Inc.	\$11,736	Associazione Napoletana Inc.	\$16,250
Adelong Progress Association	\$10,000	Asylum Seekers Centre Inc.	\$15,000
Albion Park Little Athletics Centre	\$20,000	Attunga Rodeo Association	\$20,000
Albion Park Men's Shed Inc.	\$10,000	Auburn Council	\$75,000
Albion Park White Eagles Soccer Club Inc.	\$34,992	Australian Foundation For Disability	\$8,641
		Australian Foundation For Disability	\$10,000

Australian Foundation For Disability	\$2,990	Bombala Council	\$7,700
Australian Foundation For Disability	\$18,756	Bondi Toy Library Inc.	\$6,825
Australian Foundation For Disability	\$9,504	Boolaroo Bowling & Rec Coop Society Ltd	\$17,834
Australian Foundation For Disability	\$20,000	BP Men's Shed Inc.	\$15,000
Australian Foundation For Disability	\$13,000	Branxton Croquet Club Inc.	\$16,384
Australian Huntingtons Disease Association NSW	\$3,078	Bringelly Sports Club	\$5,396
Australian Multicultural Christian Society Inc.	\$10,000	Brisbane Water Historical Society Inc.	\$8,515
Australian National Goanna Pulling Championships	\$8,000	Brocklesby-Burrumbuttock Saints Netball Club	\$30,000
Australian Red Cross Society	\$16,160	Bronte Surf Life Saving Club Inc.	\$13,640
Australian Red Cross Society	\$5,000	Bulahdelah Chamber of Commerce and Tourism	\$8,700
Australian Sikh Association Inc.	\$12,500	Bulahdelah Preschool Inc.	\$15,247
Australian Sudanese Coptic Welfare Association Inc.	\$50,000	Bulli Woonona Men's Shed Inc.	\$14,896
Autism Community Network	\$1,187	Bulli Woonona Men's Shed Inc.	\$14,000
Babana Aboriginal Men's Group Inc.	\$4,049	Bundanoon Community Association	\$3,640
Balgowlah Golf Club	\$33,055	Bundanoon Men's Shed Inc.	\$6,500
Ballina Byron Family Centre Inc.	\$3,622	Bundeena Menshed Inc.	\$18,710
Ballina Shire Meals On Wheels Inc.	\$52,712	Burringbar School of Arts	\$8,000
Balmain Little Athletics Centre	\$17,214	Burwood Football Club Inc.	\$16,000
Banksmeadow Public School P&C Association	\$30,000	Burwood Presbyterian Church	\$27,000
Bankstown City Council	\$50,000	Byabarra Tennis Club	\$16,950
Bankstown City Council	\$19,000	Camden Community Connections	\$1,644
Bankstown Community College Inc.	\$40,000	Camden Haven Boxing Team Inc.	\$25,298
Baptist Care NSW & ACT	\$25,000	Camden Haven Chamber of Commerce – IKEW	\$14,500
Barraba Men's Shed Inc.	\$8,750	Camden Haven Surf Life Saving Club Inc.	\$28,495
Barraba Potters and Craft Guild Inc.	\$6,500	Camden Meals On Wheels Inc.	\$3,800
Bass High School P&C Association	\$10,177	Camden Primary School Parents and Citizens Association	\$20,000
Batemans Bay Surf Life Saving Club Inc.	\$25,000	Campbelltown Australian Football Club	\$12,000
Bathurst City Croquet Club	\$3,800	Campbelltown Harlequin Rugby Club	\$37,000
Bathurst Cycling Club	\$20,000	Cancer Care Western NSW Inc.	\$20,000
Bathurst Netball Association Inc.	\$7,000	Canterbury Bankstown Sierra Leone Women's Group	\$10,000
Bathurst Pan Dragons Inc.	\$10,000	Canterbury Bankstown Tennis Association Inc.	\$10,000
Bathurst Regional Council	\$25,000	Canterbury City Community Centre Inc.	\$13,250
Bathurst Touch Association Inc.	\$6,020	Canterbury City Community Centre Inc.	\$15,000
Beecroft Bowling Club	\$14,700	Canterbury Earlwood Caring Association Ltd	\$9,500
Bellambi Neighbourhood Centre Inc.	\$9,130	Canterbury Rugby Union Club Ltd	\$30,000
Bellambi Surf Life Saving Club Inc.	\$12,275	Caringbah North PS P&C Association	\$20,000
Bellbird Pre-School	\$18,500	Carrathool Shire Council	\$10,000
Belmont Nth Junior Rugby League Football Club Inc.	\$16,000	Carrathool Shire Council	\$23,417
Berkeley Pony Club Inc.	\$20,000	Casino BMX Club	\$19,545
Berkeley Vale Neighbourhood Centre Inc.	\$4,000	Casino Junior Australian Football Club Inc.	\$32,269
Berrima District Pony Club	\$5,000	Casino Rodeo Campdraft Inc.	\$27,419
Best Employment Ltd	\$9,570	Cass Care Ltd	\$2,750
Big River Campdraft Club	\$14,500	Catherine Sullivan Centre	\$6,800
Binalong Memorial Swimming Pool	\$3,358	Catholic Diocese of Maitland – Newcastle	\$2,920
Binalong NSW Skate Park Committee Inc.	\$2,800	Catholic Education Office – St Michaels Catholic PS	\$15,100
Binjang Community Radio Inc.	\$4,778	Catholic Education Office Sydney	\$50,000
Birrilee Longday Care Centre Inc.	\$9,000	Catholic Parish of Holy Trinity Granville	\$25,000
Birrong Sports Football Club Inc.	\$6,072	Catholic Parish of Our Lady of Fatima Peakhurst	\$10,000
Birubi Point Community Preschool Association Inc.	\$9,045	Catholic Parish of Our Lady of Rosary – Entrance	\$19,000
Blackheath & District Chamber of Commerce Inc.	\$40,200	Catholic Parish of St Aloysius The Oaks	\$8,000
Blacktown City Council	\$23,500	Catholic Parish of St Christopher Panania	\$17,500
Blacktown Community Aid & Information Centre	\$50,000	Catholic Parish of St Joseph's Bulli	\$24,057
Blaxcell Street P&C Association	\$12,000	Caves Beach Surf Life Saving Club Inc.	\$9,000
Blayney Shire Council	\$16,905	Cawdor Uniting Church	\$1,399
Blayney Volunteer Meals On Wheels Association Inc.	\$10,000	Central Coast Post School Options Inc.	\$10,900
Blue Mountains Council	\$10,000	Central Tablelands Woodcraft Inc.	\$3,640
Blue Mountains Council	\$11,250	Cerebral Palsy Alliance	\$15,000
Blue Mountains Group Support Brigade RFS	\$9,240	Cerebral Palsy Alliance	\$27,000
Boambee East Community Centre Inc.	\$15,914	Cerebral Palsy Alliance	\$25,000
Bolton Point Child Care Centre Inc.	\$11,931	Cessnock Clay Target Club Inc.	\$15,680

Cessnock District Amateur Basketball Club Ltd	\$18,771	Double Bay Public School Parents & Citizens Association	\$30,182
Cessnock District Historical & Family History Society Inc.	\$5,018	Dubbo City Council	\$15,500
Cessnock District Netball Association Inc.	\$10,918	Dubbo City Council	\$43,337
Cessnock Gem and Mineral Club	\$5,580	Dudley School P&C Association	\$5,000
Cessnock Minor Rugby League Inc.	\$19,900	Dudley – Redhead Junior Rugby League Football Club Inc.	\$8,000
Cessnock West Public School P&C Association Inc.	\$16,318	Dungog Menshed Inc.	\$4,000
Challenge Southern Highlands Inc.	\$5,000	Earlwood Wanderers Football Club	\$10,000
Charlestown East P&C Association	\$10,000	East Hills Baseball Assn Inc.	\$7,000
Charlestown P&C Association	\$2,500	East Hills District Men's Shed Association Inc.	\$40,000
Chester Hill Baptist Church	\$30,000	Eden Service and Social Club Inc.	\$8,007
Chinese Australian Services Society	\$4,862	Elermore Vale Early Learning Centre Inc.	\$1,623
Chinese Australian Services Society	\$18,599	Elermore Vale Early Learning Centre Inc.	\$4,995
Christian Community Aid	\$22,842	Elermore Vale Early Learning Centre Inc.	\$3,807
Christian Community Aid	\$15,510	Elsie Women's Refuge	\$16,000
Christian Outreach Centre – Port Stephens	\$6,000	Emanuel Synagogue	\$20,000
Claymore Public School P&C	\$20,000	Engadine Dragons Junior Rugby League Football Club	\$35,457
Clovelly Bowling & Rec Club Ltd	\$10,834	Engadine High School P&C Association	\$21,000
Co-As-It Italian Association of Assistance	\$20,000	Engadine Public School P&C Association	\$10,407
Co Operative For Aborigines Ltd	\$21,650	Epping District Cricket Club Inc.	\$8,000
Coast Community Care	\$25,000	Eurella Community Services Inc.	\$19,586
Cobbitty Public School P&C Association	\$7,155	Fairfield Liverpool Cricket Club Inc.	\$15,282
Coffs Harbour and District Amateur Radio Club Inc.	\$9,719	Faulconbridge Cricket Club Inc.	\$2,500
Coffs Harbour Meals On Wheels	\$18,519	Federation of Parents & Citizens Association of NSW	\$11,000
Collins Creek Hall Reserve Trust	\$8,000	Fellowship of Congregational Churches NSW	\$15,945
Colo Vale Community Association Inc.	\$3,000	Filipino Australian Society of The Hunter Valley	\$20,000
Concord Community Food Services Inc.	\$10,000	Forbes & District Cricket Association	\$26,599
Coolamon Shire Council	\$20,000	Forest Clay Target Club Inc.	\$19,244
Cooma Gun Club Inc.	\$6,520	Forestville Park Tennis Club Inc.	\$20,000
Cooma Lambie Street Pre School Association Inc.	\$20,500	Forster Surf Life Saving Club Inc.	\$16,000
Cooma Lambie Street Pre School Association Inc.	\$15,500	Forster Tennis Club Inc.	\$3,500
Coomaditchie United Aboriginal Corporation	\$15,000	Forster Tuncurry Lions Club Inc.	\$10,000
Copmanhurst Campdraft Club Inc.	\$5,000	Forster Tuncurry Rugby Union Football Club Inc.	\$19,000
Coptic Orthodox Church St Mark	\$33,500	Friends of The Curtis Park Arboretum	\$19,518
Corindi Beach Reserve Trust	\$4,300	Fusion Australia Ltd	\$22,000
Corowa Shire Council	\$35,000	Gateway Family Presbyterian Church	\$24,836
Corrimal Rangers Soccer Club	\$15,000	Georges Hall Public School P&C Association	\$4,000
Country Women's Association NSW Mannering Park	\$10,000	Georges River Bull Sharks Inc.	\$5,500
Country Women's Association of NSW – Orange Branch	\$10,000	Gerrigong Rugby League Football Club Inc.	\$55,000
Country Women's Association of NSW – Richmond Branch	\$20,500	Gilgandra Council	\$40,000
Country Women's Association of NSW – Bellingen Branch	\$15,800	Girl Guides Association (NSW)	\$4,598
Country Women's Association of NSW – Gulgong Branch	\$4,680	Girl Guides Association (NSW)	\$4,378
Country Women's Association of NSW – Muswellbrook Branch	\$2,000	Girl Guides Association (NSW)	\$3,465
Country Women's Association of NSW – Wingham Branch	\$5,800	Girl Guides Association (NSW)	\$3,655
Cringila Children's House Inc.	\$3,800	Girl Guides Association (NSW)	\$5,081
Cringila Public School P&C	\$15,000	Girl Guides Association (NSW)	\$10,986
Cronulla High School P&C	\$24,800	Girl Guides Association (NSW)	\$10,142
Cronulla South P&C Association	\$30,000	Girl Guides Association (NSW)	\$2,000
Crookwell Community Men's Shed Inc.	\$30,000	Girl Guides Association (NSW)	\$20,110
Cumnock Golf Club Inc.	\$7,000	Girl Guides Association (NSW)	\$2,000
CWA Gloucester Branch	\$2,000	Girl Guides Association (NSW)	\$10,000
CWA of NSW – Coffs Harbour Branch	\$8,124	Girl Guides Association (NSW)	\$2,000
Dapto Little Athletics Centre Inc.	\$19,150	Girl Guides Association (NSW)	\$25,000
Dee Why Bowling & Recreation Club Ltd	\$3,000	Girl Guides Association (NSW)	\$8,000
Dee Why Surf Lifesaving Club Inc.	\$7,000	Girl Guides Association (NSW)	\$10,000
Dee Why Surf Lifesaving Club Inc.	\$8,000	Girl Guides Association (NSW)	\$20,200
Dee Why Surf Lifesaving Club Inc.	\$5,000	Girl Guides Association (NSW)	\$18,480
Delegate Tennis Club Inc.	\$14,200	Girl Guides Association (NSW)	\$25,000
Deniliquin & District Historical Society	\$7,928	Gladesville Ravens Sports Club	\$5,836
Deniliquin Lawn Tennis Club	\$10,000	Glebe Youth Service Inc.	\$24,150
Don Dorrigo and Guy Fawkes Historical Society	\$12,800	Glen Alice Community Association Inc.	\$10,000

Glen Innes & District Historical Society Inc.	\$5,000	Holsworthy Preschool Parents Association Inc.	\$9,000
Glen Innes & District Tennis Association Inc.	\$22,500	Holy Cross Primary School	\$32,000
Glencoe Community Group	\$11,000	Hope Mission Centre	\$25,000
Glendale Early Education Centre	\$19,842	Horizon Theatre Co Ltd	\$25,000
Glendon Brook Hall Inc.	\$7,000	Hornsby Ku-Ring-Gai Community College	\$26,500
Glendore Child Care Centre Inc.	\$10,526	Hornsby Ku-Ring-Gai District Tennis Association	\$4,680
Gleniffer Community Association Inc.	\$12,135	Hunter Care Ltd	\$9,575
Glenmore Park Football Club Inc.	\$40,273	Hunter Region Working Women's Group Ltd	\$20,107
Gloucester Bowling & Recreation Club Ltd	\$2,000	Hunter Surf Life Saving Inc.	\$22,000
Gloucester Country Club Ltd	\$3,000	Hunter Valley Scots Club Inc.	\$43,000
Gloucester Croquet Club Inc.	\$2,000	Hunters Hill High School P&C Association	\$20,000
Gloucester Pistol Club	\$4,000	Hurstville City Council	\$20,000
Golden Rose Childcare Centre	\$11,000	Hurstville City Council	\$39,000
Good Beginnings Australia	\$19,000	Hurstville City Council	\$7,700
Goodstart Early Learning Ltd	\$23,366	Illawarra Dog Training Club Inc.	\$28,000
Goodstart Early Learning Ltd	\$20,000	Illawarra Lapidary Club Inc.	\$8,039
Goodstart Early Learning Ltd	\$10,000	Illawarra Live Steamers Co-Operative Ltd	\$3,000
Goolmangar School of Arts Inc.	\$15,000	Illawarra Live Steamers Co-Operative Ltd	\$2,000
Gosford City Council	\$40,000	Illawarra Multicultural Services Inc.	\$20,000
Gosford City Council	\$31,320	Illawarra Sports Stadium Ltd	\$20,000
Gosford City Council	\$30,530	Illawarra Woodworkers Group Inc.	\$9,000
Goulburn Agricultural Pastoral & Horticultural Society Inc.	\$9,375	Illawong Athletics Inc.	\$15,425
Goulburn Mulwaree Council	\$5,689	Illawong Baseball Club	\$25,000
Goulburn Region Woodworkers Inc.	\$6,000	In The Pipeline (Arts) Ltd	\$10,000
Goulburn Tennis Club	\$8,000	Ingleburn Tennis Club Inc.	\$8,300
Grafton Aero Club Inc.	\$13,170	Inner Western Suburbs District Netball Association Inc.	\$43,000
Grafton Hockey Association Inc.	\$17,131	Inter Lions Soccer Club Inc.	\$23,305
Grafton Pistol Club	\$19,875	Inverell Shire Council	\$21,000
Greater Western All Breeds, Obedience & Agility Club Inc.	\$4,276	Inverell Shire Council	\$9,514
Greek Welfare Centre	\$15,000	Islington Village Community Group	\$30,000
Greek Welfare Centre	\$20,000	Italian Social Welfare Organisation	\$20,000
Greenway Tenant Group	\$30,860	Joey's Pouch Early Years Educational and Preschool	\$30,000
Greystanes JRLFC Inc.	\$35,000	June Show Society Inc.	\$33,000
Griffith Tennis Club	\$23,000	Kathleen York House	\$26,744
Guide Dogs NSWACT	\$22,948	Kempsey Showground Trust	\$24,200
Guilford Leagues Club	\$35,000	Keystone Community Solutions Inc.	\$3,850
Gunnedah Pottery Club Inc.	\$2,000	Kiama Municipal Council	\$50,000
Guyra Shire Council	\$4,000	Killara Bowling Club Ltd	\$16,940
Gwydir Industries Inc.	\$32,120	Killarney District Soccer Club Inc.	\$33,500
Gymea Miranda Bowling and Sports Club Ltd	\$20,000	Killarney District Soccer Club Inc.	\$35,000
Hale Community Support	\$32,826	Killarney Heights Public School P&C	\$20,000
Halfway Creek Community Reserve Trust	\$19,464	Kingscliff Mini School Inc.	\$26,640
Hampton Cricket Club	\$8,418	Kingsgrove Colts Junior Rugby League Football Club	\$30,000
Harrington Park Public School P&C Inc.	\$22,467	Kingsgrove Community Aid Centre Inc.	\$2,250
Harrington Park Soccer Club	\$15,000	Kingstown and District Pony Club	\$10,000
Hastings Wood Workers Guild Inc.	\$9,893	Kirrawee High School Parents & Citizens Association	\$34,590
Hawkesbury City Council	\$10,000	Kiwanis Club of East Maitland Inc.	\$20,000
Hawkesbury City Council	\$30,000	Kogarah Bay Sailing Club	\$20,000
Hawkesbury Sports Council Inc.	\$8,761	Kotara Junior Rugby League Football Club Inc.	\$40,000
Hay Shire Council	\$10,000	Kotara South Public School P&C Association	\$15,228
Heathcote East Public School P&C Association	\$26,781	Krambach School of Arts Inc.	\$4,000
Heathdene Preschool	\$12,524	Ku Ring Gai Stealers Baseball League	\$51,061
Henbury Sport and Recreation Club	\$7,000	Ku-Ring-Gai Art Society Inc.	\$5,000
Henty and District Lifestyle Centre Inc.	\$44,982	Ku-Ring-Gai Council	\$15,000
Hillside Public School P&C Association	\$13,800	Ku-Ring-Gai Meals On Wheels	\$2,997
Hilltop Road School Parents & Citizens Association	\$20,000	Ku-Ring-Gai Netball Association Inc.	\$20,000
Holroyd City Council	\$15,000	Kurrajong Rural Fire Brigade	\$15,000
Holroyd City Council	\$20,000	Lake Macquarie Rugby Union Club Inc.	\$26,370
Holroyd City Council	\$25,000	Lansdowne Hall Reserve Trust	\$4,816
Holroyd City Council	\$25,000	Largs P&C Association	\$9,900

La'U Samoa Council Inc.	\$5,000	Manly Food Co-Operative	\$21,000
Lawrence Public School P&C Association	\$10,000	Manly Village Public School P&C Association	\$30,000
Learning Links	\$20,000	Manly Warringah District Baseball Club Inc.	\$10,000
Life Education NSW Ltd	\$14,160	Manly Warringah Women's Resource Centre	\$25,500
Life Education NSW Ltd	\$4,094	Manning & Great Lakes Early Intervention Inc.	\$3,000
Life Education NSW Ltd	\$4,094	Manning River Rugby Club Inc.	\$19,000
Life Education NSW Ltd	\$7,150	Manning Valley Anglican College	\$10,000
Life Education NSW Ltd	\$10,000	Manning Valley Rifle Club Inc.	\$3,800
Life Education NSW Ltd	\$5,000	Manno Men's Shed Inc.	\$50,000
Life Education NSW Ltd	\$6,000	Marine Rescue Point Danger	\$20,000
Life Education NSW Ltd	\$4,094	Maroubra RSL Memorial Bowling Club Co Op Ltd	\$8,500
Life Education NSW Ltd	\$4,094	Marrickville Bowling & Recreation Club Ltd	\$13,000
Life Education NSW Ltd	\$5,280	Marrickville Public School P&C Association	\$6,507
Life Education NSW Ltd	\$5,280	Marsden High School P&C Association	\$4,850
Life Education NSW Ltd	\$890	Marulan and District Historical Society Inc.	\$10,000
Life Education NSW Ltd	\$4,094	Mascot Juniors Rugby League Football Club Inc.	\$14,575
Life Education NSW Ltd	\$890	Masonic Holdings Ltd	\$5,000
Life Education NSW Ltd	\$4,094	Meals On Wheels Morisset & Toronto	\$15,974
Life Education NSW Ltd	\$3,600	Medowie and Districts Rugby Union Club	\$12,500
Life Education NSW Ltd	\$3,190	Medowie Public School P&C Association	\$37,967
Life Education NSW Ltd	\$4,094	Merimbula Cricket Club	\$9,650
Life Education NSW Ltd	\$4,094	Merindah Children's Centre Inc.	\$15,000
Life Education NSW Ltd	\$9,410	Metro Migrant Resource Centre Inc.	\$20,000
Life Education NSW Ltd	\$3,000	Milton Ulladulla District Mountain Bikers Inc.	\$24,620
Life Education NSW Ltd	\$4,272	Milton Ulladulla Junior Rugby League Inc.	\$13,212
Life Education NSW Ltd	\$7,080	Miranda Public School P&C Association	\$45,000
Life Education NSW Ltd	\$1,300	Mitchell Conservatorium Inc.	\$3,300
Life Education NSW Ltd	\$6,737	Moama Football/Netball Club Inc.	\$16,260
Lindsay Park Public School Parents and Citizens Association Inc.	\$3,000	Mona Vale Hospital Auxiliary	\$50,000
Lions Club of Bulahdelah Inc.	\$15,000	Moorebank Baseball Softball Club Inc.	\$12,380
Lisarow Public School P&C	\$20,000	Moree Pony Club Inc.	\$30,000
Lismore City Council	\$5,000	Mortlake P&C Association	\$49,995
Lismore Richmond Rovers Football Club Inc.	\$25,000	Morundah Bush Entertainment Committee Inc.	\$6,000
Lithgow & District Family History Society Inc.	\$5,000	Moruya Antique Tractor and Machinery Association	\$3,190
Lithgow City Band	\$7,090	Mosman Rugby Club Inc.	\$33,000
Lithgow City Council	\$20,000	Moss Vale & District A H & I Society Inc.	\$6,000
Lithgow City Council	\$20,000	Mount Lewis Bowling Club	\$25,000
Lithgow City Rangers Soccer Club Inc.	\$7,388	Mt Druitt Town Rangers Soccer Club	\$35,000
Little Bay Coast Centre For Seniors Inc.	\$4,450	Mt Druitt Town Rangers Soccer Club	\$50,000
Little By Little Inc.	\$32,000	Mt Kuring-Gai Public School P&C Association	\$13,750
Liverpool City Council	\$50,400	Mulbring Public School P&C Association	\$17,500
Liverpool Plains Shire Council	\$5,000	Mulga Bill Festival Inc.	\$3,872
Liverpool Women's Health Centre	\$34,144	Muli Muli Ladies Aboriginal Corp	\$25,000
Liverpool Women's Health Centre	\$7,800	Mullumbimby Rugby League Football Club Ltd	\$21,000
Lockhart Shire Council	\$50,000	Multiple Sclerosis Ltd	\$26,000
Longueville Sporting Club Ltd	\$10,000	Mulwaree High School P&C Association	\$5,000
Lugarno Soccer Club	\$14,000	Murravale Retirement Home Ltd	\$4,000
Macarthur Anglican School Services	\$3,350	Murray Conservatorium Inc.	\$30,000
Macarthur Baseball League	\$10,000	Murrumbateman Early Childhood Centre Association Inc.	\$17,000
Macarthur Lions Club	\$1,967	Murrurundi Community Men's Shed	\$2,000
Macarthur Triathlon Club	\$16,000	Murwillumbah Cricket Club Inc.	\$5,000
Macksville Scotts Head Surf Life Saving Club Inc.	\$57,207	Murwillumbah Rowing Club Inc.	\$25,000
Macleay Show Society Ltd	\$30,000	Murwillumbah Tennis Club	\$18,233
Maitland District Netball Association Inc.	\$50,000	Nambucca Heads Island Golf Club Ltd	\$14,000
Maitland Rugby Union Club Inc.	\$25,000	Nambucca River Jockey Club Ltd	\$16,000
Malabar Parents and Citizens Association	\$30,000	Narara Public School P&C Association	\$33,487
Mamre Plains Ltd	\$7,000	Narellan Public School P&C	\$15,400
Manildra Showground Trust	\$9,273	Narellan Public School P&C	\$1,300
Manilla Lions Club Inc.	\$1,800	Narrandera Shire Council	\$20,000
		Narraweena Public School P&C	\$17,000

Narromine District Junior Rugby League Club	\$5,286	Penrose Tennis Club Inc.	\$3,000
Nashdale/Lidster Public Hall Committee	\$8,000	Peppercorn Services Inc.	\$28,000
National Council of Jewish Women of Australia-NSW	\$14,750	Picton-Thirlmere-Bargo RSL Sub-Branch	\$30,000
National Trust of Australia NSW	\$5,764	Playgroup NSW Inc.	\$15,000
Nelson Bay & District Chamber of Commerce	\$24,550	Polish Association of Cabramatta Inc.	\$14,114
Newcastle Industrial Heritage Association Inc.	\$30,000	Port Macquarie Craft Centre Inc.	\$4,986
Newcastle Meals On Wheels	\$6,820	Port Macquarie Hastings Band Inc.	\$12,741
Newcastle Olympic Soccer Football Club Inc.	\$33,380	Port Macquarie Rowing Club	\$19,819
Newcastle Sikh Association Inc.	\$40,000	Port Macquarie-Hastings Council	\$11,000
Newcastle Small Bore & Air Rifle Club Inc.	\$46,000	Port Macquarie-Hastings Council	\$5,000
Ngaimpe Aboriginal Corporation	\$15,000	Port Macquarie-Hastings Council	\$6,750
Nimmitabel Advancement Group Inc.	\$8,140	Port Stephens Historical Society Inc.	\$2,400
North Arm Cove Residents Association	\$5,200	Portland & District Olympic Pool Association	\$16,000
North Ryde Public School P&C Association	\$25,000	Possums Community Preschool Association Inc.	\$35,000
North Wagga Residents Association	\$3,000	Pottsville Beach Tennis Club	\$35,000
Northcott Disability Services	\$6,032	Pratten Park Bowling Club Ltd	\$17,000
Northern Lakes Regional Business Chamber	\$14,936	Presbyterian Social Services	\$7,000
Northern Storm Football and Sports Club Inc.	\$6,000	Pretty Beach Community Preschool Inc.	\$9,680
Northern Suburbs Football Association Inc.	\$3,597	Quaama Men's Shed	\$10,000
Northern Suburbs Football Association Inc.	\$20,000	Quakers Hill Public School P&C	\$50,000
Northgate Ministries	\$10,000	Queenscliff Surf Life Saving Club	\$20,000
NSW Aboriginal Education Consultative Group Inc.	\$36,644	Quirindi Fishing Club Inc.	\$4,000
NSW Greyhound Breeders Owners & Trainers Association Ltd	\$19,000	Quirindi Village Miniature Railway Inc.	\$5,000
NSW Justices Association Inc.	\$4,000	Quota International of Taree Inc.	\$5,000
NSW Spanish and Latin American Association For Social Inc.	\$26,212	Raymond Terrace Neighbourhood Centre Inc.	\$18,360
Oak Flats Falcons Football Club Inc.	\$30,000	Raymond Terrace Primary School P&C	\$15,000
Oak Flats Falcons Football Club Inc.	\$32,000	Resourceful Australian Indian Network Inc.	\$10,000
Oatley Parents & Citizens Association	\$34,000	Revesby Presbyterian Church	\$4,000
Ocean Shores Tennis Club Inc.	\$30,000	Richmond Literary Institute (Est. 1861) Inc.	\$10,000
Old Bar & Manning Point Chamber of Commerce	\$10,000	Riding For The Disabled Association (NSW)	\$16,240
Old Bar Beach Rugby League Football Club Inc.	\$18,000	Riverwood Community Centre	\$36,364
Old Bar Soldiers' Memorial Hall	\$13,000	Ronald McDonald House Newcastle	\$1,400
Old Junee Progress & Hall Association	\$6,500	Ronald McDonald House Newcastle	\$18,830
Orange Runners Club	\$5,000	Roseville Lawn Tennis Club	\$20,000
Our Lady of Lebanon Maronite Catholic Church	\$20,000	Rosies Place Inc.	\$8,950
Ourimbah Tennis Club	\$16,500	Rotary Club of Bondi Junction	\$40,000
Ourimbah United Football Club Inc.	\$24,628	Rotary Club of Gloucester Inc.	\$4,000
Oxley Island Pony Club Inc.	\$12,000	Rotary Club of Hurstville Inc.	\$5,000
Pallamallawa War Memorial Committee	\$10,000	Rotary Club of Inverell East	\$6,000
Panania East Hills RSL Club Ltd	\$10,000	Rotary Club of Port Macquarie Sunrise	\$28,400
Pappinbarra Progress Association	\$2,030	Rotary Club of Roseville Chase Inc.	\$25,150
Parke Musical & Dramatic Society	\$9,895	Rotary Club of Young	\$1,949
Parklands Community Preschool & Children's Centre	\$20,570	Rouchel School of Arts	\$4,000
Parramatta Baulkham Hills & District Hardcourt Tennis Association Inc.	\$25,000	RSL Lifecare	\$10,100
Parramatta City Council	\$9,000	RSL Lifecare	\$10,100
Parramatta City Council	\$20,000	RSL Lifecare	\$10,100
Pathways Early Childhood Intervention Inc.	\$20,000	RSL Lifecare	\$10,100
Peak Hill Business and Tourism Association	\$11,411	RSL Lifecare	\$5,000
Pearl Beach Progress Association Inc.	\$7,750	RSL Lifecare	\$3,000
Penrith City Archers	\$20,975	Rutherford Primary Parents & Citizens Association	\$8,382
Penrith City Council	\$24,985	Rydalmer East Public School P&C	\$35,000
Penrith City Council	\$50,000	Ryde Hunters Hill Community Transport Association Inc.	\$20,000
Penrith City Council	\$13,977	Sailability NSW	\$8,448
Penrith City Council	\$14,000	San Remo Community Environment Projects Inc.	\$6,500
Penrith City Council	\$5,610	San Remo Neighbourhood Centre Inc.	\$22,593
Penrith Community Aid Association Inc.	\$5,000	Saratoga Sailing Club Inc.	\$30,320
Penrith District Cricket Club Inc.	\$30,000	Scout Association of Australia NSW Branch	\$7,950
		Seven Hills West Public School P&C Association	\$40,000
		Seven Hills West Public School P&C Association	\$40,000
		Seven Hills West Public School P&C Association	\$37,308

Seventh-Day Adventist Church (NSW Conference) Ltd	\$31,000	The Healing Ministry Centre Golden Grove Ltd	\$20,000
Shellharbour City Council	\$6,850	The Hills Shire Council	\$25,219
Shire Woodworking Club Inc.	\$4,950	The Hills Shire Council	\$30,000
Shoalhaven City Council	\$20,000	The Hills Shire Council	\$123,550
Shoalhaven City Turf Club Ltd	\$28,292	The Mona Vale Golf Club Ltd	\$5,750
Shortland Wetlands Centre Ltd	\$10,000	The Mona Vale Golf Club Ltd	\$24,250
Soldiers Point Public School P&C Association	\$15,000	The Players Theatre Inc.	\$2,550
Soldiers Point Public School P&C Association	\$12,000	The Players Theatre Inc.	\$1,610
South Wallsend Junior Soccer Club Inc.	\$7,000	The Presbyterian Church New South Wales Property Trust	\$8,240
Southern Districts Soccer Football Association Inc.	\$10,000	The Rotary Club of Blackheath Inc.	\$4,890
Southern Highlands Botanic Gardens Ltd	\$8,000	The Rotary Club of Cootamundra Inc.	\$8,000
Southern Shoalhaven Zone Meals On Wheels Inc.	\$2,800	The Salvation Army Property Trust	\$10,000
Sporting Shooters Association of Australia (NSW) Inc.	\$15,000	The Salvation Army Property Trust	\$15,000
St Agnes Parish Port Macquarie	\$20,000	The Salvation Army Property Trust	\$36,503
St Aloysius Parish	\$7,350	The Salvation Army Property Trust	\$15,000
St Andrews Coolah Community Cultural Centre Foundation	\$30,000	The Shepherd Centre	\$15,990
St Anthony's Family Care	\$13,178	The Shepherd Centre	\$12,500
St Declan's Catholic Primary School	\$15,000	The Station Ltd	\$53,000
St Euphemia College	\$30,000	The Toukley & District Senior Citizens Club Inc.	\$29,434
St John Ambulance Australia (NSW)	\$17,343	The Trustee For Dirawong Reserve Trust	\$19,255
St John Ambulance Australia (NSW)	\$14,316	The Trustee For The Coptic Orthodox St SMT	\$5,000
St John Ambulance Australia (NSW)	\$14,261	Thirroul Public School Parents and Citizens Association	\$16,170
St John Ambulance Australia (NSW)	\$13,843	Thornton Redbacks Football Club	\$15,718
St Marys District Baseball Club Inc.	\$15,000	Tinonee Gardens The Multicultural Village	\$33,217
Startts	\$20,000	Tinonee Public School P&C Association	\$1,439
Stockton Bowling Club Co Op Ltd	\$18,280	Tinonee Soccer Club Inc.	\$5,106
Sugarvalley Neighbourhood Advancement Group	\$16,390	Tintenbar School of Arts Inc.	\$20,500
Sunnyfield	\$53,200	Tottenham Welfare Council Inc.	\$16,910
Sunnyfield	\$15,300	Touched By Olivia Foundation Ltd	\$50,000
Sunnyfield	\$24,500	Touched By Olivia Foundation Ltd	\$35,369
Sunnyfield	\$11,500	Tripoli and Mena Association	\$12,500
Sunnyfield	\$18,000	Trundle War Memorial School of Arts	\$20,000
Surry Hills Neighbourhood Centre	\$45,900	Tullamore Inc.	\$6,446
Sutherland Shire Toy Restoration Centre	\$10,660	Tumbarumba Shire Council	\$1,379
Swansea Meals On Wheels Inc.	\$8,000	Tumut Shire Council	\$10,000
Sydney Indo-Chinese Youth Sports Association Inc.	\$23,075	Tweed Coast Outriggers Inc.	\$27,500
Sylvania Heights Public School P&C	\$17,000	Tweed Heads Seagulls RLFC Ltd	\$25,000
Tamworth and District Model Engineers Inc.	\$24,715	Tweed United Football Club	\$31,724
Tamworth Cricket Inc.	\$20,410	Two-fold Bay Yacht Club	\$10,000
Tamworth Gymnastics Club Inc.	\$20,000	U3A Northern Illawarra	\$569
Tamworth Local Aboriginal Land Council	\$24,920	UCA – Nowra	\$10,000
Tamworth Meals On Wheel Inc.	\$6,000	UCA – Tahmoor/Yanderra	\$15,000
Tamworth Town & Country Club Ltd	\$5,000	UCA – Wesley Uniting Church	\$11,585
Taralga Historical Society Inc.	\$10,000	UCA Balmain Uniting Church Mission	\$24,773
Taree Amateur Swimming Club	\$7,000	UCA Beverly Hills Parish	\$30,000
Tenterfield Netball Association Inc.	\$30,000	UCA – Lismore Regional Mission	\$15,730
The Anglican Parish of Toukley – Budgewoi	\$18,500	Ulong & District Ex-Services Club	\$14,012
The Anglican Parish of Woy Woy	\$7,650	Uniting Church In Australia Epping	\$5,000
The Apostles & Saint Abanoub Coptic Orthodox Church	\$20,300	University of The Third Age Armidale Inc.	\$11,687
The Carcoar & District Historical Society Inc.	\$11,561	University of The Third Age Nepean Blue Mountains	\$6,900
The Chinese Christian Church	\$10,000	Upper Hunter Men's Shed Inc.	\$4,000
The Disability Trust	\$40,000	Upper Hunter Shire Council	\$15,000
The Eastern Sydney Islamic Welfare Services Inc.	\$25,000	Valentine-Eleebana Junior Rugby League Club Inc.	\$9,564
The Entrance District Baptist Church	\$12,862	Vietnam Veterans P&Paoa (NSW Branch) Inc.	\$15,000
The Entrance Town Centre MGMT Corp Inc.	\$30,000	Wagga & District Greyhound Racing Club Ltd	\$12,686
The Ewingsdale Progress and Public Hall Association	\$10,500	Wagga Wagga Local Aboriginal Land Council	\$10,000
The Exodus Foundation	\$35,353	Wakool Shire Council	\$3,355
The Forest District Rugby Club	\$12,000	Walcha Men's Shed Inc.	\$13,837
The Forest Preschool Kindergarten	\$13,397	Wallaga Lake – Bermagui Men's Shed Inc.	\$10,000
		Wallerawang Bowling Club Ltd	\$10,000

Wallsend District Swans J AFC	\$22,495
Wamberal Surf Life Saving Club	\$15,000
Wangi Peter Pan Kindergarten	\$10,000
Warilla Occasional Child Care Centre	\$9,090
Warners Bay Cricket Club Inc.	\$21,000
Weddin Shire Council	\$10,000
Wellingrove Progress Association Inc.	\$10,000
Wentworth Angling Club Inc.	\$19,975
Wesley Mission	\$4,247
Western City Tigers Junior Rugby League Club	\$40,000
Western Riverina Community College	\$25,000
Western Suburbs Junior Cricket Club	\$7,500
Western Suburbs Tennis Inc.	\$10,000
Westpac Lifesaver Helicopter	\$13,498
Westside Tennis Club Inc.	\$35,436
Wherrol Flat Hall Inc.	\$3,000
White Stone Inc.	\$40,000
White Stone Inc.	\$25,000
Wiangaree Public Hall Reserve Trust	\$13,000
Widemere Public School P&C Association	\$30,000
Wilberforce Cricket Club	\$5,000
Willawarrin and Districts Horse and Pony Club Inc.	\$28,119
Wingham Fc Inc.	\$5,900
Wingham Show Society Inc.	\$15,000
Wingham Tennis Club	\$3,000
Winmalee and Districts Tennis Club Inc.	\$25,000
Winmalee Neighbourhood Centre	\$39,600
Wollondilly Shire Council	\$9,000
Wollondilly Trailblazers Inc.	\$5,500
Wollongong City Council	\$37,950
Wollongong City Council	\$10,000
Wollongong City Council	\$13,090
Wollongong City Council	\$50,000
Wollongong City Council	\$10,000
Wollongong City Council	\$7,500
Woolgoolga Art Group Inc.	\$35,000
Woollahra Municipal Council	\$56,000
Woonona Football Club Inc.	\$20,000
Woonona Surf Life Saving Club Inc.	\$13,000
Woy Woy Community Aged Care Ltd	\$15,000
Woy Woy Peninsula Netball Association	\$39,183
Wyangala Country Club Ltd	\$25,000
Wyndham Men's Shed Inc.	\$7,500
Wyong Chamber of Commerce Inc.	\$25,000
Wyong Creek Literary Institute Inc.	\$7,730
Wyong District Museum & Historical Society Inc.	\$12,538
Wyong Shire Council	\$15,000
Yass Clay Target Club	\$19,325
Yass Valley Men's Shed	\$10,000
Yetholme and District Progress Association Inc.	\$15,874
YMCA of Sydney	\$14,400
YMCA of Sydney	\$17,796
YMCA of Sydney	\$2,750
YMCA of Sydney	\$20,000
YMCA of Sydney	\$11,000
YMCA of Sydney	\$8,250
YMCA of Sydney	\$7,750
YMCA of Sydney	\$8,000
YMCA of Sydney	\$15,000
Young Meals On Wheels	\$9,037

Youth Connections Inc.	\$12,000
Youth With A Mission Inc.	\$31,190
Total Paid In 2013/14	\$13,918,420

Community languages grants

Supporting out-of-school programs for school-aged students to maintain and develop their background or heritage language.

Academy of Chinese Culture	\$3,453
Afghan Australian Noor Association	\$31,449
Afghan Community Support Association	\$12,950
Afghan Fajar Association	\$2,500
Akkademja Maltija Ta' NSW Inc.	\$1,480
Al Bayan School Inc.	\$12,826
Al Sadiq Inc.	\$27,133
Al-Aqsa Inc.	\$46,742
Al-Bayan Institute Inc.	\$15,786
Alhabib Arabic School Inc.	\$32,066
Al-Khair Inc.	\$2,343
Ambassadors Multicultural Mission	\$44,522
Amistad Latina' School of Spanish Inc.	\$3,083
Andisheh Persian School Inc.	\$4,687
Anglican Church Diocese of Sydney	\$3,207
Arabic Education Society Inc.	\$6,043
Arabic School Alminia Charitable Association	\$11,470
Ariana Language School Inc.	\$5,180
Armenian General Benevolent Union Ltd	\$5,057
Artarmon Muslim Community Association	\$2,837
Ashabul Kahfi Language School Inc.	\$30,956
Association for Brazilian Bilingual Children's Development Inc.	\$6,536
Association of Illawarra Community Language Schools Inc.	\$179,712
Assyrian Australian Association	\$17,390
Assyrian's Nation Association Inc.	\$9,496
Auburn Arabic School	\$34,162
Auburn Atatürk Primary School	\$19,486
Australia Korean School	\$18,869
Australia North Cyprus Friendship Association	\$1,233
Australian Afghan Hassanain Youth Association Inc.	\$14,306
Australian Association of All Nationalities of China Inc.	\$10,360
Australian Beirut Charitable Association	\$39,466
Australian Catholic Chinese	\$12,210
Australian Chinese & Descendants	\$35,766
Australian Chinese Community Association of NSW Inc.	\$22,939
Australian Chinese School Inc.	\$9,373
Australian Council for the Promotion of Chinese Language and Culture Inc.	\$50,195
Australian Council of Women Affairs	\$3,453
Australian Druze Community Inc.	\$9,990
Australian Hindu Multicultural Association	\$8,633
Australian Islamic Mission Inc.	\$18,993
Australian School of Arabic Inc.	\$9,250
Australian Serbian Illawarra	\$6,906
Australian Serbian Language Centre	\$1,727
Australian Taiwanese Friendship Association Inc.	\$16,403
BACPA Inc.	\$15,663
Balakairali-Sydney Malayalee Kids	\$2,500

Balar Malar Tamil Educational	\$25,653	Hellenic Orthodox Community of Kingsgrove, Bexley North Beverley Hills & Districts	\$19,609
Bangladesh Association of NSW Inc.	\$7,770	Hellenic Orthodox Parish & Community of Blacktown & District Ltd	\$8,756
Bangladesh Society for Puja & Culture Inc.	\$2,500	Hornsby Chinese Education Centre Inc.	\$8,633
Bangladesh Society of Sydney Inc.	\$9,126	Hornsby Chinese Language and Culture School Inc.	\$31,819
Bantal Pulaar	\$4,317	Hornsby Japanese School Inc.	\$4,070
Bodhi Vietnamese Language School	\$7,893	Hua Xia Chinese School Inc.	\$13,196
Bonnyrigg Turkish School of Language Culture Inc.	\$5,303	Hungarian School Flemington Inc.	\$5,550
Bosnian Ethic School Inc.	\$5,180	Hunter Parents & Teachers Association of Community Language Schools	\$127,531
Buddharangsee Thai Community Language School Inc.	\$11,223	Huyen Quang Buddhist Youth	\$8,633
Cabramatta West Spanish School	\$2,960	I.S. Educational Association Inc.	\$2,500
Campbelltown Bangla School Inc.	\$10,236	Illawarra Islamic Social Association	\$7,893
Campsie Cultural Centre Inc.	\$4,933	Imam Ali Arabic School Inc.	\$28,859
Carlingford Chinese Language School Inc.	\$8,263	Inderjeet Singh Viridi	\$26,516
Central Council of Croatian Ethnic Schools of NSW Inc.	\$23,309	Indo-Australia Balbharati Vidyalaya Hindi School Inc.	\$11,310
Chanh Phap Vietnamese Buddhist Youth Association of NSW Inc.	\$5,180	International Youth Fellowship Inc.	\$1,603
Cherrybrook Chinese Community Association	\$11,593	Iranian Educational & Cultural	\$5,303
Chinese Australian Services Society Ltd	\$29,229	Islamic Charity Projects	\$54,142
Chinese Catholic Community Inc.	\$19,979	Islamic Women's Welfare Association	\$23,679
Chinese Language & Literature Association	\$2,713	Japan Club of Sydney (JCS)	\$30,216
Clemton Park School Chinese Language and Culture Association	\$6,536	Japanese Sunday School Inc.	\$9,003
Co-As-It Italian Association	\$366,964	Kandiah Nithiyananthan	\$987
Community Education & Services Centre Inc.	\$8,633	Kateb Hazara Association Inc.	\$7,400
Congregational Christian Church in Samoa	\$12,333	Khmer Adventist Language School	\$7,276
Czech and Slovak School of Sydney	\$4,193	Khmer Community of NSW Inc.	\$14,060
Darr Al Nour Inc.	\$21,089	Korean Catholic Language School Inc.	\$36,752
Datong Chinese School Eastern	\$2,500	Korean Central Presbyterian Church	\$16,403
Datong Chinese School Inc.	\$44,399	Korean Chaplaincy of Diocese of Parramatta	\$8,140
Der-Huy Chinese School Inc.	\$12,580	Kurdish Community Centre – Sydney	\$4,810
Disciples Church Joyful Korean Language School Inc.	\$4,563	Lakemba Bangladesh School Inc.	\$7,276
Dundas Chinese School	\$4,070	Lao Community Advancement NSW	\$9,003
Eastern Suburbs Russian School Inc.	\$5,427	Latin American School of the Inner West	\$1,850
Eastlakes Saturday Turkish School	\$5,920	Lebanese Arabic School Inc.	\$88,058
Eastwood Tamil Study Centre Inc.	\$5,427	Lebanese Moslem Association	\$116,177
Fairfield Heights Vietnamese Parent Committee Inc.	\$5,303	Lindfield Korean School Inc.	\$26,393
First Serbian Orthodox Church St Sava	\$5,920	Liverpool Polish Saturday School	\$6,783
Free Serbian Orthodox Church St	\$13,813	Looyce Armenian School Inc.	\$3,700
GDPT Bo Be Minh The Vietnamese Buddhist Youth of NSW Australia Inc.	\$14,183	MAAN Malay Australian Association	\$1,233
German Saturday School Sydney Inc.	\$10,113	Macedonian School Council of NSW	\$14,586
Goulburn Chinese Language School	\$1,727	Maltese Community Council of NSW	\$3,083
Grace Chinese Christian Church Limited	\$10,483	Maroubra Chinese School Inc.	\$7,400
Greek Community of Mascot & District Inc.	\$6,043	Maroubra Russian School Inc.	\$4,563
Greek Orthodox Archdiocese of Australia	\$48,962	Marrickville West Turkish School	\$6,290
Greek Orthodox Church & Community	\$25,776	Matraville Saturday Turkish Ethnic Schools Inc.	\$2,343
Greek Orthodox Community of Albury	\$1,233	Ming-Der Chinese School Inc.	\$72,888
Greek Orthodox Community of NSW	\$62,775	Minghui School Inc.	\$5,303
Greek Orthodox Parish & Community	\$45,385	Mount Druitt Tamil Study Centre	\$10,483
Greek Orthodox Parish of Northern and Western Suburbs	\$13,690	Muslim Women Association	\$22,323
Greek Orthodox Parish of St George Rose Bay	\$4,440	Nan Tien Temple	\$6,413
Greek Orthodox Parish of St Nicholas of Marrickville	\$9,003	Nepean Turkish School	\$4,440
Greek Orthodox Parish South East Sydney	\$12,210	North Shore Japanese School Inc.	\$4,193
Greek Sunday School of Canterbury & Surrounding District	\$2,220	NSW Board of Jewish Education	\$22,746
Hamazkaine Armenian Educational and Cultural Society Regional Committee	\$29,846	NSW Federation of Community Language Schools Inc.	\$116,033
Hanaro Korean School	\$3,947	NSW Indo-China Chinese Association	\$58,952
Happy Chinese Language Association	\$8,263	NSW Japanese School Inc.	\$10,360
Hellenic Centre For Language	\$18,376	NSW Turkish Educational & Cultural Association Inc.	\$11,470
Hellenic Orthodox Community	\$3,947	NSW Vinh Khang Chinese School Inc.	\$32,806
		Parramatta Hanguel School	\$5,427

Parramatta Persian Primary & High School	\$7,713	Teng Fei Chinese Language Institute	\$9,866
Pei Ji Chinese School Inc.	\$17,883	Thai Education Centre of Australia	\$5,303
Pelangi Indonesia – Indonesian	\$3,577	The Arabic Australian Education	\$19,363
Phap Bao Buddhist Youth Language School	\$9,373	The Association of Bhanin El-Minieh Welfare Centre Inc.	\$23,433
Philippine Language & Cultural Association of Australia	\$1,480	The Australian Arabic Association of Western Sydney	\$12,580
Polish Educational Society in NSW	\$10,360	The Australian Confucius-Mencius	\$5,303
Portuguese Community Schools of Sydney	\$10,360	The Fraternal Society of Tripoli Andmena Districts Ltd	\$17,636
Portuguese Ethnic Schools	\$4,810	The Greek Orthodox Church and Society of the City of Greater Wollongong	\$3,577
Presbyterian Church (NSW) Property	\$26,023	The Greek Orthodox Parish & Community of Burwood & District Saint Nectarios Ltd	\$9,620
Preserving the Arabic Language in Australia	\$8,510	The Hills Chinese School Inc.	\$17,020
Qing Hua Chinese Language School	\$98,787	The Polish School of Sydney Inc.	\$4,317
Queanbeyan Community Chinese Language School	\$1,603	The Tue Thanh Viet Tu Alumni	\$6,290
Rodina Sydney – the Bulgarian Community and Culture Association	\$3,453	Tibetan Community of Australia	\$2,500
Sabdamala – Nepalese Language School	\$2,467	Timor Chinese Association of NSW	\$7,770
SAE Soon Korean School	\$33,792	Tongan Language School Inc.	\$2,500
Sanatan Religious & Cultural Association NSW Inc.	\$12,580	Trustees of the Roman Catholic for the Diocese of Saint Maroun Sydney	\$26,516
School of Vedic Sciences (Aust)	\$4,440	Tzu-Chi Academy Australia Inc.	\$15,293
Sikh Association of Australia	\$2,500	United Ethnic Education Centre Inc.	\$6,290
Sikh Khalsa Mission Inc.	\$2,467	Uruguay School of Spanish Language Inc.	\$5,303
Sikh Mission Centre Sydney Inc.	\$4,440	Van Lang Vietnamese School Parents Association	\$5,673
Sinhalese Cultural Forum of NSW-Aust Inc.	\$24,543	Victory Mandarin School	\$5,797
Somang Korean Language School Inc.	\$4,193	Vietnamese Community In Wollongong Inc.	\$3,947
South Coast Portuguese Association Ltd	\$2,343	Vietnamese Cultural Schools Association	\$243,823
Sri Guru Singh Sabah Sydney	\$6,660	Vietnamese Parents & Citizen Association Inc.	\$73,751
The Sikh Association of Sydney Inc.	\$6,660	Vietnamese Parents Committee Green Valle	\$37,714
St Alexander Nevsky Russian School	\$15,540	Vishva Hindu Parishad of Australia	\$16,526
St Andrew Bogolubsky Russian Ethnic School Inc.	\$4,563	Wentworthville Tamil Study Centre Inc.	\$49,825
St Andrews Ukrainian Ethnic School	\$5,673	Western Sydney Chinese School Inc.	\$10,236
St Charbels Ethnic School	\$7,893	Western Sydney Somaliland Community	\$6,043
St George School of Russian	\$2,220	Western Sydney Urdu School Inc.	\$6,043
St George Spanish School Inc.	\$2,590	Woo-Ri Full Gospel Church Inc.	\$7,153
St Lazarus Serbian Orthodox Church-School Community	\$15,416	Wubuli Maimati	\$1,233
St Nicholas Antiochian Orthodox	\$11,346	Yagoona Arabic School Inc.	\$13,320
St Nicholas School of Russian Association Inc.	\$7,030	Yiu Wah Chinese School Inc.	\$10,606
St Raphael's Greek Orthodox Parish	\$8,633	Total paid in 2013/14	\$4,583,590
St Sava Serbain Orthodox Church School (Flemington)	\$3,947		
St Seraphim Russian Community School Hornsby Inc.	\$5,057		
St Thomas the Apostle Chaldean	\$25,159		
Sunshine Chinese School Inc.	\$6,536		
Sutherland Shire Chinese Language School	\$7,770		
Swedish School In Sydney Inc.	\$20,910		
SWS Children's Chinese School Association	\$4,317		
Sydney Cheil Church Korean School Inc.	\$5,797		
Sydney Chinese Cultural and Language School Inc.	\$3,207		
Sydney Chinese School Inc.	\$53,279		
Sydney Elite Chinese School Inc.	\$28,489		
Sydney Full Gospel Church	\$36,999		
Sydney Juan Church Language School	\$2,220		
Sydney Korean Church Korean Language School Inc.	\$6,536		
Sydney Korean Uniting Church	\$7,030		
Sydney Latvian Society Ltd	\$1,850		
Sydney Punjabi Society Inc.	\$2,590		
Sydney Saturday School of Japanese Inc.	\$35,149		
Sydney Suomi-Koulu/Sydney Finnish School	\$4,563		
Sydney Yu Cai Chinese Language	\$58,952		
Tamil Civic Centre (TCC) Inc.	\$4,563		
Tamil Study Centre Homebush Inc.	\$29,476		
Tarra Yido Korean School Inc.	\$2,500		
Telugu Association	\$1,603		

Community war memorial grants

Restoring and conserving important memorials in the lead up to World War I commemorations.

Addison Road Centre for Arts; Culture; Community and Environment Ltd	\$5,000
Austinmer RSL Sub-Branch	\$10,000
Belmont RSL Sub-Branch	\$10,000
Bondi Junction Waverley RSL Sub Branch	\$19,000
Bowraville RSL Sub Branch	\$10,000
City of Albury Sub Branch of the RSL of NSW Branch	\$5,455
City of Canada Bay Council	\$10,000
Cowra Sub Branch of the RSL of Aust NSW Branch	\$6,148
Forster Tunccurry RSL Sub-Branch	\$10,000
Gosford City Council	\$10,000
Gosford City Council	\$10,000
Greater Taree City Council	\$2,700
Grong Grong Progress Assoc.	\$3,920
Hornsby Shire Council	\$10,000
Hornsby Shire Council	\$10,000

Inverell RSL Sub-Branch	\$9,900
June Shire Council	\$3,950
Kiama Municipal Council	\$10,000
Ku-Ring-Gai Council	\$26,000
Lachlan Valley Railway Society Co-operative Ltd	\$13,000
Lithgow Public School	\$20,000
Nambucca Heads Sub-Branch of the RSL of Australia	\$2,643
Regimental Trust Fund 2 CDO Regiment	\$13,500
Returned & Services League of Australia South West Rocks Sub-Branch	\$3,500
State Library of NSW	\$50,000
Tarana And Fish River Development Group Inc.	\$3,500
Thirroul RSL Sub-Branch	\$2,773
Tilligerry RSL Sub Branch	\$2,600
Tumbarumba Shire Council	\$10,000
Ulmara Sub-Branch RSL	\$5,045
Woollahra Municipal Council	\$7,140
Woollahra Municipal Council	\$7,500
Total paid in 2013/14	\$323,274

Cultural events and NAIDOC Week

Supporting Aboriginal cultural events and NAIDOC celebrations.

Aboriginal Legal Service (NSW/ACT) Ltd	\$1,000
Anaiwan Local Aboriginal Land Council	\$900
Ashford Local Aboriginal Land Council	\$3,000
Bahtabah Local Aboriginal Land Council	\$3,000
Biraban Local Aboriginal Land Council	\$3,000
Biripi Aboriginal Corporation Medical Centre	\$3,000
Black Creek Corporation	\$3,000
Blacktown City Council, Emerton Leisure Centre	\$1,000
Bogan Aboriginal Corporation	\$1,000
Bourke Shire Council	\$20,943
Brewarrina Business Centre	\$48,000
Brewarrina Shire Council	\$1,000
Bunyah Local Aboriginal Land Council	\$1,000
Coonabarabran Local Aboriginal Land Council	\$3,000
Co-operative for Aborigines Ltd	\$2,900
Culpra Milli Aboriginal Corporation	\$3,000
Dareton Local Aboriginal Land Council	\$500
Dubbo City Council	\$1,000
First Hand Solutions Aboriginal Corporation	\$3,000
Gadigal Information Service	\$15,000
Gloucester Worimi First Peoples Aboriginal Corporation	\$3,000
Goodooga Local Aboriginal Land Council	\$1,500
Gundagai Neighbourhood Centre Inc.	\$1,000
Gurehlgam Corporation Ltd	\$3,000
Guyra Local Aboriginal Land Council	\$3,000
History Council of NSW Inc.	\$2,000
Kiama Municipal Council	\$3,000
Koorikids	\$3,000
Kurrachee Co-operative Society Ltd	\$1,500
Leeton and District Local Aboriginal Land Council	\$1,500
Liverpool Council	\$3,000
Maari Ma Health Aboriginal Corporation	\$2,850
MiiMi Aboriginal Corporation	\$1,971
Mindaribba Local Aboriginal Land Council	\$1,000

Mission Australia	\$1,500
Miyay Birray Youth Service Inc.	\$3,000
Moree Plains Shire Council	\$2,200
Narromine Local Aboriginal Land Council	\$2,000
Ngambaga Bindarry Girrwa Community Services Inc.	\$1,000
Ngarru Mayin Elders Aboriginal Corporation	\$1,000
Ngunnawal Aboriginal Corporation	\$2,000
Nimbin Health and Welfare Assoc. Inc.	\$1,000
Nyngan Local Aboriginal Land Council	\$1,500
Orange Aboriginal Health Service Inc.	\$3,000
Orange Local Aboriginal Land Council	\$2,000
Parkes & District Neighbourhood & Community Information Centre Inc.	\$1,500
Red Chief Local Aboriginal Land Council	\$1,000
Richmond PRA	\$2,000
Saltwater Freshwater Arts Alliance	\$15,000
SEARMS Aboriginal Corporation	\$3,000
Tamworth Regional Council	\$3,000
Tharawal Local Aboriginal Land Council	\$3,000
The Judge Rainbow Memorial Fund Inc.	\$510
The Oolong Aboriginal Corporation	\$2,000
Thiyama-Li Family Violence Service Inc.	\$500
Twofold Aboriginal Corporation	\$3,000
Waddi Housing and Advancement Corporation Ltd	\$1,000
Wagga Wagga City Council	\$3,000
Walgett Aboriginal Medical Service Co-operative Ltd	\$500
Walgett Shire Council	\$1,800
Weilwan Local Aboriginal Land Council	\$1,000
Woodberry Red Belly Blacks Inc.	\$3,000
Woodville Community Services Inc.	\$3,000
Yarkuwa Indigenous Knowledge Centre Aboriginal Corporation	\$1,000
Total paid in 2013/14	\$218,574

Early childhood education and care grants

Providing support for preschools, long day care, vacation care, occasional care, early childhood services, sector development and support for children with additional needs.

3Bridges Community Inc.	\$16,196
Abbotsford Community Centre Inc.	\$7,511
Abbotsford Long Day Care Centre Inc.	\$35,254
Abercrombie Street Child Care Ltd	\$46,505
Aberdare Pre-School Inc.	\$255,332
Aberdeen Pre-School	\$194,741
Adamstown Community Early Learning and Preschool Inc.	\$36,079
Adelong Pre-School Inc.	\$162,652
Adventureland Pre-School Inc.	\$135,410
Aid Migrants of Spanish Speaking Co Operative Ltd	\$22,088
Albury Occasional Childcare and Early Learning Centre Association Inc.	\$83,027
Albury Pre-School Inc.	\$272,054
Alcheringa Pre-School Association Inc.	\$250,552
All Saints Pre-School Albion Park Inc.	\$146,175
Alstonville Baptist Church	\$81,450
Alstonville Community Preschool funding	\$92,710

Amy Hurd CC	\$31,579	Berkeley Vale Neighbourhood Centre Inc.	\$12,299
Andalini Services Inc.	\$6,461	Berkeley Vale Pre-School Kindergarten Inc.	\$297,498
Anglicare Canberra & Goulburn	\$292,160	Bermagui Pre-School Co-operative Society Ltd	\$206,991
Annandale North Out of School Hours Care Assoc.	\$9,498	Berrigan Children's Centre Association Inc.	\$26,737
Annette's Place Inc.	\$167,330	Berry Community Pre-School Inc.	\$129,060
Anzac Village Pre-School Association Inc.	\$204,376	Betty Spears Child Care centre Ltd	\$68,925
Arabic Australian Child Care Centre	\$31,683	Bexley Jack & Jill Pre-School Inc.	\$206,470
Arden Anglican Pre-School Kindergarten	\$72,237	BHCCA	\$43,019
Ariah Park Pre-School Association Inc.	\$108,775	Big Fat Smile	\$4,049,917
Armidale and Region Aboriginal Cultural Centre and Keeping Place Inc.	\$10,219	Bilambil Community Pre-school & OOSH Inc.	\$148,615
Armidale Community Pre-School Inc.	\$229,098	Binnaway Pre-School	\$63,798
Armidale Ex-Services memorial Club	\$28,164	Binnowiee Kindergarten Co-operative Society Ltd	\$132,824
Armidale Montessori Pre-School Inc.	\$94,879	Biralee Pre-School Finley Inc.	\$191,003
Armidale Toy Library Inc.	\$25,479	Birralee Longday Care Centre Inc.	\$40,825
Arncliffe Pre-School Inc.	\$236,178	Birreelee Multi Functional Aboriginal Children's Service Aboriginal Corp	\$33,859
Arndu St Paul's Pre-School	\$160,336	Birubi Point Community Pre-School Inc.	\$128,321
Ashfield Baptist Childcare Inc.	\$17,321	Blackheath Area Neighbourhood Centre Inc.	\$5,633
Ashmont Preschool Inc.	\$37,610	Blackheath Kookaburra Kindergarten Inc.	\$194,580
Auburn City Council	\$53,512	Blacktown Anglican Child Care Centre Inc.	\$37,312
Austral Community Pre-School Inc.	\$168,758	Blacktown Area Community Centres Inc.	\$109,483
Australian Turkish & Kurdish Community Services Co-operative Ltd	\$41,690	Blacktown Bunyip Inc.	\$141,378
Auswide Services Ltd	\$16,704	Blacktown City Council	\$1,269,332
Avalon School Parents & Citizens Association Inc.	\$12,262	Blacktown South Children's Activities Centre Inc.	\$12,609
Awabakal Newcastle Aboriginal Co-op Ltd	\$25,967	Bland Shire Council	\$487,232
Awabakal Newcastle Aboriginal Co-operative Ltd – Preschool	\$276,892	Blaxland Pre-School Kindergarten	\$220,885
Awabakal Newcastle Aboriginal Co-operative Ltd – Cultural Camps	\$77,683	Blayney Pre-School Inc.	\$211,341
Bain Park Community Preschool Inc.	\$30,695	Bligh Park Community Services Inc.	\$15,255
Ballina Fox Street Pre-School Inc.	\$272,026	Blinky Bill Portland Child Care Centre Inc.	\$125,028
Ballina River Street Children's Centre Inc.	\$313,187	Blue Gum Montessori Children's House Inc.	\$112,970
Balmain Children's Centre Inc.	\$41,857	Blue Mountains Steiner Wattle Glow Preschool	\$76,270
Balmain East Out of School Care Inc.	\$6,476	Bolton Point Child Care Centre Inc.	\$36,648
Balranald Early Learning Centre Inc.	\$37,487	Bombala Pre-School Inc.	\$117,165
Bambi Kindergarten Association Inc.	\$220,293	Bondi Beach Cottage Inc.	\$74,494
Bangalow Community Children's Centre Inc.	\$64,579	Boolaroo/Speers Point Community Kindergarten Inc.	\$236,777
Bankstown Community Resource Group Inc.	\$233,801	Boori Pre-School Aboriginal Corporation	\$140,643
Bankstown Montessori Association Inc.	\$138,177	Boorowa Pre-School Centre Inc.	\$199,717
Baradine Pre-School Inc.	\$143,551	Botany Bay City Council	\$76,862
Barham Pre-School Association Inc.	\$182,943	Bourke & District Children's Services Inc.	\$284,912
Barnardos Australia	\$48,785	Bowraville Community Pre-School Inc.	\$181,166
Barraba Pre-School Inc.	\$154,225	Bradbury Pre-School Kindergarten Association Inc.	\$316,150
Bathurst Regional Council	\$74,221	Braidwood Pre-School Association Inc.	\$120,836
Batlow Apple Tree Learning Centre Co-operative Ltd	\$29,575	Branxton Pre-School Inc.	\$270,814
Baulkham Hills Before & After and Vacation Care	\$16,833	Brayside Community Pre-School Inc.	\$264,202
Baulkham Hills Preschool Kindergarten Inc.	\$137,738	Brewarrina Shire Council	\$16,351
Beacon Hill Community Kindergarten Assoc. Ltd	\$152,269	Broken Hill Happy Day Pre-School Kindergarten Inc.	\$313,784
Bega Pre School Association Inc.	\$338,660	Bronte Activity Centre Inc.	\$9,255
Bega Valley Shire Council	\$540,578	Budgewoi/Halekulani Pre-School Kindergarten Inc.	\$214,304
Bellbird Pre-School Inc.	\$134,513	Bulahdelah Pre-School Inc.	\$122,276
Bellingen Pre-School Inc.	\$221,880	Bundarra Pre-School Kindergarten Association Inc.	\$89,176
Belmont North Pre-School Inc.	\$174,081	Bundeena/Maianbar Pre-School	\$104,253
Bendemeer Pre-School Inc.	\$35,598	Bundgeam Pre-School Inc.	\$65,818
Bentley Community Pre-School Inc.	\$60,426	Bungendore Pre-School Association Inc.	\$165,277
Berala Jack & Jill Pre-School Kindergarten Inc.	\$324,374	Bunya Child Care Centre Inc.	\$34,525
Beresfield Community Children's Education Centre	\$44,345	Bunyip Pre-School Harden Inc.	\$99,055
		Burren Junction Pre-School Association Inc.	\$67,106
		Burrumbuttock Pre-School Centre Inc.	\$92,371
		Burwood Neighbourhood Child Care Co-operative Ltd	\$32,227
		Byron Bay Pre-School Inc.	\$399,357

Byron Shire Council	\$71,175	Coldstream Community Pre-School Inc.	\$193,164
Cabarita – Mortlake Pre-School Kindergarten Inc.	\$144,518	Coleambally Pre-School Kindergarten Inc.	\$160,036
Cabramatta Community Centre Inc.	\$183,431	Collarenebri Pre-School Inc.	\$120,681
Calrossy Anglican School Board	\$137,329	Collaroy Plateau Community Kindergarten Inc.	\$143,945
Camden Community Connections Inc.	\$35,112	Comboyne Community Pre-School Kindergarten Inc.	\$55,440
Camden Council	\$65,054	Community Activities Lake Macquarie Inc.	\$24,408
Camden Pre-School Kindergarten Co-operative Ltd	\$167,948	Community Child Care Co-operative Ltd	\$263,543
Cameragal Montessori School	\$109,859	Community Connections Solutions Australia Inc.	\$55,500
Campbell Page Ltd	\$139,750	Community First Step	\$280,000
Campbell Street Children's Centre	\$46,081	Community Programs Inc.	\$272,421
Campbelltown City Council	\$541,745	Como Pre-School Kindergarten Association Inc.	\$153,156
Campbelltown Community Pre-School Inc.	238,177	Concord Kindergarten Association Inc.	\$146,506
Campbelltown Presbyterian Community Child Care Centre	\$8,764	Concord Occasional Child Care Inc. (Concord Cubby)	\$49,132
Camperdown Child Care Centre	\$38,899	Concord West-Rhodes Pre-School Inc.	\$168,572
Canowindra Pre-School Kindergarten Inc.	\$203,281	Condobolin Pre-School and Childcare Centre	\$197,877
Canterbury Children's Cottage	\$28,722	Connect Child and Family Services Inc.	\$161,316
Canterbury City Council	\$255,636	Coogee Care Centre	\$4,332
Canterbury Community Child Care Centre Inc.	\$188,883	Coogee Synagogue Batory Kindergarten Inc.	\$66,777
Cardiff Community Pre-School Inc.	\$141,086	Cooks Hill Community Pre-School Inc.	\$91,323
Cardiff Early Education & Care Centre Inc.	\$43,498	Coolah Pre-School Kindergarten Inc.	\$177,464
Care West Ltd	\$2,189,530	Coolamon Pre-School Association Inc.	\$166,333
Carinya Neighbourhood Children's Centre Inc.	\$87,700	Coolamon Shire Council	\$61,418
Carlingford West Kindergarten Inc.	\$85,618	Cooloon Children's Centre Inc.	\$34,263
Carlingford West OOSH Centre Inc.	\$16,833	Cooma Lamble Street Pre-School Association Inc.	\$276,129
Casino Baptist Church Christian Community Pre-School	\$383,308	Cooma North Pre-School Association Inc.	\$211,659
Castle Hill Pre-School Kindergarten Inc.	\$138,702	Coonamble Children's Services Inc.	\$22,411
Caterpillar House Occasional Child Care Association Inc.	\$85,854	Coonamble Pre-School Association Inc.	\$218,823
Catherine Field Pre-School Kindergarten Inc.	\$134,609	Coonamble Shire Council	\$6,751
Catholic Education Office Diocese of Parramatta	\$812,303	Cooranbong Valley Community Pre-School Inc.	\$98,759
Catholic Care	\$63,447	Cootamundra Preschool Inc.	\$283,233
Catholic Care, Diocese of Broken Bay	\$720,388	Coowarra Out of School Hours Care Service Inc.	\$8,869
Cawongla Playhouse Inc.	\$118,371	Copmanhurst Pre-School	\$63,504
Centipede at Glebe School Inc.	\$24,649	Corowa Pre-School Association Inc.	\$372,297
Central Shoalhaven Mobile Pre-School	\$270,399	Country Women's Association of NSW – Coraki Branch	\$177,350
Central West Family Support Group Inc.	\$5,228	Country Women's Association of NSW – Nundle	\$42,491
Cessnock Multi Purpose Children's Centre Ltd	\$124,571	Coutts Crossing Pre-School Inc.	\$93,000
Charles Sturt University	\$84,272	Cowra Early Childhood Services Co-operative Ltd	\$370,071
Charlestown Child Care & Early Learning Centre	\$24,949	Cranbrook School	\$180,070
Chatswood Occasional Child Care Centre Inc.	\$63,721	Cranebrook Community Pre-School Inc.	\$194,580
Cherrybrook Community Pre-School Inc.	\$88,230	Creating Links Co-operative Ltd	\$11,172
Chester Hill Neighbourhood Centre Inc.	\$17,721	Crescent Head Community Pre-School Inc.	\$122,619
Child and Family Services Wyong Shire Inc.	\$51,175	Cringila Children's House	\$26,560
Children's Services Community Management	\$364,196	Cringila Community Co-operative	\$204,521
Chillingham and Tyalgum Community Pre-School Inc.	\$137,664	Cronulla Pre-School Kindergarten Association Inc.	\$225,159
Chinese Australian Services Society Ltd	\$48,075	Crookwell Neighbourhood Centre Inc.	\$75,527
Christ Church Gladesville Pre-School Kindergarten Inc.	\$223,780	– Mobile Children Services	
Christ Church St Ives Pre-School Inc.	\$107,091	Crookwell Neighbourhood Centre Inc. – Vacation Care	\$32,605
Church of Foursquare Gospel (Aust) Ltd	\$182,135	Cudal Community Children's Centre	\$50,841
City of Albury Council	\$107,165	Cuddle Pie Early Childhood Learning Centre	\$37,119
City of Sydney Council	\$456,533	Culburra & Districts Pre-School Inc.	\$153,684
Clarence Valley Council	\$16,317	Culcairn Early Childhood Centre Inc.	\$156,195
Clovelly Child Care Centre Inc.	\$39,782	Cumnock Village Pre-School Inc.	\$62,382
Clovelly Out of School Care	\$8,406	Currambena Pre-School	\$62,972
Clunes Community Pre-School Association Inc.	\$136,563	Dalaigur Pre-School & Children's Services Association Inc. – Preschool	\$482,585
Coastwide Child & Family Services Inc.	\$54,977	Dalaigur Pre-School & Children's Services Association Inc. – Scribbly Gum Dalai	\$79,206
Cobar Mobile Children's Services Inc.	\$179,406	Darlington Aftercare Association Inc.	\$9,240
Cobar Mobile Children's Services Inc.	\$81,865	Dawn Song Children's Centre Inc.	\$13,633
Cobar Pre-School Centre Association Inc.	\$252,148	Delegate & District Pre-School	\$37,506
Cobargo Pre-School Inc.	\$168,667		
Coffs Harbour Pre-School Association Inc.	\$248,648		

Deniliquin Children's Centre Inc.	\$599,209	Galloping Gumnut Mobile Children's Services Van Inc.	\$173,446
Denman Children's Centre Association Inc.	\$233,919	Galloway Children's Centre Inc.	\$39,179
Disability South West Inc.	\$18,570	Gamumbi Early Childhood Education Centre Inc.	\$34,415
Djanaba Neighbourhood Occasional Care Service	\$44,923	Ganmain Pied Piper Pre-School Inc.	\$61,108
Doonside Kindergarten Inc.	\$283,403	Gilgandra Pre-School Inc.	\$457,018
Dorrigo Pre-School Association Inc.	\$165,259	Girrawong Pre-School Inc.	\$216,570
Drummond Park Pre-School Association Inc.	\$102,116	Girrinbai Community Pre-School Inc.	\$214,925
Drummoyne Occasional Child Care Inc.	\$46,932	Gladesville Occasional Child Care Centre Inc.	\$40,884
Drummoyne Pre-School Kindergarten Inc.	\$138,655	Glen Innes Pre-School Association Inc.	\$441,123
Dubbo & District Pre-School Kindergarten Inc.	\$538,996	Glenbrook Pre-School Kindergarten Inc.	\$175,060
Dubbo City Council	\$38,919	Glendale Early Education Centre Inc.	\$35,181
Dubbo Neighbourhood Centre Inc.	\$13,077	Glendore Child Care Centre Inc.	\$25,203
Dubbo West Pre-School Inc.	\$408,556	Glenreagh Pre-School Inc.	\$99,351
Dunedoo Pre-School Kindergarten Inc.	\$241,349	Gloucester Pre-School Inc.	\$330,906
Dungog Community Pre-School Kindergarten Inc.	\$181,319	Golden Valley Children's Learning Centre Inc.	\$34,425
Dunoon Pre-School Inc.	\$140,157	Goodooga Pre-School Inc.	\$59,360
Durrumbul Community Pre-School Association Inc.	\$150,530	Goonellabah Pre-School Inc.	\$265,378
Early Childhood Australia NSW Inc.	\$32,038	Gordon Community Preschool	\$216,517
East Lindfield Community Pre-School Inc.	\$140,698	Gorokan Pre-School Inc.	\$410,238
East Lismore Community Pre-School Inc.	\$328,464	Gosford City Council	\$220,064
East Maitland Pre-School Kindergarten Association Inc.	\$425,579	Gosford Cubbyhouse Occasional & Long Day Care Centre Inc.	\$34,549
East Willoughby Pre-School Inc.	\$66,611	Gosford Pre-School Inc.	\$200,954
Eastern Suburbs Montessori Associated Ltd	\$101,755	Goulburn Pre-School Association Inc.	\$232,841
Eastern Zone Gujaga Aboriginal Corp	\$33,300	Goulding Hill Pre-School Inc.	\$190,413
Eastlake Community Child Care Inc.	\$41,976	Gowrie NSW	\$433,940
Eastwood Occasional Child Care Centre Inc.	\$42,908	Granville Multicultural Community Centre Inc.	\$119,381
Eden Creek/Fairymount Pre-School Inc.	\$204,452	Grays Point Pre-School Kindergarten Association	\$133,261
Edgeworth Child Care Centre Inc.	\$35,820	Great Lakes Children's Centre Inc.	\$153,031
Edgeworth Community Pre-School	\$113,571	Greek Orthodox Archdiocese of Australia	\$31,055
Elanora Heights Community Centre Pre-School	\$121,466	Greek Orthodox Community of NSW Ltd	\$48,181
Elmore Vale Early Learning Centre Inc.	\$37,133	Greenacre Church of Christ	\$168,626
Elizabeth Chifley Memorial Preschool	\$244,167	Greenhills Child Care Centre Inc.	\$35,958
Elizabeth Macarthur Montessori Pre-School Association Inc.	\$85,205	Grenfell Pre-School & Long Day Care Centre Inc.	\$284,625
Elizabeth Street Extended Hours Preschool Inc.	\$18,471	Greta Community Pre-School Inc.	\$117,434
Elonera Ltd	\$89,470	Griffith Child Care Centre Inc.	\$287,873
Emanuel School	\$121,595	Griffith East Pre-School Inc.	\$378,882
Emanuel Woollahra Preschool Inc.	\$140,513	Griffith Pre-School Kindergarten Inc.	\$284,358
Emmerick Street Community Pre-School	\$61,367	Griffith Wiradjuri Aboriginal Pre-School Inc.	\$223,081
Engadine Church of Christ Pre-School Kindergarten Inc.	\$98,896	Growing Potential Ltd	\$2,855,350
Engadine Pre-School Kindergarten Inc.	\$197,879	Gubi Gabun Children's Mobile Service Inc.	\$66,915
Erina Baptist Community Care Ltd	\$29,725	Gulargambone Pre-School	\$100,146
Ermington West OOSH Care Inc.	\$10,266	Gulgong Pre-School Inc.	\$240,001
Ethnic Child Care Family & Community Services Co-op Ltd	\$48,671	Gulpa Pre-School Inc.	\$105,995
Eugowra Community Children's Centre Inc.	\$127,381	Gumnyaney Aboriginal Corporation	\$179,334
Eungai Pre-School Inc.	\$108,776	Gumnut Bowral Memorial Preschool Inc.	\$201,252
Eurobodalla Shire Council	\$5,633	Gumnut Community Pre-School	\$114,689
Euroka Children's Centre Inc.	\$36,159	Gumnut Cottage Inc.	\$34,904
Euston Pre-School Association Inc.	\$107,243	Gundagai Neighbourhood Centre Inc.	\$7,724
Evans Head Pre-School Association Inc.	\$370,623	Gundagai Pre-School Kindergarten Inc.	\$185,050
Fairfield City Council	\$1,755,283	Gunnedah Baptist Child Care Association Ltd	\$315,865
Fairfield Nursery School Inc.	\$32,955	Gunnedah Family & Children's Service Inc.	\$31,036
Felton Street Early Learning Pre-School Inc.	\$237,405	Gunnedah Preschool Kindergarten Association Inc.	\$435,142
Filipino Community Co-operative Ltd	26,274	Gunning & District Pre-School Inc.	\$26,970
FLASCA Inc.	\$11,288	Guyra Shire Council	\$28,824
Forbes Learning Ladder Forbes Childcare Centre Inc.	\$55,865	Gwydir Mobile Children's Services Inc.	\$229,920
Forbes Pre-School Kindergarten Co-op Ltd	\$1,248,759	Gwydir Shire Council	\$147,466
Forest Hill Community Pre-School Inc.	\$136,219	Gyndarna Pre-School	\$177,759
Forest Hill Outside School Hours Care Inc.	\$11,432	Haberfield Baptist Church Preschool Ltd	\$159,997
Frederick Street Kindergarten Co-op Ltd	\$269,080	Hamilton Child Care Centre Inc.	\$27,250
Gainmara Birrilee Pre-School Association Inc.	\$261,490		

Hamilton Community Pre-School Inc.	\$170,214	Jumbunna Children's Centre Inc.	\$33,522
Hampden Bridge Child Care Centre Inc.	\$26,678	Jumbunna Children's Centre Ltd – Neighbourhood	\$14,340
Happy Days Kindergarten	\$145,080	Jumbunna Community Pre-School & Early Intervention Centre Inc. – Preschool	\$395,469
Harbord Kindergarten Inc.	\$211,753	Jumbunna Community Pre-School & Early Intervention Centre Inc. – SCAN	\$1,385,299
Hastings Preschool/Long Day Care Centre	\$32,936	Jumping Jacks Community Pre-School Inc.	\$187,684
Hawkesbury City Council	\$119,070	June Memorial Pre-School Inc.	\$419,810
Hawkesbury Community Outreach Services Inc.	\$152,691	Kangaroo Valley Pre-School Inc.	\$106,190
Hawkesbury Early Childhood Intervention Service Inc.	\$86,925	Kapooka Early Childhood Centre Inc.	\$156,281
Hawkesbury River Child Care Inc.	\$40,390	KARI Aboriginal Resource Inc.	\$12,290
Hay Mobile Children's Service Inc.	\$310,584	Karingal Pre-School – Nelson Bay Inc.	\$165,342
Hay Plains Childcare Centre Inc.	\$22,603	Karuah Pre-School Association Inc.	\$142,814
Hay Pre-School Kindergarten Inc.	\$189,218	Katoomba Children's Cottage Inc.	\$41,629
Heathdene Community Services Inc.	\$218,798	Katoomba Neighbourhood Centre Inc.	\$8,610
Henry Street Community Pre-School Association Inc.	\$119,129	Katoomba/Leura Pre-School Association Inc.	\$312,160
Henty Early Childhood Association Inc.	\$192,716	Keiraville Community Pre-School Inc.	\$183,402
Hibiscus Children's Centre	\$162,581	Kellys Place Children's Centre	\$40,735
Highfields Preparatory & Kindergarten School Ltd	\$97,296	Kellyville After School Care Inc.	\$16,833
Hills Montessori Society	\$97,902	Kellyville Preschool Inc.	\$137,709
Hillston Billylids Inc.	\$27,214	Kemblawarra Child & Family Centre Inc.	\$18,887
Hobartville Long Day Preschool Inc.	\$35,622	Kempsey Children's Services Co-operative Ltd	\$169,904
Holbrook Early Learning Centre Inc.	\$53,566	Kempsey Respite Services Inc.	\$22,881
Holroyd City Council	\$274,468	Kenthurst Before & After School Care Inc.	\$16,726
Holroyd/Parramatta Mobile Minds Inc.	\$124,015	Kenthurst Pre-School Kindergarten Inc.	\$163,054
Holsworthy Long Day & Occasional Care Centre	\$31,209	Keymer Child Care Centre Inc. – Child Care	\$53,068
Holsworthy Pre-School Parent's Association Inc.	\$202,959	Keymer Child Care Centre Inc. – OSHC Cottage	\$10,043
Holy Family Services	\$3,700	Khancoban and District Children's Resource Centre	\$8,002
Holy Trinity Pre-School (Beacon Hill) Inc.	\$101,561	Khancoban and District Children's Resource Centre – Preschool	\$30,739
Hopepoint Preschool Centre	\$64,702	Khancoban and District Children's Resource Centre – Toy Library	\$20,199
Hornsby Ku-ring-gai Montessori Society	\$20,038	Kiama Pre-School Inc.	\$154,125
Hornsby Shire Council	\$128,148	Kiama Pre-School Inc. – Preschool	\$175,745
Howlong Pre-School Association Inc.	\$180,795	Kids Korner Combined Occasional Care Centre Inc.	\$34,149
Hunter Region Working Women's Group Ltd	\$45,380	Kids of the Castle Occasional Care Centre Inc.	\$53,242
Hunter Valley Grammar School Early Learning Centre	\$180,045	Kidsafe NSW Inc.	\$90,117
Hunters Hill Pre-School Inc.	\$176,054	Kidsnest – Crows Nest Occasional Care Inc.	\$31,051
Hurstville City Council	\$145,671	Killarney Vale Pre-School Kindergarten Inc.	\$239,250
Illawarra Aboriginal Corporation	\$150,258	Kinburra Pre-School Inc.	\$202,888
Illawarra Area Child Care Ltd	\$397,392	Kindamindi Co-Op Ltd	\$28,809
Illawarra Christian School	\$212,333	Kindilan Early Learning Centre Inc.	\$99,118
Illawarra Multicultural Services Inc.	\$39,682	King Street Community Pre-School East Maitland Inc.	\$160,211
Illawarra Toy Library Association Inc.	\$133,103	Kingscliff Mini School Inc.	\$167,257
Iluka Pre-School Inc.	\$169,240	Kinma Ltd	\$60,576
Inaburra Pre-School	\$204,250	Kogarah City Council	\$184,730
Inner City Care Child Care Centre	\$40,106	Kogarah Community Services Inc.	\$5,636
Inner Sydney Montessori Association	\$175,991	Kogil Street Preschool Association Inc.	\$25,467
Integricare	\$1,216,446	Kola Child Care Centre	\$46,861
Intereach Ltd	\$17,711	Koninderie Community Based Pre-School Inc.	\$131,472
Inverell Disability Services Inc.	\$471,192	Koninderie Community Based Pre-School Inc. – Occasional Care	\$52,956
Inverell District Family Services Inc.	\$1,369,418	Kookaburra Korner Early Education Centre Inc.	\$40,862
Ivanhoe Preschool Centre	\$60,259	Koolyangarra Pre-School Aboriginal Corporation	\$262,145
Jacaranda Pre-School Centre Inc.	\$225,146	Koonawarra Area Residents Association Inc.	\$6,850
Jack & Jill Pre-School Association (Lithgow) Inc.	\$325,056	Koorana Child & Family Services Inc.	\$588,550
Jannali Pre-School Kindergarten Inc.	\$145,934	Kootingal & District Pre-School Inc.	\$190,390
Jarjum Centre Inc.	\$155,938	KU Children's Services	\$10,401,230
Jerilderie Pre-School Kindergarten Inc.	\$105,765	KU Children's Services – SCAN	\$4,512,013
Jesmond Community Pre-School Association Inc.	\$229,316	Kubby House Child Care Centre Inc.	\$14,372
Jesmond Early Education Centre Inc.	\$54,806		
Jindera Preschool Association Inc.	\$221,434		
Joey's Pouch Early Years Educational & Preschool Centre Inc.	\$31,991		
Jubilee Community Services Inc.	\$57,295		

Kulai Pre-School Aboriginal Corporation	\$335,832	Maitland Child Care Centre Inc.	\$38,412
Kunghur Community Pre-School Inc.	\$55,089	Maitland Nursery School Inc.	\$248,646
Ku-ring-gai Council	\$45,326	Malabar Occasional Child Care Centre Inc.	\$40,856
Kurnell Pre-School Kindergarten Inc.	\$104,529	Malabar/Chifley Parents Co-operative Ltd	\$27,153
Kurri Early Childhood Centre Inc.	\$69,523	Mallee Family Care Inc.	\$59,252
Kurri Kurri and District Pre-School Kindergarten Inc.	\$332,379	Manilla Community Pre-School Inc.	\$219,962
Kurri Kurri Community Centre Inc.	\$7,881	Manly Council	\$287,152
Kyogle Pre-School & Outside School Hours Care Association Inc. – Preschool	\$197,359	Manly Vale Community Kindergarten Inc.	\$92,188
Kyogle Pre-School & Outside School Hours Care Association Inc. – Vacation Care	\$2,707	Manly Warringah Montessori Society	\$88,892
Lachlan Shire Council	\$89,647	Marayong Pre-School Kindergarten Inc.	\$227,538
Lady Game Community Kindergarten Inc.	\$109,725	Maronite Sisters of the Holy Family	\$73,544
Lake Cargelligo District Community Children's Centre Association Inc.	\$181,715	Maroubra Junction Before & After School Care	\$8,171
Lake Macquarie City Council	\$63,311	Maroubra Neighbourhood Children's Centre Co-operative Ltd	\$25,925
Lalor Park Pre-School Kindergarten Association Inc.	\$237,403	Marrickville Council	\$581,353
Lane Cove Children's Centre	\$257,162	Martin & Emma Hannes Pre-School Inc.	\$106,621
Lane Cove Council	\$50,551	Maryland Care & Early Education Centre Inc.	\$53,838
Lane Cove Occasional Child Care Inc.	\$53,368	Maryland OOSH Inc.	\$17,372
Lane Cove Out of School Inc.	\$12,322	Masada College	\$130,718
Lapstone Out of School Hours Inc.	\$13,611	Mathoura Pre-School Inc.	\$84,715
Lapstone Pre-School Kindergarten Association Inc.	\$217,892	Mayfield Central Community Pre-School Kindergarten Ltd	\$249,413
Larool Pre-School Inc.	\$124,113	McGraths Hill Children's Centre Inc.	\$34,622
Lawrence Community Pre-School Inc.	\$47,054	Medowie Community Pre-School Inc.	\$142,711
Lawson Community Pre-School Association Inc.	\$170,398	Mendooran Preschool Inc.	\$90,062
Learning Links	\$203,300	Menindee Children's Centre	\$150,021
Leeton Pre-School Association	\$415,534	Menindee Preschool Association	\$62,183
Leeton Shire Council	\$25,559	Merindah Children's Centre Inc.	\$22,353
Leeton Shire Council – Child Care Centre	\$25,301	Merrima Pre-School Kindergarten Association Inc.	\$193,664
Leichhardt Municipal Council	\$104,632	Merrydays Kindergarten Society Inc.	\$32,140
Leichhardt Out Of School Hours Care Inc.	\$10,933	Merrylands Christian Pre-School Association Inc.	\$234,679
Lennox Head Community Pre-School Inc.	\$287,264	Metford Child Care Centre Ltd	\$39,393
Lightning Ridge Pre-School	\$205,645	Metro Assist Inc.	\$7,723
Lilly Pilly Community Pre-School Inc.	\$193,135	Mid Mountains Out of School Hours Service Inc.	\$5,636
Lindfield Montessori Society Inc.	\$39,842	Milton Ulladulla Pre-School Association	\$242,732
Lismore Neighbourhood Centre Inc.	\$35,972	Mindaribba Local Aboriginal Land Council	\$118,379
Lismore Parish Centre Pre-School Inc.	\$187,644	Minimbah Pre-School, Primary School Aboriginal Corporation	\$360,739
Lismore Preschool Inc.	\$286,581	Minooka Preschool Centre Inc.	\$181,715
Little Bear Child Care Cottage Inc.	\$28,622	Miranda Kindergarten Association Inc.	\$243,565
Little Yuin Pre-School Aboriginal Corp	\$137,603	Mission Australia	\$731,075
Liverpool City Council	\$430,350	Mitchell Early Learning Centre Inc.	\$34,538
Liverpool Neighbourhood Connections Inc.	\$129,418	Mittagong Pre-School Kindergarten Inc.	\$209,704
Lockhart Pre-School Kindergarten Inc.	\$70,407	Moama & District Pre-School Centre Inc.	\$278,359
Long Flat Pre-School	\$56,356	Mobile Children's Services Association of NSW Inc.	\$311,489
Long Jetty Preschool Inc.	\$232,658	Molong & District Pre-School Association	\$173,494
Lower Bucca Community Pre-School Inc.	\$92,907	Monaro Early Intervention Service Inc.	\$25,567
Lower Hunter Children's Activity Van Association Inc.	\$303,254	Monaro Mobile Pre-School Inc.	\$169,446
Lower Hunter Temporary Care Inc.	\$47,283	Moombahlene Local Aboriginal Land Council	\$8,518
Lower Macleay Pre-School Inc.	\$244,109	Moree Family Support Inc.	\$11,752
Lutheran Church of Australia Queensland District	\$209,000	Moree Plains Shire Council	\$59,364
Lyrebird Pre-School Kindergarten	\$295,005	Moree Pre-School Inc.	\$273,015
Macarthur Multicultural Children's Services Association Inc.	\$60,724	Moresby Park Pre-School Inc.	\$194,080
Macarthur Pre-School Kindergarten Association Inc.	\$193,973	Moriah War Memorial College Association	\$172,028
Macedonian Orthodox Community	\$20,538	Morisset & District Children's Co-operative Ltd	\$26,302
Macksville Preschool Childcare Centre Ltd	\$35,997	Moruya Pre-School Kindergarten Inc.	\$193,178
Macleay Community Preschool Inc.	\$188,584	Mosman Municipal Council	\$54,094
Macquarie Hills Community Pre-School Inc.	\$194,399	Moulamein Pre-School Inc.	\$61,728
Macquarie Pre-Schools Co-operative Ltd	\$400,204	Mount Druitt Church of Christ Child Care Centre	\$22,205
Maitland Baptist Church Child Care Inc.	\$32,000	Mount Hutton Child Care Centre Inc.	\$32,755
		Mount Sinai College	\$98,021

Mount Victoria Public School Extended Hours Preschool & Early Learning Centre Inc.	\$14,761	Orana Community Pre-School Inc.	\$175,857
Mount Zion Board of Trustees	\$73,887	Orange City Council	\$242,794
Mountain Community Children's Centre	\$60,664	Orange Pre-School Kindergarten Ltd	\$242,821
Mountain Pre-School Lowanna Inc.	\$52,491	Paddington Church of Christ Kindergarten	\$53,440
Mountains Outreach Community Service Inc.	\$209,772	Palm Beach War Memorial Kindergarten Inc.	\$90,034
Mt Warning Community Preschool	\$136,121	Pambula Pre-School Kindergarten Association Inc.	\$305,232
Mudgee Preschool Kindergarten Co-operative	\$586,281	Parkes Early Childhood Centre Inc.	\$368,125
Mullumbimby Community Pre-School Association Inc.	\$150,859	Parklands Community Preschool & Children's Centre Inc.	\$237,134
Multi Purpose Allira Gathering Association Inc.	\$32,182	Parramatta City Council	\$169,781
Mulwala Pre-School Inc.	\$142,234	Paterson Pre-School Inc.	\$157,482
Murdi Paaki Regional Enterprise Corp Ltd	\$11,877	Pathways Early Childhood Intervention Inc.	\$113,671
Murrin Bridge Pre-School Association Inc.	\$119,151	Peak Hill Pre-School Kindergarten Inc.	\$149,636
Murrumbateman Early Childhood Centre Association Inc.	\$457,254	Peninsula Community Centre Inc. – Occasional Care	\$56,997
Murrurundi Community Pre-School	\$95,605	Peninsula Community Centre Inc. – Vacation Care	\$10,725
Muswellbrook Child Care Centre Inc.	\$27,881	Peninsula Montessori Association	\$193,152
Muswellbrook Pre-School Kindergarten Inc.	\$563,737	Pennant Hills War Memorial Children's Centre Assoc. Inc.	\$205,648
Nabiac & District Pre-School Association Inc.	\$78,474	Penrith City Council	\$1,681,622
Nambucca Heads Pre-School Play Centre Pty Ltd	\$245,924	Penrith Community Aid Service Association Inc.	\$53,637
Nana Glen Pre-School Inc.	\$114,083	Periwinkle Children's Centre	\$126,168
Nanima Pre-School Association Inc.	\$286,080	Peter Pan Pre-School Kindergarten – Tamworth Inc.	\$306,383
Narooma Pre-School Kindergarten Association Inc.	\$230,654	Peter Pan Pre-School Wollongong Inc.	\$92,156
Narrabeen Community Kindergarten Inc.	\$137,668	Peter Rabbit Community Pre-School Inc.	\$64,543
Narrabri & District Community Aid Service Inc.	\$83,799	Petersham Activities Centre for Children Inc.	\$10,743
Narrandera Preschool Inc.	\$32,596	Pied Piper Pre-School Association – Wallerawang Inc.	\$269,301
Narromine Pre-School Kindergarten	\$470,884	Pinnaroo OOSH Inc.	\$9,239
Narwee Pre-School Kindergarten Inc.	\$248,833	Pippies Early Childhood Centre Inc.	\$37,735
Network of Community Activities	\$174,736	Pittwater Council	\$52,068
New School of Arts Neighbourhood House Inc.	\$87,944	Pius X Aboriginal Corporation	\$397,478
Ngallingnee Jarjum Tabulam & District Community Preschool Inc.	\$107,735	Playmates Cottage Child Care	\$38,919
Ngayaamba Waluura Aboriginal Corporation	\$225,185	Playtime Pre-School Centre Inc.	\$223,600
Nimbin Neighbourhood & Information Centre Inc.	\$11,423	Pleasant Hills Pre-School Kindergarten Inc.	\$24,909
Nimbin Pre-School & Child Care Association Inc.	\$144,211	Police Citizens Youth Clubs NSW Ltd – Bourke	\$15,017
Nimmitabel Pre-School Inc.	\$64,422	Police Citizens Youth Clubs NSW Ltd – Lithgow	\$9,094
Noah's Ark Centre of Shoalhaven Inc.	\$107,971	Police Citizens Youth Clubs NSW Ltd – Wagga Wagga	\$15,840
Noiseworks OOSH Inc.	\$12,039	Police Citizens Youth Clubs NSW Ltd – Wellington	\$2,458
Noogaleek Children's Centre	\$40,929	Ponyara Pre-School Kindergarten Association Ltd	\$193,905
Nords Wharf Community Pre-School	\$95,661	Port Macquarie Community Pre-School Ltd	\$544,328
Normanhurst West Community Pre-School	\$77,103	Port Macquarie Neighbourhood Centre Inc.	\$13,983
North Epping Kindergarten	\$182,158	Port Stephens Council	\$189,979
North Richmond Community Centre Inc.	\$5,635	Possum's Community Pre-School Association Inc.	\$122,001
North Rocks Pre-School Inc.	\$153,392	Possums' Corner Child Care Centre Inc.	\$35,173
North Rocks/Carlingford Casual Child Care Centre	\$48,445	Possums' Den Coffs Harbour Inc.	\$50,043
North Ryde Community Pre-School	\$179,871	Pottsville Community Pre-School Inc.	\$156,957
North St Marys Neighbourhood Centre Inc.	\$389,666	POW Place Community Child Care Centre Ltd	\$34,766
North Sydney Council	\$27,849	Presbyterian Church of Australia in the State of New South Wales	\$87,855
Northern Beaches Montessori Association Inc.	\$46,217	Presbyterian Church of Australia in the State of New South Wales – Child Care	\$55,577
Northside Baptist Pre-School – Northbridge	\$111,737	Pretty Beach Community Pre-School Inc.	\$179,036
Northside Montessori Society	\$105,831	Pymble Turramurra Pre-school Inc.	\$147,460
Norwood Community Pre-School	\$87,682	Queanbeyan & District Pre-School Association	\$806,818
Nought to Five Early Childhood Centre Inc.	\$28,221	Queanbeyan Children's Special Needs Group Inc.	\$2,686
Nurruby Children's Services Inc.	\$34,840	Quirindi Pre-School Kindergarten Inc.	\$325,892
Oberon Children's Centre Inc.	\$156,534	Rainbow Playhouse Pre-School Inc.	\$117,920
Ocean Shores Pre-School Inc.	\$175,239	Rainbow Pre-School Association Inc.	\$698,662
Old Bar Community Pre-School Inc.	\$218,139	Rainbow Street Childcare Centre Inc.	\$34,761
Ooranga Family Mobile Resource Unit Association Inc.	\$279,404	Randwick Open Care For Kids Inc.	\$35,336
Ooranga Family Mobile Resource Unit Association Inc.	\$384,061	Randwick Out of School Hours Care Centre	\$9,262
Open Arms Care Inc.	\$25,141	Raymond Terrace Community Pre-School Inc.	\$283,738
Orama Pre-School Association	\$165,854	Raymond Terrace Early Education Inc. Centre	\$37,154

Reachout Mobile Resource Unit Inc.	\$54,173	St Luke's Pre-School Northmead Inc.	\$119,008
Redhead Community Pre-School Inc.	\$141,434	St Luke's Pre-School Wagga Wagga	\$166,824
Resource & Toy Library Broken Hill & Far Western Region Inc.	\$112,490	St Mark's Brighton-le-Sands Pre-School Kindergarten Inc.	\$133,153
Revesby Now 'N' Then Occasional Child Care Centre Inc.	\$36,404	St Mark's Child Care Centre Oakhurst Inc.	\$31,228
Richmond Before & After Care Association Inc.	\$11,473	St Mark's Northbridge Kindergarten Inc.	\$139,018
Richmond Hill Community Pre-School Inc.	\$73,234	St Mark's Pre-School Inc. – Hurstville South	\$125,266
Richmond Preschool Kindergarten Association Inc.	\$206,650	St Mark's Vacation Care Centre	\$11,222
Richmond Valley Care-Ring Association Inc.	\$44,829	St Maroun's Pre-School	\$105,461
Riverina Children's Activity Van Inc.	\$263,519	St Mary & St Mina's Vacation Care	\$6,101
Riverside Preschool Inc.	\$131,395	St Mary's Child Care Centre Ltd	\$32,636
Riverwood Community Centre Inc.	\$205,597	St Mary's Community Pre-School Casino Inc.	\$320,166
Rocky Hill Pre-School Association	\$64,209	St Mary's District Baptist Church	
Rooty Hill Outside of School Hours Care Centre Inc.	\$6,765	Out Of School Hours Care St Clair	\$13,376
Rose Bay Out of School Care Centre Inc.	\$5,635	St Mary's Guildford Pre-School	\$288,383
Rosebank Community Pre-School Inc.	\$77,951	St Mary's North Tamworth Pre-School Inc.	\$218,942
Rosebery Child Care Centre	\$33,576	St Mary's Rainbow Preschool Wagga Wagga	\$153,870
Rosellas Community Pre-school Inc.	\$273,110	St Paul's Lutheran Kindergarten Inc.	\$20,390
Ross Circuit Pre-School Centre Inc.	\$304,704	St Peters Community Preschool Inc.	\$133,859
Rowena Pre-School Inc.	\$32,874	St Peter's Pre-School Ltd	\$238,748
Royal Institute for Deaf and Blind Children	\$366,397	St Peter's Preschool Tamworth Inc.	\$285,263
Royal Society for the Welfare of Mothers & Babies	\$27,474	St Stephen's Belrose Kindergarten Inc.	\$184,653
Rozelle Child Care Centre Ltd	\$68,769	St Stephen's Pre-School Kindergarten Inc.	\$140,027
Rylstone Kandos Pre-School Inc.	\$198,183	St Therese Community Pre-School Inc.	\$58,567
Salamander Bay Childcare Centre Inc.	\$52,127	St Thomas' Preschool Ltd	\$91,830
Samaritans Foundation Diocese of Newcastle	\$2,739,516	St Thomas Rozelle Child Care Centre	\$29,801
Sans Souci Community Pre-School Association Inc.	\$368,921	St Vincent De Paul Society NSW – Mingaletta Family Centre	\$13,422
Scone & District Pre-School Inc.	\$366,584	St Vincent De Paul Society NSW – Margaret Druitt Childcare Centre	\$14,038
SDN Child and Family Services Pty Ltd	\$2,233,889	Strathfield & District Hebrew Congregation	\$183,074
SDN Children's Services	\$1,142,961	Strathfield One Stop Child Care Service Inc.	\$62,519
Seven Hills North P & C Association SHNOOSH Care	\$12,372	Stroud Neighbourhood Children's Co-operative	\$118,358
Share Care Inc.	\$16,821	Stuarts Point Pre-School Association Inc.	\$181,018
SHARE Co-operative Society Ltd	\$11,904	Styles Street Children's Community Long Day Care Centre Inc.	\$46,118
Shellharbour City Council	\$32,835	Sun Valley Pre-School Kindergarten	\$94,335
Shine for Kids Co-op Ltd	\$18,738	Sunny Corner Toy Library Inc.	\$27,042
Shoalhaven Community Pre-School Inc.	\$274,165	Surry Hills Neighbourhood Centre Inc.	\$46,319
Silverlea Early Childhood Services Inc.	\$59,676	Sutherland Shire Council	\$496,393
Singleton Council	\$208,067	Sutherland Shire Montessori Society	\$79,515
Singleton Heights Pre-School Inc.	\$358,789	Swansea Community Cottage Inc.	\$36,149
Singleton Pre-School Inc.	\$377,667	Sydney Anglican Schools Corporation	\$231,360
Snugglepot Day Care Centre Inc.	\$97,910	Sydney Montessori Society	\$94,144
SOS Pre-School Ltd	\$189,902	Sydney South West Area Health Service	\$32,538
South West Rocks Pre-School Inc.	\$277,472	Sydney University Settlement	\$23,318
Southlake Community Services Inc.	\$8,090	Sylvanvale Foundation	\$122,267
Southside Montessori Pre-School	\$86,439	Tamworth Montessori Association Inc.	\$116,222
Springdale Heights Pre-School Inc.	\$161,984	Tamworth Toy Library Inc.	\$12,343
Springwood & District Pre-School Kindergarten	\$255,507	Tarago Pre-School Association Inc.	\$98,446
Springwood Neighbourhood Centre Co-operative Ltd	\$9,185	Taree & District Pre-School Ltd	\$210,465
St Andrew's Children's Neighbourhood Centre Inc.	\$20,172	Tathra Children's Services Inc.	\$213,326
St Andrews Church Community Pre School Inc.	\$100,257	Tea Gardens/Hawks Nest Pre-School Kindergarten Inc.	\$110,538
St Andrew's Kindergarten Abbotsford Inc.	\$142,422	Temora Preschool and Out of School Hours Inc.	\$362,455
St Anthony's Family Care	\$23,063	Tenterfield Child Care Centre Inc.	\$31,793
St Demiana & St Athanasious Coptic Orthodox Church	\$5,852	Tenterfield Pre-School Kindergarten Inc.	\$247,408
St Dunstons Pre-School Kindergarten Inc.	\$203,524	Terrey Hills Community Kindergarten	\$99,859
St George Pre-School (Marsfield) Inc.	\$109,587	Thankakali Aboriginal Corporation	\$7,129
St Ives Occasional Care	\$49,387	Tharawal Aboriginal Corporation	\$38,687
St Ives Pre-School	\$108,359	The Armidale Waldorf School Ltd	\$76,114
St John's North Ryde Pre-School Association Inc.	\$185,552	The Benevolent Society	\$53,727
St John's Pre-School Ashfield Inc.	\$205,130	The Channon Children's Centre Inc.	\$66,536
St Luke's Pre-School Dapto Inc.	\$288,574		

The Creativity Centre Inc.	\$16,922	Tweed Heads Community Pre-School Inc.	\$108,350
The Cubbyhouse Pre-School & Occasional Care Centre Inc.	\$49,886	Tweed Shire Vacation Care Inc.	\$21,450
The Disability Trust	\$10,768	U@MQ Ltd	\$53,986
The Entrance Pre-School Kindergarten Association Inc.	\$252,995	Ulladulla Children's Centre Inc.	\$35,448
The Factory Community Centre Inc.	\$162,590	Uniting Care Burnside	\$174,974
The Grace Child Care Centre Inc.	\$74,998	Uniting Care NSW.ACT	\$4,355,642
The Guardian Angel Preschool Kindergarten Inc.	\$19,420	University of New England	\$13,930
The Gynea Nursery School & Kindergarten Co-operative Society Ltd	\$227,975	University of New South Wales	\$126,746
The Hills Community Kindergarten Inc.	\$213,408	Upper Hunter Community Services Inc.	\$190,045
The Hills Shire Council	\$218,140	Upper Macleay Pre-School Inc.	\$113,959
The Infants Home Ashfield	\$355,699	Uralla Pre-School Kindergarten Inc.	\$265,452
The Jack & Jill Kindergarten – Hornsby	\$169,395	Urana Shire Council	\$173,426
The John Wycliffe Christian Education Association Ltd	\$73,445	Uranquinty Pre-School Association Inc.	\$54,186
The Junction Works Ltd	\$53,696	Urunga Community Preschool Inc.	\$223,229
The Killarney School Ltd	\$65,863	UTS Child Care Inc.	\$47,316
The Little School Pre-School Inc.	\$67,080	Valla Community Pre-School Inc.	\$307,674
The North Brighton Pre-School Community Kindergarten Inc.	\$188,560	Valley Pre-School Inc.	\$50,167
The Northern Nursery School Ltd	\$174,947	Wagga Wagga East Before & After School Care Centre Inc.	\$6,183
The Oaks Pre-School Kindergarten Co-operative Ltd	\$169,830	Wakool Pre-School Inc.	\$47,761
The Point Pre-School Inc.	\$66,436	Walcha Council	\$302,989
The Rainbow Children's Centre Inc.	\$41,467	Walgett Pre-School and Long Day Care Centre Inc.	\$70,648
The Rock Pre-School Inc.	\$106,189	Walgett Shire Council	\$33,210
The Salvation Army	\$34,133	Wallsend Community Pre-School	\$207,709
The Scots School Albury	\$128,328	Wallum Community Preschool and Family Centre Inc.	\$243,658
The Shepherd Centre	\$132,514	Wangi Peter Pan Kindergarten Inc.	\$217,122
The Tower Pre-School – Jiggi	\$46,370	Warialda Pre-School Inc.	\$151,388
The Trustees of the Society of St Vincent De Paul (NSW) – Macarthur OZNAM	\$26,844	Warilla Baptist Pre-School	\$167,042
The Trustees of the Society of St Vincent De Paul (NSW) – Parramatta Diocese	\$43,570	Warners Bay Early Learning & Care Centre Inc.	\$47,074
Thredbo Early Childhood Centre Inc.	\$18,241	Warragamba Pre-School Inc.	\$277,793
Thurgoona Pre-School Inc.	\$263,513	Warren Pre-School Kindergarten	\$352,195
Tibooburra Multi Purpose Centre Inc.	\$82,009	Warren Shire Council	\$6,194
Tocumwal Pre-School Kindergarten Inc.	\$193,228	Warringah Council	\$299,173
Tooleybuc Pre-School Association Inc.	\$122,457	Warrumbungle Shire Council	\$535,364
Toongabbie Before & After School Care & Vacation Care Inc.	\$9,267	Wauchope Pre-School Kindergarten Inc.	\$239,101
Toongabbie Christian School OOSH	\$12,655	Waverley Council	\$112,014
Tooraweenah Pre-School Association Inc.	\$29,885	WCOOSC Inc.	\$13,975
Toorima Community Pre-School Inc.	\$196,065	Wee Waa & District Pre-School Association Inc.	\$222,733
Toronto Community Child Care Centre Inc.	\$37,842	Weldon Children's Services	\$94,857
Tottenham Pre-School Kindergarten Assoc. Inc.	\$87,721	Wellington Community Children's Centre Inc.	\$324,355
Toukley Pre-School Kindergarten Inc.	\$240,768	Wentworth District Pre-School Play Centre Inc.	\$165,002
Towri Aboriginal Corporation	\$29,057	Wentworth Falls Pre-School Kindergarten Inc.	\$180,731
Toxteth Kindergarten Inc.	\$17,024	Werris Creek & District Pre-School Association Inc.	\$209,231
Trangie Pre-School Kindergarten Association Ltd	\$147,834	Wesley Community Services Ltd	\$37,191
Tregear Presbyterian Kindergarten	\$316,230	West Albury Pre-School Centre Inc.	\$256,337
Trinity Preschool Orange Inc.	\$472,604	West Bathurst Pre-School Inc.	\$449,476
Trundle Children's Centre Inc.	\$67,660	West Epping Pre-School Association Inc.	\$158,377
Trustees of the Christian Brothers	\$98,464	West Ryde Neighbourhood Children's Centre	\$30,327
Trustees Roman Catholic Church Diocese of Lismore – Family Services	\$204,107	Western Sydney Local Health District	\$12,283
Trustees Roman Catholic Church Diocese of Lismore – Laurieton	\$294,246	Westlawn Pre-School Inc.	\$165,445
Tullamore Pre-School & Child Care Centre Inc.	\$64,128	Weston Community Pre-School Inc.	\$210,289
Tumbarumba Shire Council	\$60,443	Wilberforce Early Learning Centre Inc.	\$34,839
Tumut Pre-School Co-operative Society Ltd	\$411,670	Wilberforce Pre-School Kindergarten Inc.	\$129,143
Tunable Falls Early Childhood Centre Inc.	\$72,044	Williamtown Pre-School Inc.	\$119,379
		Willoughby City Council	\$96,274
		Willoughby Community Pre-School Inc.	\$120,597
		Willow Tree Pre-School Inc.	\$62,670
		Wilson's Creek Community Pre-School Inc.	\$76,159
		Windsor Presbyterian Pre-School Kindergarten	\$112,135
		Windsor Pre-School Association Inc.	\$249,299

Wingham & District Pre-School Kindergarten Ltd	\$156,982
Wingham & District Pre-School Kindergarten Ltd - Mobile Unit	\$232,013
Winmalee Community Preschool Inc.	\$201,057
Wiradjuri Aboriginal Corporation Community & Child Care Centre	\$26,558
Wollondilly Shire Council	\$31,110
Wollongbar Community Pre-School Inc.	\$172,803
Wollongong Unicentre Ltd	\$40,825
Wombat Occasional Care Centre Inc.	\$102,696
Woodbine Neighbourhood Centre Inc.	\$97,764
Woodenbong Pre-School Kindergarten Inc.	\$121,001
Woodrising Natural Learning Centre Inc.	\$39,685
Woodville Community Service Inc.	\$33,296
Woolgoolga Child Care Centre Inc.	\$19,751
Woollahra Municipal Council	\$157,754
Woomera Aboriginal Corporation Albury	\$209,520
Woy Woy Peninsula Child Care Centre Co-operative	\$106,682
Wunanbiri Pre-School Inc.	\$223,189
Wyoming Community Centre Inc.	\$10,604
Wyong Preschool Kindergarten Association Inc.	\$374,166
Wyong Shire Council	\$260,026
Yalbilliga Boori Day Care Centre Aboriginal Corporation	\$32,924
Yamba Preschool Kindergarten Association Inc.	\$198,710
Yarrabin Outreach Inc.	\$360,793
Yarran Early Intervention Inc.	\$29,748
Yarrunga Early Learning Centre Inc.	\$42,805
Yass Early Childhood Centre Association	\$311,809
Yass Montessori Pre-School Inc.	\$236,436
Yawarra Community & Child Care Centre Ltd	\$24,115
Yenda Preschool Kindergarten Inc.	\$160,162
Yeoval Pre-School Inc.	\$84,000
YMCA - Queanbeyan	\$15,362
YMCA of Sydney	\$44,183
Young Child Care Centre Inc.	\$38,837
Young Pre-School Kindergarten Inc.	\$271,777
Young Pre-School Kindergarten Inc. – Mobile Play Activities	\$145,084
YWCA Hunter Region Inc.	\$13,893
Total paid in 2013/14	\$176,259,024

Elsa Dixon Aboriginal Employment Program

Supporting Aboriginal people in provision and development of employment opportunities.

Armidale & District Business Enterprise Centre Ltd	\$67,010
Auswide Projects Ltd	\$67,010
Booroongen Djugun Aboriginal Corp	\$172,635
Boys Town	\$347,620
Bunjum Aboriginal Co-operative	\$134,020
Campbelltown City Council	\$49,152
Cowra Shire Council	\$325
Enterprise & Training Company Ltd	\$66,628
Griffith Skills Training Centre Inc.	\$134,020
Hunter Region Business Enterprise	\$133,950
Jobs Australia Enterprises Ltd	\$172,408
Moree Plains Shire Council	\$8,481
Moruya High School	\$9,281
Murdi Paaki Regional Enterprise Corporation Ltd	\$162,502

Murray Shire Council	\$35,878
Parkes Forbes Business Enterprise Centre	\$131,592
Port Macquarie-Hastings Council	\$19,465
Port Stephens Council	\$10,297
Shoalhaven Community Development	\$67,010
The Illawarra ITEC Ltd	\$134,020
Verto Ltd	\$67,010
Total paid in 2013/14	\$1,990,311

Emerging Priorities Program

Addressing training needs in industries with identified skills shortages.

Applied Training Solutions Pty Ltd	\$3,677
Australian College of Commerce and Management Pty Ltd	\$7,922
BBT Training Australia Pty Ltd	\$80,093
Camden Haven Community College Inc.	\$5,166
Enterprise & Training Company Ltd	\$7,293
Equals International (Australia) Pty Ltd	\$4,633
Eurobodalla Adult Education Centre Inc.	\$91,537
House With No Steps	\$2,468
Illawarra Retirement Trust	\$21,251
Impact Training Institute Pty Ltd	\$56,721
Indigenous Training Solutions	\$16,945
ISA Kiama Pty Ltd	\$7,598
Joblink Plus Ltd	\$16,759
Karben Training Solutions Monka Pty Ltd	\$4,354
Lexon Industries Pty Ltd	\$50,628
Lianrick Pty Ltd	\$149,184
Macquarie Community College	\$1,547
Maxwells Services Pty Ltd	\$70,356
Novaskill	\$19,815
NSW Fishing Industry Training Committee Ltd	\$24,000
Reach for Training Pty Ltd	\$46,781
Regional Development Australia – Orana	\$3,000
RTV Consultancy Pty Ltd	\$35,200
Southern Pathology Services Pty Ltd	\$35,190
Sureway Skills Training Pty Ltd	\$14,175
The Illawarra ITEC Ltd	\$2,746
The Uniting Church in Australia Property Trust (NSW)	\$26,238
Traineeship Management Australia Pty Ltd	\$22,935
Transport Industries Skills Centre Inc.	\$3,080
UNE Partnerships Pty Ltd	\$2,999
Western College Inc.	\$706
Work Savvy Pty Ltd	\$12,289
Workers Educational Association	\$1,514
Total paid in 2013/14	\$848,801

Grant in aid

Supporting non-profit organisations demonstrating an outstanding contribution to educational outcomes in NSW.

Australian Children's Television Foundation	\$135,100
Council of Catholic School Parents	\$76,600
Early Childhood Intervention Australia	\$10,000
Institute for Family Advocacy	\$32,000

Isolated Children's Parents Association	\$49,100
Learning Difficulties Coalition	\$30,000
Learning Links	\$24,000
NSW Aboriginal Education Consultative Group Inc.	\$90,000
NSW Parents Council Inc.	\$60,500
Specific Learning Difficulties Association of NSW (SPELD)	\$31,200
Talent Development Project Inc.	\$221,000
The Aurora Project	\$130,000
Vision Australia Ltd	\$10,100
Vision Australia Ltd	\$10,100
Total paid in 2013/14	\$899,600

Intervention support grants: Young people with disabilities

Supporting the delivery of educational programs for children with disabilities.

Aberdare Preschool Inc.	\$5,101
Adamstown Community Early Learning and Preschool Inc.	\$3,000
Adelong Preschool Inc.	\$3,000
Albury Preschool Kindergarten Inc.	\$10,717
All Saints Preschool Albion Park Inc.	\$5,101
Alstonville Community Preschool Inc.	\$2,404
Anglican Church of Australia – Calrossy Anglican School	\$5,101
Annette's Place Inc.	\$7,505
Anzac Village Preschool Association Inc.	\$13,514
Apostolic Church Australia Limited	\$21,000
Arndu St Pauls Preschool Association Inc.	\$13,808
Aspire Support Services Limited	\$80,188
Autism Spectrum Australia (Aspect)	\$353,451
Awabakal Newcastle Aboriginal Co-operative Limited	\$23,100
Ballina Fox Street Preschool Inc.	\$9,147
Ballina River Street Children's Centre Inc.	\$11,551
Bambi Kindergarten Association Inc.	\$6,009
Baptist Union of New South Wales – Alstonville Baptist Church	\$2,698
Baptist Union of New South Wales – Maitland Baptist Church	\$14,469
Barnardos Australia	\$23,469
Bathurst Early Childhood Intervention Service Inc.	\$116,354
Baulkham Hills Preschool Kindergarten Inc.	\$5,101
Beacon Hill Community Kindergarten Association Limited	\$7,046
Bega Preschool Association Inc.	\$22,080
Bellbird Preschool Inc.	\$2,404
Belmont North Preschool Inc.	\$5,679
Berala Jack and Jill Preschool Kindergarten Inc.	\$6,303
Beresfield Community Children's Education Centre	\$16,652
Berkeley Vale Preschool Kindergarten Inc.	\$25,138
Bexley Jack and Jill Preschool Inc.	\$15,449
Big Fat Smile Group Limited	\$65,919
Binnowiee Kindergarten Co-operative Society Limited	\$6,303
Biralee Preschool Finlay Inc.	\$7,652
Blacktown City Council	\$30,899
Bland Shire Council	\$7,652
Blaxland Preschool Kindergarten	\$16,064
Blayney Preschool Inc.	\$6,303
Bolton Point Child Care Centre Inc.	\$3,606
Bombala Preschool Inc.	\$3,000
Boolaroo-Speers Point Community Kindergarten Inc.	\$11,258

Boys' Town Engadine	\$15,500
Bradbury Preschool Kindergarten Association Inc.	\$4,808
Branxton Preschool Inc.	\$10,817
Brayside Community Preschool Inc.	\$2,404
Broken Hill Happy Day Preschool Kindergarten Inc.	\$6,303
Budgewoi-Halekulani Preschool Kindergarten Inc.	\$36,653
Bunyip Preschool Harden Inc.	\$8,600
Byron Bay Preschool Inc.	\$9,298
Byron Shire Early Intervention Association Inc.	\$46,044
Cabarita Mortlake Kindergarten Association Inc.	\$2,697
Camden Preschool Kindergarten Co-operative Limited	\$20,697
Canowindra Preschool Kindergarten Inc.	\$3,000
Canterbury Community Child Care Centre Inc.	\$4,808
Carewest Inc.	\$14,101
Castle Hill Preschool Kindergarten Inc.	\$7,046
Catherine Field Preschool Kindergarten Inc.	\$9,147
Catherine Sullivan Centre	\$59,920
Catholic Care	\$191,963
Central Coast Community College	\$48,000
Central Shoalhaven Mobile Preschool Unit Inc.	\$7,046
Cerebral Palsy Alliance	\$416,170
Cessnock Multipurpose Children's Centre Limited	\$4,046
Children's Services Community Management Limited	\$7,219
Chillingham and Tyalgum Community Preschool Inc.	\$3,000
Christ Church Gladesville Preschool Kindergarten Inc.	\$8,854
Christ Church St Ives Preschool Inc.	\$4,808
Clunes Community Preschool Association Inc.	\$6,303
Coffs Harbour Preschool Association Inc.	\$2,404
Coldstream Community Preschool Inc.	\$2,697
Como Preschool Kindergarten Association Inc.	\$8,706
Condobolin Preschool Kindergarten Inc.	\$8,854
Connect Child and Family Services Inc.	\$78,628
Coolah Preschool Kindergarten Inc.	\$7,046
Cooloon Children's Centre Inc.	\$2,404
Cooma Lambie Street Preschool Association Inc.	\$19,055
Copmanhurst Preschool Inc.	\$2,404
Corowa Preschool Association Inc.	\$3,606
Cowra Special Needs Services Inc.	\$57,595
CRANES Community Support Programs Limited	\$126,904
Cronulla Preschool Kindergarten Inc.	\$2,404
Cuddlepie Early Childhood Learning Centre Inc.	\$5,101
Cumnock Village Preschool Inc.	\$3,000
Dalaigur Preschool and Children's Services Association Inc.	\$8,092
Delegate District Preschool Inc.	\$6,449
Deniliquin Children's Centre Inc.	\$5,697
Denman Children's Centre Association Inc.	\$6,303
Doonside Kindergarten Inc.	\$7,652
Drummoyne Preschool Kindergarten Inc.	\$9,000
Dubbo and District Preschool Kindergarten Inc.	\$13,954
Dubbo West Preschool Inc.	\$10,202
Early Education (Early Ed) Inc.	\$262,748
Early Links Inclusion Support Service Inc.	\$57,575
Early Start	\$24,484
East Lismore Community Preschool Inc.	\$6,303
East Maitland Preschool Kindergarten Association Inc.	\$16,651
Eastlake Community Child Care Centre Inc.	\$2,404
Eden Creek-Fairymount Preschool Inc.	\$3,000
Elanora Heights Community Centre Preschool Co-operative Society Limited	\$7,652
Engadine Church of Christ Preschool Kindergarten Inc.	\$2,404

Engadine Preschool Kindergarten Inc.	\$12,459	Kapooka Early Childhood Centre Inc.	\$7,505
Fairfield City Council	\$218,073	Karingal Preschool Nelson Bay Inc.	\$6,303
Felton Street Early Learning Preschool Inc.	\$8,092	Karuah Preschool Association Inc.	\$9,147
Firstchance Inc.	\$271,389	Katoomba Children's Cottage Inc.	\$9,000
Forbes Preschool Kindergarten Co-operative Limited	\$4,808	Keiraville Community Preschool Inc.	\$2,404
Frederick Street Kindergarten Co-operative Limited	\$35,707	Kellyville Preschool Inc.	\$12,753
Gamumbi Early Childhood Education Centre Inc.	\$5,101	Kempsey Children's Services Co-operative Limited	\$22,046
Gilgandra Preschool Inc.	\$3,909	Kempsey Early Intervention Program Inc.	\$97,406
Girrinbai Community Preschool Inc.	\$15,671	Kenthurst Preschool Kindergarten Inc.	\$10,710
Glen Innes Preschool Association Inc.	\$3,606	Kiama Preschool Inc.	\$8,413
Glen Innes Severn Council	\$13,911	Killarney Vale Preschool Kindergarten Inc.	\$5,697
Glenbrook Preschool Kindergarten Inc.	\$5,697	Kindamindi Co-operative Limited	\$3,000
Glendore Child Care Centre Inc.	\$5,395	Kindilan Early Childhood Centre Inc.	\$9,725
Golden Valley Children's Learning Centre Inc.	\$3,000	Kingscliff Mini School Inc.	\$4,808
Goonellabah Preschool Inc.	\$26,945	Koorana Child and Family Services Inc.	\$220,902
Gordon Community Preschool	\$7,505	KU Children's Services	\$860,355
Gorokan Preschool Inc.	\$12,019	Kurnell Preschool Kindergarten Inc.	\$7,652
Goulburn and District Children's Services Association Inc.	\$48,364	Kurrajong Waratah	\$325,425
Goulburn Preschool Association Inc.	\$6,450	Kurri Kurri and District Preschool Kindergarten Inc.	\$19,964
Grace Lutheran Church Moree – Grace Lutheran Preschool	\$11,257	Lalor Park Preschool Kindergarten Association Inc.	\$7,798
Great Lakes Children's Centre Inc.	\$1,349	Lambing Flat Enterprises Limited	\$27,514
Greenhills Child Care Centre Inc.	\$5,697	Lane Cove Children's Centre	\$15,156
Grenfell Preschool and Long Day Care Centre Inc.	\$2,697	Lapstone Preschool Kindergarten Association Inc.	\$250,095
Greta Community Preschool Inc.	\$3,000	Learning Links	\$227,598
Growing Potential Limited – Children First	\$25,400	Lennox Head Community Preschool Inc.	\$3,606
Gulpa Preschool Inc.	\$2,404	Lifestart Co-operative Limited	\$458,758
Gumnut Bowral Memorial Preschool Inc.	\$4,349	Lindfield Montessori Society Inc.	\$2,404
Gunnedah Baptist Child Care Association Limited	\$2,404	Lindisfarne Anglican School	\$6,449
Gunnedah Family and Children's Services Inc.	\$35,086	Lismore Parish Centre Preschool Inc.	\$10,349
Gunnedah Preschool Kindergarten Association Inc.	\$16,651	Lismore Preschool Inc.	\$11,111
GyMEA Nursery School and Kindergarten Co-operative Society Limited	\$12,459	Lithgow Early Intervention Program Inc.	\$19,112
Hamilton Child Care Centre Inc.	\$4,330	Liverpool City Council	\$38,454
Hastings Early Intervention Program Inc.	\$178,368	Long Jetty Preschool Inc.	\$14,679
Hawkesbury Early Childhood Intervention Service Inc.	\$70,318	Lower Bucca Community Preschool Inc.	\$2,697
Heathdene Community Services Inc.	\$24,081	Lower Macleay Preschool Inc.	\$4,808
Henry Street Community Preschool Association Inc.	\$3,000	Lyrebird Preschool Kindergarten Nowra East Inc.	\$7,798
Highfields Preparatory and Kindergarten School Limited	\$6,450	Macarthur Preschool Kindergarten Association Inc.	\$10,202
Holroyd City Council	\$27,814	Macksville Preschool Childcare Centre Limited	\$4,349
Horizon Early Childhood Intervention Service Inc.	\$57,220	Macleay Community Preschool Inc.	\$5,697
Hornsby Shire Council	\$9,606	Macquarie Hills Community Preschool Inc.	\$8,706
House With No Steps	\$85,746	Macquarie Preschools Co-operative Limited	\$13,954
Howlong Preschool Association Inc.	\$8,854	Maitland Nursery School Inc.	\$3,000
Hunter Prelude Early Intervention Centre Inc.	\$257,015	Manilla Community Preschool Inc.	\$10,203
Hunter Region Working Women's Group Limited	\$2,404	Manly Council	\$7,807
Hunters Hill Preschool Inc.	\$15,010	Manly Vale Community Kindergarten Inc.	\$9,000
Illawarra Area Child Care Limited	\$20,016	Manly Warringah Montessori Society	\$3,000
Inaburra Communications Limited – Inaburra Preschool	\$12,606	Manning and Great Lakes Early Intervention Inc.	\$152,097
Infants' Home Ashfield	\$39,042	Marayong Preschool Kindergarten Inc.	\$32,101
Integricare	\$46,807	Marist Youth Care Limited	\$10,000
Inverell Disability Services Inc.	\$32,594	Marrickville Council	\$5,609
Inverell District Family Services Inc.	\$13,184	Mater Dei	\$239,214
Jacaranda Preschool Centre Inc.	\$17,413	Mayfield Central Community Preschool Kindergarten Limited	\$2,404
Jack and Jill Preschool Association (Lithgow) Inc.	\$5,697	McGraths Hill Children's Centre Inc.	\$3,000
Jannali Preschool Kindergarten Inc.	\$3,606	Medowie Community Preschool Inc.	\$7,652
Jesmond Community Preschool Association Inc.	\$8,413	Merindah Children's Centre Inc.	\$8,232
Jumbunna Community Preschool and Early Intervention Centre Inc.	\$87,755	Merriva Preschool Kindergarten Association Inc.	\$2,404
Jumping Jacks Community Preschool Inc.	\$2,697	Merrydays Kindergarten Society Inc.	\$3,606
		Merrylands Christian Preschools Association Inc.	\$3,000
		Mikayla Children's Centre Inc.	\$15,709

Minooka Preschool Centre Inc.	\$5,101	Queanbeyan Children's Special Needs Group Inc.	\$68,598
Miranda Kindergarten Association Inc.	\$26,707	Quirindi Preschool Kindergarten Inc.	\$9,743
Mission Australia	\$218,021	Rainbow Preschool Association Broken Hill Inc.	\$12,752
Mittagong Preschool Kindergarten Inc.	\$15,303	Raymond Terrace Community Preschool Inc.	\$11,551
Moama and District Preschool Centre Inc.	\$6,450	Richmond Preschool Kindergarten Association Inc.	\$13,954
Molong District Preschool Inc.	\$5,101	Riverside Preschool Inc.	\$4,046
Monaro Early Intervention Service Inc.	\$101,377	Rosellas Community Preschool Inc.	\$3,606
Moree Preschool Inc.	\$36,135	Ross Circuit Preschool Centre Inc.	\$8,706
Moresby Park Preschool Inc.	\$8,854	Royal Institute for Deaf and Blind Children	\$729,481
Moriah War Memorial College Association	\$12,965	Rylstone Kandos Preschool Inc.	\$2,698
Morisset and District Children's Centre Co-operative Limited	\$4,808	Salamander Child Care Centre Inc.	\$11,551
Moruya Preschool Kindergarten Inc.	\$2,404	Sans Souci Community Preschool Association Inc.	\$21,606
Mount Hutton Child Care Centre Inc.	\$4,121	SCECGS Redlands Limited	\$3,000
Mudgee Preschool Kindergarten Co-operative Limited	\$12,459	Scone and District Preschool Inc.	\$18,000
Murrumbateman Early Childhood Centre Association Inc.	\$6,303	SDN Child and Family Services Pty Limited	\$170,833
Musicians Making a Difference Inc.	\$35,800	SDN Children's Services	\$96,206
Muswellbrook Child Care Centre Inc.	\$2,404	Shoalhaven Community Preschool Inc.	\$13,954
Muswellbrook Preschool Kindergarten Inc.	\$11,586	Silverlea Early Childhood Services Inc.	\$24,573
Nambucca Heads Preschool Play Centre Limited	\$6,718	Singleton Heights Preschool Inc.	\$12,752
Nambucca Valley Children's Group Inc.	\$39,060	Singleton Preschool Kindergarten Inc.	\$4,808
Narrabeen Community Kindergarten Inc.	\$20,404	Snugglespot Day Care Centre Inc.	\$33,500
Narromine Preschool Kindergarten Inc.	\$6,743	Special Needs Support Group Inc.	\$145,967
Ngayaamba Waluura Aboriginal Corporation	\$4,914	Springdale Heights Preschool Inc.	\$6,303
Noah's Ark Centre of Shoalhaven Inc.	\$89,937	Springwood and District Preschool Kindergarten Association Inc.	\$3,000
Normanhurst West Community Preschool Inc.	\$3,000	St Andrew's Kindergarten Abbotsford Inc.	\$3,606
North Epping Kindergarten Association Inc.	\$3,000	St Anthony's Family Care	\$54,075
North Rocks Preschool Inc.	\$3,000	St Dunstan's Preschool Kindergarten Inc.	\$11,257
North Ryde Community Preschool Inc.	\$7,652	St George Preschool (Marsfield) Inc.	\$2,404
North St Marys Neighbourhood Centre Inc.	\$4,808	St Ives Preschool Kindergarten Association	\$10,055
Northside Montessori Society	\$3,000	St John's North Ryde Preschool Association Inc.	\$5,697
Norwood Community Preschool Inc.	\$7,652	St Luke's Preschool Dapto Inc.	\$10,495
Nurruby Children's Services Inc.	\$20,153	St Luke's Preschool Northmead Inc.	\$6,303
Oberon Children's Centre Inc.	\$2,404	St Mark's Brighton-le-Sands Preschool Kindergarten Inc.	\$5,101
Ocean Shores Preschool Inc.	\$2,707	St Mark's Preschool Kindergarten Inc.	\$7,652
Old Bar Community Preschool Inc.	\$3,606	St Pauls Grammar School Penrith Limited	\$3,303
Open Arms Care Inc.	\$9,901	St Peters Community Preschool Inc.	\$5,101
Orana Community Preschool Inc.	\$3,606	St Peters Preschool Limited	\$3,000
Orana Early Childhood Intervention and Education Project Inc.	\$164,016	St Peters Preschool Tamworth Inc.	\$3,000
Orange District Early Education Program Inc.	\$119,700	St Stephen's Preschool Kindergarten Inc.	\$3,606
Orange Preschool Kindergarten Limited	\$2,698	Stepping Stones Early Learning Limited	\$15,244
Pacific Hills Christian Education Limited	\$3,606	Summerland Early Intervention Program Inc.	\$108,417
Pambula Preschool Kindergarten Association Inc.	\$6,010	Sutherland Shire Council	\$73,797
Parkes Early Childhood Centre Inc.	\$19,524	Sutherland Shire Montessori Society Inc.	\$2,697
Parklands Community Preschool and Children's Centre Inc.	\$9,000	Sydney Community College Limited	\$17,800
Paterson Preschool Inc.	\$3,606	Sylvanvale Foundation	\$87,284
Pathways - Early Childhood Intervention Inc.	\$150,760	Taree and District Preschool Limited	\$6,303
PEDAL Early Childhood Intervention Service Inc.	\$88,869	Tathra Children's Services Inc.	\$6,303
Pennant Hills War Memorial Children's Centre Association Inc.	\$10,202	Tenterfield Preschool Kindergarten Inc.	\$3,000
Penrith City Council	\$90,666	The Channon Children's Centre Inc.	\$3,000
Peter Pan Preschool Kindergarten Tamworth Inc.	\$3,000	The Entrance Preschool Kindergarten Association Inc.	\$21,534
Peter Rabbit Community Preschool Inc.	\$6,450	The Hills Community Kindergarten Inc.	\$7,211
Pied Piper Preschool Association (Wallerawang) Inc.	\$2,404	The Hills Shire Council	\$2,697
Play Ability Inc.	\$45,027	The Jack and Jill Kindergarten	\$30,613
Ponyara Preschool Kindergarten Association Limited	\$6,303	The Killarney School Limited	\$2,404
Port Macquarie Community Preschool Limited	\$6,157	The Little School Preschool Inc.	\$3,000
Possums Community Preschool Association Inc.	\$2,697	The North Brighton Preschool Community Kindergarten Inc.	\$8,854
Pottsville Community Preschool Inc.	\$3,606	The Northcott Society	\$33,353
Presbyterian Church (New South Wales) Property Trust	\$52,991	The Northern Nursery School Limited	\$4,955
Pymble Turramurra Preschool Inc.	\$4,808	The Oaks Preschool Kindergarten Co-operative Limited	\$2,404
Queanbeyan and District Preschool Association Inc.	\$45,909		

The Pittwater House Schools Limited	\$2,697
The Rainbow Children's Centre Inc.	\$72,302
The Shepherd Centre	\$454,707
The SOS Preschool Limited	\$25,651
The STaR Inclusive Early Childhood Association Inc.	\$76,739
The Tamworth Christian Education Association Limited	\$3,000
The Toybox Centre Inc.	\$104,605
The Uniting Church in Australia Property Trust (NSW) for Uniting Care NSW.ACT	\$181,380
Thurgoona Preschool Inc.	\$11,697
Toukley Preschool Kindergarten Inc.	\$8,854
Trinity Preschool Orange Inc.	\$17,560
Trustees of the Christian Brothers – Waverley College	\$15,156
Trustees of the Roman Catholic Church for the Diocese of Broken Bay	\$9,000
Trustees of the Roman Catholic Church for the Diocese of Lismore – Parish of St Francis Xavier	\$13,159
Trustees of the Roman Catholic Church for the Diocese of Lismore – St Joseph's Family Services	\$34,356
Trustees of the Roman Catholic Church for the Diocese of Parramatta	\$7,197
Tweed Heads Community Preschool Inc.	\$4,808
Tweed Valley Early Childhood Intervention Service Inc.	\$164,441
Uralla Preschool Kindergarten Inc.	\$7,652
Uranquinty Preschool Association Inc.	\$3,606
Valla Community Preschool Inc.	\$3,606
Vision Australia Limited	\$207,585
Walcha Council	\$13,124
Wallsend Community Preschool Inc.	\$7,652
Wallum Community Preschool and Family Centre Inc.	\$11,403
Wangi Peter Pan Kindergarten Inc.	\$7,505
Warragamba Preschool Inc.	\$6,743
Warren Preschool Kindergarten Inc.	\$4,046
Warrumbungle Shire Council	\$7,651
Wauchope Preschool Kindergarten Inc.	\$14,395
Werris Creek and District Preschool Association Inc.	\$5,101
West Albury Preschool Centre Inc.	\$5,697
West Bathurst Preschool Inc.	\$14,101
Westlawn Preschool Inc.	\$3,606
Willoughby Community Preschool Inc.	\$7,652
Windsor Preschool Association Inc.	\$12,606
Wingham and District Preschool Kindergarten Limited	\$12,899
Winmalee Community Preschool Inc.	\$10,055
Wollongbar Community Preschool Inc.	\$13,046
Woodrising Natural Learning Centre Inc.	\$2,404
Woy Woy Peninsula Community Childcare Co-operative Society Limited	\$7,505
Wyong Preschool Kindergarten Association Inc.	\$16,505
Yalbilliga Boori Day Care Centre Aboriginal Corporation	\$6,303
Yamba Preschool Kindergarten Association Inc.	\$7,652
Yarrabin Outreach Inc.	\$3,000
Yarran Early Intervention Services Inc.	\$303,571
Yass Early Childhood Centre Association Inc.	\$2,404
Yeoval Preschool Inc.	\$4,808
Young Men's Christian Association of Sydney	\$9,600
Young Preschool Kindergarten Inc.	\$5,395
Total paid in 2013/14	\$13,488,239

Minister for Aboriginal Affairs discretionary grants

Supporting events and activities identified by regional staff and consistent with NSW Government policy and Aboriginal Affairs strategic directions.

Adamstown RSL Sub-Branch	\$3,000
Bayram Turkish Cultural Association	\$5,500
Castle Hill Leadership Program	\$10,000
Jobs Australia Enterprises Ltd	\$14,990
Jobs Australia Foundation	\$1,000
Lake Macquarie City Council	\$2,000
Mountains Youth Services Team Inc.	\$3,000
The Camden Show Society Inc.	\$3,000
The Returned Services League of Australia	\$5,000
Total paid in 2013/14	\$47,490

Minister for Sport and Recreation discretionary fund

Enabling the Minister to make grants consistent with the core business of sport and recreation.

Ballina Public School	\$500
Cricket New South Wales	\$6,000
Swansea Football Club	\$2,000
Wheelchair Sports NSW	\$5,000
Wheelchair Sports NSW	\$4,000
Total paid in 2013/14	\$17,500

Miscellaneous education grants

Supporting non-government organisations making outstanding contributions to educational outcomes in NSW.

Bega Valley Advocates for Timor Leste	\$4,316
Bravehearts Inc.	\$268,051
NSW Board of Jewish Education	\$3,356
NSW Primary Principals' Association	\$195,906
NSW Secondary Principals' Council	\$191,610
Professional Teachers Council NSW	\$308,178
SASSPA (NSW) Inc.	\$27,194
Stewart House	\$222,689
Total paid in 2013/14	\$1,221,300

National partnerships

Formal partnerships between NSW and the Commonwealth Government in the areas of literacy and numeracy, low socio-economic status school communities, rewards for great teachers, national quality framework, helping our kids understand finances and improving teacher quality.

Association of Independent Schools	\$9,370,442
Australian Children's Education & Care Quality Authority	\$2,142,000
Catholic Education Commission NSW	\$20,063,080
NSW Primary Principals Association	\$629,000

NSW Secondary Principals Council	\$629,000
Standing Council on School Education and Early Childhood (SCSEEC)	\$23,925
The Exodus Foundation	\$1,645,000
Total paid in 2013/14	\$34,502,447

Premier's ANZAC Memorial Scholarship

Students are selected for their commitment to the study of Australian history and for their passion and involvement in maintaining the Anzac tradition in their communities.

Department of Education and Communities	\$111,727
Department of Education and Communities	\$122,986
Total paid in 2013/14	\$234,713

Productivity Places Program grants

Providing training to upskill industry sectors and workers, as well as supporting job seekers to develop the necessary skills to gain employment.

Aboriginal Health and Medical Research Council of NSW	\$43,421
Access Community Group Ltd	\$37,926
Access Group Training Ltd	\$186,806
Access Training Institute Pty Ltd	\$54,317
ACE Community Colleges Ltd	\$22,190
Active Career College Pty Ltd	\$11,405
Active Industry Training Ltd	\$111,343
Advanced Education Australia Pty Ltd	\$33,600
All Australian Training Pty Ltd	\$17,127
Apex Training Solutions Pty Ltd	\$26,400
Association of Children's Welfare Agencies Inc.	\$24,032
Astute Training Pty Ltd	\$114,285
Atkinson Training & Development Pty Ltd	\$28,639
Australian Airline Pilot Academy Pty Ltd	\$82,500
Australian Child Care Career Options (ACCCO) Pty Ltd	\$15,065
Australian College of Commerce and Management Pty Ltd	\$104,394
Australian Drilling Industry Training Committee Ltd	\$9,750
Australian Employment & Training Solutions Pty Ltd	\$11,125
Australian Institute of Management NSW& ACT Training Centre Ltd	\$218,154
Australian Retailers Association	\$146,519
Australian Training Company Ltd	\$16,418
Auswide Projects Ltd	\$172,133
Bannister Technical Pty Ltd	\$82,080
BCA National Training Group Pty Ltd	\$137,264
Benchmark Resources Pty Ltd	\$196,168
Blue Visions Management Pty Ltd	\$15,832
Bridgeworks Personnel Ltd	\$90,490
Brucemac Pty Ltd	\$144,961
Business Success Group Pty Ltd	\$56,298
Byron Region Community College Inc.	\$10,800
Capital Careers Pty Ltd	\$2,827
Carbon Training International Pty Ltd	\$20,315
Central Coast Community College	\$41,034
Cerebral Palsy Alliance	\$86,792
Charles Sturt Services Pty Ltd	\$275
CMA Training Group Pty Ltd	\$3,267

Coates Hospitality Services Pty Ltd	\$128,699
Cobra Contracting Pty Ltd	\$8,663
Community Child Care Cooperative Ltd (NSW)	\$1,416
Community College-Northern Inland Inc.	\$93,699
Cooperative for Aborigines Ltd	\$64,771
Corporate Partners Pty Ltd	\$69,630
Designer Training Pty Ltd	\$1,584
Employment & Training Australia Inc.	\$43,112
Endeavour Industries Limited	\$1,034
Enterprise & Training Company Ltd	\$237,777
Equalis Pty Ltd	\$24,862
Eurobodalla Adult Education Centre Inc.	\$84,634
First Impressions Resources Pty Ltd	\$6,221
Forsythes IT & Training Pty Ltd	\$215,062
Glen Charles Knight	\$31,680
Group314 Pty Ltd	\$91,006
H&H Accredited Training Australasia Inc.	\$42,320
House With No Steps	\$10,450
Hume Learning Institute Pty Ltd	\$113,520
Illawarra Area Child Care Ltd	\$162,940
Illawarra Retirement Trust	\$24,264
International Child Care College Pty Ltd	\$37,226
ISA Kiama Pty Ltd	\$45,000
JB Hunter Technology Pty Ltd	\$3,300
Julie Reid Management Pty Ltd	\$30,587
Karben Training Solutions Monka Pty Ltd	\$83,660
Kiama Community College Inc.	\$175,166
Kirana Training Pty Ltd	\$94,820
Kogarah Rockdale Training Scheme Inc.	\$101,713
Kreate Pty Ltd	\$85,757
Learning Lab Pty Ltd	\$106,645
Learning Sphere Training Solutions Pty Ltd	\$48,923
Lexon Industries Pty Ltd	\$106,592
Lianrick Pty Ltd	\$103,626
Macarthur Community College Inc.	\$1,688
Macquarie Employment Training Service Inc.	\$10,158
Mai-Wel Ltd	\$14,256
Managed Corporate Outcomes Pty Ltd	\$36,277
Management Consultancy International Pty Ltd	\$14,810
Marshall, Kristen	\$21,876
MBH Management Pty Ltd	\$44,248
Meetings Industry Association of Australia Ltd	\$27,770
Mental Health Coordinating Council Inc.	\$82,889
National College Australia Pty Ltd	\$29,651
New England Community College Inc.	\$93,312
Nortec Employment & Training Ltd	\$3,401
NSW Fishing Industry Training Committee Ltd	\$134,208
OCTEC Limited	\$290,190
Pegasus Management Pty Ltd	\$183
Penrith Skills For Jobs Ltd	\$1,952
Port Macquarie Community College Inc.	\$40,453
Ramsden Telecommunications Training Pty Ltd	\$7,501
Reach for Training Pty Ltd	\$64,407
Real Estate Institute of NSW Ltd	\$15,973
Recognition First Pty Ltd	\$117,110
Response Employment & Training Pty Ltd	\$149,343
Royal Rehabilitation Centre Sydney	\$121,614
Singleton Community College Inc.	\$43,006

Southern Pathology Services Pty Ltd	\$18,468
Southern Training Organisation Pty	\$183
Steven Millard & Associates Pty Ltd	\$30,312
Study Group Australia Pty Ltd	\$11,760
Tamworth Community College Inc.	\$18,211
Taree Community College Inc.	\$20,858
Taronga Conservation Society Australia	\$33,374
The Association of Superannuation Funds of Australia Ltd	\$42,879
The Centre for Volunteering	\$145,800
The Change Network Pty Ltd	\$48,000
The Illawarra ITEC Ltd	\$219,230
The ORS Group Pty Ltd	\$18,338
The Pharmacy Guild of Australia	\$25,829
The Quality Training Company Pty Ltd	\$90,271
The Uniting Church in Australia Property Trust (NSW)	\$95,906
Tomaree Community College Inc.	\$50,436
Traineeship Management Australia Pty Ltd	\$426,859
Trustee for The Salvation Army (NSW) Property Trust	\$68,866
Tuggerah Lakes Community College	\$36,063
UNE Partnerships Pty Ltd	\$201,600
UPC Pty Ltd	\$21,067
Verito Ltd	\$15,045
Western College Inc.	\$12,584
Work Savvy Pty Ltd	\$33,451
Workers Educational Association	\$68,735
Worktrain Pty Ltd	\$563
Total paid in 2013/14	\$7,977,270

Regional academies of sport

Supporting the development of talented athletes and sport through the network of regional academies in NSW.

Academies of Sport Inc.	\$45,000
Academies of Sport Inc.	\$25,000
Central Coast Academy of Sport	\$143,000
Hunter Academy of Sport	\$143,000
Illawarra Academy of Sport Inc.	\$143,000
North Coast Academy of Sport	\$143,000
Northern Inland Academy of Sport	\$143,000
South East Regional Academy of Sport	\$143,000
South West Sydney Academy of Sport Inc.	\$143,000
Southern Sports Academy	\$143,000
Western Region Academy of Sport	\$143,000
Western Sydney Academy of Sport	\$143,000
Total paid in 2013/14	\$1,500,000

Regional Conservatorium of Music grants

Providing operating funding to conservatoriums to offer a comprehensive range of music-educational activities for students and community members.

Association of NSW Regional Conservatoriums	\$82,500
Central Coast Conservatorium	\$350,000
Clarence Valley Conservatorium	\$290,000
Coffs Harbour Regional Conservatorium	\$310,000
Conservatorium Mid North Coast	\$100,000

Goulburn Regional Conservatorium	\$310,000
Gunnedah Conservatorium	\$195,000
Macquarie Conservatorium	\$310,000
Mitchell Conservatorium	\$400,000
Murray Conservatorium of Music	\$354,700
New England Conservatorium of Music	\$370,000
Northern Rivers Conservatorium Arts Centre	\$290,000
Orange Regional Conservatorium	\$330,000
Riverina Conservatorium of Music	\$350,000
South West Music	\$150,000
Tamworth Regional Conservatorium of Music	\$310,000
Upper Hunter Conservatorium of Music	\$330,000
Wollongong Conservatorium of Music	\$350,000
Young Regional School of Music	\$310,000
Total paid in 2013/14	\$5,492,200

Safe Shooting Program

Assisting shooting, hunting and collecting clubs to meet work health and safety obligations and NSW Firearms Registry compliance requirements.

Barrook Sporting Field and Game Association	\$7,020
Bathurst Pistol Club Inc.	\$7,615
Bega Rifle Club Inc.	\$8,480
Bermagui Field and Game Inc.	\$8,528
Blacktown Pistol Club Ltd	\$26,550
Boggabri-Gunnedah Gun Club	\$7,102
Braidwood Pistol and Target Shooting Club	\$9,084
Cape Byron Pistol Club Inc.	\$15,886
City of Maitland Pistol Club Inc.	\$7,753
Coffs Harbour Pistol Club	\$768
Condobolin Amateur Pistol Club	\$2,106
Cooma Gun Club Inc.	\$1,734
Coonabarabran Pistol Club Inc.	\$26,550
Dorrigo Rifle Club	\$1,500
Explorers Rifle Club Inc.	\$2,540
Glen Innes Pistol Club Inc.	\$9,647
Gloucester Pistol Club	\$1,488
Gosford District Pistol Club	\$25,167
Goulburn Pistol Club Inc.	\$1,902
Goulburn Rifle Club Inc.	\$5,150
Grafton Pistol Club	\$16,815
Hastings Regional Shooting Complex	\$2,334
Hay Gun Club Inc.	\$21,271
Hill End Rifle Club	\$3,937
Hume Pistol Club Inc.	\$11,611
Illawarra Regional Shooting Association Inc.	\$26,465
Ku-Ring-Gai Pistol Club	\$3,085
Kurrabung Pistol Club Inc.	\$13,616
Manilla Pistol Club Inc.	\$14,606
Manning Valley Rifle Club Inc.	\$4,600
Metropolitan District Rifle Association Inc.	\$16,842
Military Rifle Clubs Association Inc.	\$7,965
Mt Lindsay Pistol Club Inc.	\$598
Mudgee Sporting Clays	\$8,198
Narrabri Pistol Club Inc.	\$12,633
Narromine Dubbo Rifle Range	\$1,381
New South Wales Gun Club Ltd	\$26,550
North East NSW Hunting Club Inc.	\$500

Northern Districts Pistol Club Inc.	\$7,788
NSW Field and Game Association Inc. – Temora Branch	\$5,000
Orange Clay Target Club Inc.	\$21,019
Parkes Pistol Club Inc.	\$7,625
Quirindi Sporting Clay Target Club	\$8,850
Scone Pistol Club Inc.	\$5,000
Shoalhaven Clay Target Club	\$7,500
Southern Highland Rifle Club Inc.	\$4,223
Sporting Shooters Association of Australia (NSW) Inc.	\$6,500
SSAA – Urbenville Woodenbong Branch Inc.	\$14,258
SSAA – Wagga Branch	\$26,550
SSAA (NSW) – Sydney Branch	\$4,311
SSAA Gilgandra Branch	\$2,678
St Ives Pistol Club	\$26,550
Sydney High School Rifle Club Inc.	\$1,800
Tumut Clay Target Club	\$5,866
Ulladulla Pistol Club Inc.	\$12,545
Wagga Wagga Field and Game Inc.	\$9,083
Wagga Wagga Field and Game Inc.	\$2,557
Warren Gun Club	\$14,160
West Wyalong Clay Target Club Inc.	\$1,955
Wyong District Pistol Club Inc.	\$14,603
Yass Clay Target Club	\$19,470
Total paid in 2013/14	\$599,468

Safety and Rescue Program

Supporting safety and rescue organisations.

Austswim Ltd	\$30,000
Ministry for Police and Emergency Services	\$1,700,000
NSW Ski Patrol Association	\$30,000
Royal Life Saving Society – Head Office NSW	\$700,000
Total paid in 2013/14	\$2,460,000

Skills Centre Program Grants

Commonwealth-funded capital grants program aimed at establishing new vocational education and training facilities in NSW.

Australian Institute of Management NSW & ACT Training Centre Ltd	\$1,062,037
Master Plumbers & Mechanical Contractors Association of NSW	\$600,000
Total paid in 2013/14	\$1,662,037

Skills Reform Program

Delivering a productive and highly skilled workforce, which contributes to Australia's economic future and enables all working-age Australians to develop the skills and qualifications needed to participate effectively in the labour market.

Aboriginal Health and Medical Research Council of NSW	\$265,045
Academy Holdings Pty Ltd	\$67,864
Access Community Group Ltd	\$12,816

Access Group Training Ltd	\$314,851
Access Training Institute Pty Ltd	\$80,247
ACE Community Colleges Ltd	\$84,618
Active Career College Pty Ltd	\$67,105
Active Industry Training Ltd	\$35,231
Advanced Education Australia Pty Ltd	\$303,912
Anglicare Canberra & Goulburn	\$9,832
Apex Training Solutions Pty Ltd	\$329,242
Applied Training Solutions Pty Ltd	\$17,400
Astute Training Pty Ltd	\$307,800
Aurora Training and Professional Services Pty Ltd	\$63,505
Austrain Academy Pty Ltd	\$42,932
Australian Airline Pilot Academy Pty Ltd	\$95,200
Australian Child Care Career Options (ACCCO) Pty Ltd	\$48,807
Australian College of Commerce and Management Pty Ltd	\$829,096
Australian College of Management Studies Pty Ltd	\$56,899
Australian Education & Training Solutions Pty Ltd	\$69,768
Australian Employment & Training Solutions Pty Ltd	\$28,733
Australian Forensic Services Pty Ltd	\$43,982
Australian Health Professional Training Solutions Pty Ltd	\$31,827
Australian Industry Group Training services Pty Ltd	\$10,608
Australian Institute of Financial Services & Accounting Pty Ltd	\$5,800
Australian Institute of Management NSW & ACT Training Centre Ltd	\$63,370
Australian Institute of Workplace Learning Pty Ltd	\$161,252
Australian Red Cross Society	\$15,127
Australian Retailers Association	\$496,232
Australian Salesmasters Training Co Pty Ltd	\$44,557
Australian Training Company Ltd	\$28,295
Australian Vocational Training Academy Pty Ltd	\$17,952
Auswide Projects Ltd	\$166,611
Ballina Region Community College Inc.	\$23,161
Bankstown Community College Inc.	\$32,356
Bannister Technical Pty Ltd	\$348,372
Barrington Training Services Pty Ltd	\$356,834
BBT Training Australia Pty Ltd	\$63,522
BCA National Training Group Pty Ltd	\$368,764
Benchmark Resources Pty Ltd	\$269,885
Blue Visions Management Pty Ltd	\$237,023
Break Thru People Solutions	\$48,067
Bridgeworks Personnel Ltd	\$387,883
Brucemac Pty Ltd	\$88,189
Byron Region Community College Inc.	\$63,954
Canterbury-Hurlstone Park RSL Club Ltd	\$20,852
CE Training Consultants Pty Ltd	\$403,920
Central Coast Community College	\$90,575
Cerebral Palsy Alliance	\$137,780
Charles Sturt Services Pty Ltd	\$249,167
Coates Hospitality Services Pty Ltd	\$420,476
Comet Training Pty Ltd	\$116,480
Community Child Care Cooperative Ltd (NSW)	\$96,220
Community College-Northern Inland Inc.	\$84,154
Contour Systems Pty Ltd	\$65,997
Donna Mere Morrell-Pullin	\$79,682
Education Training & Employment Australia Pty Ltd	\$18,475
Employment & Training Australia Inc.	\$380,463
Enterprise & Training Company Ltd	\$172,773
Equalis Pty Ltd	\$53,106
Equals International (Australia) Pty Ltd	\$1,719

Essential Personnel Association Inc.	\$11,912	MBH Management Pty Ltd	\$116,278
Eurobodalla Adult Education Centre Inc.	\$183,006	Meetings Industry Association of Australia Ltd	\$234,900
First Impressions Resources Pty Ltd	\$113,879	MEGT (Australia) Ltd	\$52,389
Five Star Training Pty Ltd	\$93,341	Mental Health Coordinating Council Inc.	\$92,358
Forsythes IT & Training Pty Ltd	\$330,310	Metro Screen Ltd	\$32,130
Franklyn Scholar (Australia) Pty Ltd	\$421,457	National College Australia Pty Ltd	\$212,665
Glen Charles Knight	\$44,173	National Food Institute Pty Ltd	\$81,119
Group314 Pty Ltd	\$580,474	Nepean Community College Inc.	\$74,918
H&H Accredited Training Australasia Inc.	\$305,574	New England Community College Inc.	\$153,803
Health & Safety Advisory Services Pty Ltd	\$29,172	Norman Chee & Thu Tram Chee	\$181,579
Hornsby Ku-Ring-Gai Community College Inc.	\$51,893	Northern Beaches Community College	\$80,309
House With No Steps	\$286,719	Northnet Inc.	\$138,978
Housing Industry Association Ltd	\$302,015	Novaskill	\$662,032
Hume Learning Institute Pty Ltd	\$265,831	NSW Fishing Industry Training Committee Ltd	\$267,608
Hunter Councils Inc.	\$101,645	Nursing Group Pty Ltd	\$354,844
IDH Bricklaying Pty Ltd	\$58,904	OCTEC Limited	\$242,609
Illawarra Area Child Care Ltd	\$313,004	ORCA (Ocean Recreation Careers Australasia) Pty Ltd	\$21,095
Illawarra Retirement Trust	\$80,283	Penrith Skills For Jobs Ltd	\$50,701
Impact Training Institute Pty Ltd	\$323,684	Pharmaceutical Society of Australia Ltd	\$14,280
Indigenous Training Solutions	\$26,711	Pinnacle Financial Services Academy Pty Ltd	\$22,644
Inner West Skills Centre Inc.	\$255,588	Pivotal Training & Development Pty Ltd	\$59,697
Institute of Strategic Management Pty Ltd	\$84,323	Port Macquarie Community College Inc.	\$65,373
International Child Care College Pty Ltd	\$51,799	Precision Training Australia Pty Ltd	\$132,480
ISA Kiama Pty Ltd	\$324,204	Professional Training Services Australia	\$555,741
J2S Training Solutions Pty Ltd	\$143,477	Proteen for Teens Inc.	\$81,024
JCE Positive Outcomes Pty Ltd	\$483,076	Reach for Training Pty Ltd	\$172,190
Joblink Plus Ltd	\$269,923	Real Corporate Partners Pty Ltd	\$224,596
Journal	\$15,210	Real Estate Institute of NSW Ltd	\$173,012
Julie Reid Management Pty Ltd	\$55,370	Recognition First Pty Ltd	\$132,019
Just Careers Training Pty Ltd	\$77,773	Response Employment & Training Pty Ltd	\$119,595
Kaplan Education Pty Ltd	\$144,922	Riverina Community College Ltd	\$130,947
Karben Training Solutions Monka Pty Ltd	\$288,249	Royal Rehabilitation Centre Sydney	\$46,068
Kiama Community College Inc.	\$134,849	RTV Consultancy Pty Ltd	\$538,082
Kirana Training Pty Ltd	\$189,062	Safetynet Management Solutions Pty Ltd	\$29,344
Kogarah Rockdale Training Scheme Inc.	\$27,880	Segla International Pty Ltd	\$24,634
Kreate Pty Ltd	\$237,728	Singleton Community College Inc.	\$49,291
Lake Macquarie Business Centre Ltd	\$49,672	Skills Training Australia Group Pty Ltd	\$102,816
Leadership Management Australia Pty Ltd	\$237,479	SMR Learning Services Pty Ltd	\$44,945
Leadership Success Pty Ltd	\$109,864	Southern Pathology Services Pty Ltd	\$218,758
Learning Lab Pty Ltd	\$383,401	St George & Sutherland Community College Inc.	\$69,263
Learning Sphere Training Solutions Pty Ltd	\$226,326	St Patrick's Business College Ltd	\$31,502
Lennox Institute Pty Ltd	\$390,179	Statewide Business Training Pty Ltd	\$60,313
Lewelmo Pty Ltd	\$166,542	Steven Millard & Associates Pty Ltd	\$101,140
Lexon Industries Pty Ltd	\$313,211	Study Group Australia Pty Ltd	\$78,540
Lianrick Pty Ltd	\$221,592	Sureway Skills Training Pty Ltd	\$749,027
Linked Training Group Pty Ltd	\$10,659	Tamworth Community College Inc.	\$126,546
Lisa Nguyen Nail Beauty & Tattoo Pty Ltd	\$113,700	Taronga Conservation Society Australia	\$16,238
Macarthur Community College Inc.	\$9,200	The Association of Superannuation Funds of Australia Ltd	\$179,218
Macarthur Group Training Ltd	\$55,433	The Centre for Volunteering	\$5,508
Macquarie Community College	\$161,415	The Change Network Pty Ltd	\$374,622
Macquarie Employment Training Service Inc.	\$19,414	The College of Nursing	\$7,558
Mai-Wel Ltd	\$740,388	The Deaf Society of NSW	\$132,767
Mamre Plains Ltd	\$42,000	The Illawarra ITEC Ltd	\$462,302
Managed Corporate Outcomes Pty Ltd	\$139,185	The ORS Group Pty Ltd	\$12,208
Management Consultancy International Pty Ltd	\$318,552	The Pharmacy Guild of Australia	\$5,386
Marshall, Kristen	\$35,785	The Quality Training Company Pty Ltd	\$443,630
Mask Academy Pty Ltd	\$147,798	The Uniting Church in Australia Property Trust (NSW)	\$894,619
Master Builders Association of NSW Pty Ltd	\$606,369	Tomaree Community College Inc.	\$86,786
Maxis Solutions Pty Ltd	\$21,420	Traineeship Management Australia Pty Ltd	\$491,848
Maxwells Services Pty Ltd	\$60,129	Training Beyond 2000 Pty Ltd	\$43,554

Trustee for The Salvation Army (NSW) Property Trust	\$243,147
Tuggerah Lakes Community College	\$19,339
UNE Partnerships Pty Ltd	\$694,301
UPC Pty Ltd	\$131,790
Upskilled Pty Ltd	\$364,365
Verito Ltd	\$417,011
Vocational Training Australia Pty Ltd	\$13,090
Waverly Action for Youth Services Inc.	\$48,877
Wise Education Group Limited	\$66,300
Work Savvy Pty Ltd	\$269,747
Workers Educational Association	\$167,715
Workers Educational Association	\$293,967
Yarnteen College Inc.	\$40,520
Total paid in 2013/14	\$33,314,095

Sport and Recreation Events Program

Investing in the industry to provide increased opportunities for participation in sport and recreation.

AFL (NSW/ACT) Commission Ltd	\$10,000
Athletics NSW	\$7,500
Athletics NSW	\$11,500
Australian Appaloosa Association Ltd	\$10,000
Australian Canoeing	\$8,000
Australian Powerchair Football Association Inc.	\$13,000
Australian Rugby Football Schools Union Inc.	\$15,000
Barellan Masters Games	\$8,000
Baseball NSW	\$12,500
Bellingen Pistol Club Inc.	\$6,000
Belmore Hercules Soccer Club	\$15,000
Booroongen Djugun Aboriginal Corporation	\$8,000
Brewarrina Rugby League Football Club Inc.	\$8,000
Canowindra Challenge Inc.	\$30,000
Central Western Dressage Group	\$10,000
Cycling NSW	\$6,000
Cycling NSW	\$7,000
Cycling NSW	\$5,000
Deniliquin Lawn Tennis Club	\$6,000
Diving NSW	\$5,000
Dressage NSW	\$15,000
Goulburn Strikers Football Club	\$5,000
Grenfell Go Kart Club Inc.	\$15,000
Gulgambone Show Society Inc.	\$4,000
Indoor Sports NSW	\$7,000
International Sport Karate Assoc. NSW Pty Ltd	\$20,000
Island Style Promotions	\$10,000
Jack Newton Junior Golf Foundation	\$15,000
Kiama Rugby Union Club Inc.	\$8,000
King of The Ranges Stockman's Challenge Inc.	\$9,780
Krosswerdz Inc.	\$13,000
Kurri Kurri Speedway Club Inc.	\$10,000
Little Athletics Association of NSW	\$5,000
Macarthur Bmx Club	\$3,400
Makai Paddlers Society	\$8,000
Mount Arthur Reserve Trust	\$7,700
Mudgee Triathlon Club	\$5,000
Narromine Gliding Club	\$30,000
New South Wales Masters Squash Association	\$10,000
Newcastle Hang Gliding Club Inc.	\$6,000

North Shore Sporting Car Club Ltd	\$8,000
Northern NSW Football	\$5,000
Northern NSW Football	\$5,000
Northern Rivers Kart Club Inc.	\$5,000
NSW Churches Football Association Inc.	\$12,000
NSW Polo Association	\$10,000
NSW Reining Horse Assoc.	\$3,920
NSW Rugby League	\$8,650
NSW Rugby Union Ltd	\$10,000
NSW Rugby Union Ltd	\$10,000
PCYC State Office	\$10,000
Port Kembla Sailing Co-operative Ltd	\$4,000
Port of Yamba Yacht Club Inc.	\$2,500
Rocky Trail Entertainment Pty Ltd	\$10,000
Rocky Trail Entertainment Pty Ltd	\$8,650
Special Olympics Australia – NSW Branch	\$5,000
Spun Australia Pty Ltd	\$15,000
SSAA (NSW) – Sydney Branch	\$20,000
St Ives Pistol Club	\$8,000
State Volleyball NSW Inc.	\$3,000
Surfing NSW Inc.	\$10,000
Surfing NSW Inc.	\$10,000
Sydney Bingham Cup 2014 Inc.	\$15,000
Sydney Hang Gliding Club	\$15,000
Sydney Hardcourt Bike Polo Inc.	\$4,500
Table Tennis Australia Ltd	\$16,000
The Pony Club Association of NSW Inc.	\$2,500
The Pony Club Association of NSW Inc.	\$2,000
The Pony Club Association of NSW Inc.	\$3,000
The Pony Club Association of NSW Inc.	\$3,500
The Pony Club Association of NSW Inc.	\$3,500
Triathlon New South Wales	\$15,000
Upper Hunter Shire Council	\$5,000
Warilla Bowls and Recreation Club	\$16,000
Western Rams Rugby League Inc.	\$7,500
Wheelchair Sports NSW	\$12,000
Wheelchair Sports NSW	\$12,000
Windsor Polo Club Inc.	\$8,000
Wingham Rifle Club Inc.	\$4,400
Womensport & Recreation NSW	\$8,000
Total paid in 2013/14	\$745,000

Sport and Recreation Facility Program

Developing local and regional sport and recreation facilities and increasing the availability, standard and quality of sport and recreation facilities in NSW.

Albury City Council	\$25,000
Alstonville and District Cricket Club	\$5,500
Ardlethan Aria Park Mirrool Football Club	\$25,000
Ardlethan Aria Park Mirrool Football Club	\$25,000
Ashfield Council	\$22,242
Ashford Rugby League Club Inc.	\$11,000
Autism Spectrum Australia	\$25,000
Avon Valley Field Archers	\$11,000
Ballina Shire Council	\$25,000
Baradine & District Progress Association	\$25,000
Barnsley Football Club Inc.	\$12,000

Bathurst Cycling Club	\$25,000	Lismore City Council	\$25,000
Bathurst Netball Association Inc.	\$2,650	Lismore Swans Australian Football Club	\$21,560
Bega RSL Club	\$25,000	Lithgow Hockey Association	\$23,320
Bellambi Football Association	\$25,000	Liverpool Plains Shire Council	\$12,029
Bellingen Shire Council	\$19,668	Lockhart Football and Netball Club Inc.	\$25,000
Belmont Swansea United Soccer Club Ltd	\$21,200	Macarthur BMX Club	\$8,930
Bendemeer Rodeo and Campdraft Association Inc.	\$5,000	Malua Bay Bowling & Recreation Club Ltd	\$24,000
Blayney Shire Council	\$25,000	Manilla Fishing Club & Hatchery Inc.	\$7,500
Boambee Soccer Club	\$8,860	Manly Warringah Gymnastic Club Inc.	\$25,000
Brewarrina Shire Council	\$21,750	Merimbula Diggers Football Club	\$7,725
C R United Hockey Club Inc.	\$5,727	Merriwa Pony Club	\$22,645
Camden Haven Dragon Boat Club Inc.	\$1,865	Michelago Region Community Association Inc.	\$16,500
Campbelltown City Council	\$15,500	Mid Western Regional Council	\$25,000
Campbelltown City Council	\$2,500	Mid Western Regional Council	\$25,000
Castle Hill BMX Club Inc.	\$25,000	Mudgee Region Muddragons Inc.	\$1,970
Centennial Parklands Foundation (The Trustee For)	\$25,000	Mullumbimby Junior Rugby League Inc.	\$6,350
Central Coast Football	\$25,000	Muswellbrook Croquet Club	\$3,608
Central Darling Shire Council	\$25,000	Nambucca Shire Council	\$25,000
Chipping Norton Lake Sailing Club Inc.	\$4,513	Nimmitabel Pony Club Inc.	\$8,000
City of Wollongong Tennis Club	\$25,000	North Sydney Council	\$25,000
Cobar Shire Council	\$17,500	Northern Beaches Volleyball Association Inc.	\$4,450
Coffs Harbour City Council	\$25,000	Nullamanma Public Hall and Recreation Reserve Trust	\$8,575
Coledale Waves	\$7,000	Oaklands Football Club	\$16,242
Coolamon Touch Football Association Inc.	\$24,950	Oberon Council	\$15,000
Coonamble Shire Council	\$25,000	Parkes Golf Club Co-Op Ltd	\$4,500
Cootamundra Junior Soccer Club Inc.	\$8,305	Parkes Rugby League Football Club Inc.	\$25,000
Culcairn Golf Club	\$9,815	Penrith City Archers	\$10,840
Cumborah Recreation Reserve Trust	\$3,100	Penrith Panthers BMX Club Inc.	\$20,000
Dapto Leagues Club Ltd	\$25,000	Queanbeyan City Council	\$23,000
Deniliquin Sports Park Inc.	\$9,437	Rebels Netball Club Inc.	\$11,250
Doyalson-Wyee RSL Club Ltd	\$8,200	Regents Park Football Club	\$2,250
East Wagga Koorringal Football and Netball Club Inc.	\$8,750	Richmond Valley Little Athletics	\$8,220
Emus Rugby Club Ltd	\$23,000	Sailors With Disabilities Inc.	\$13,858
Eugowra Bowling Club	\$19,150	Scout Association of Australia NSW Branch	\$10,000
Eureka and District Sports Club Inc.	\$25,000	Scout Association of Australia NSW Branch	\$1,095
Fairfield City Council	\$15,000	Shoalhaven City Council	\$25,000
Forbes Golfers Association Inc.	\$25,000	Shoalhaven Heads Golf Club Ltd	\$25,000
Forster Surf Life Saving Club Inc.	\$19,150	Southern Districts Soccer Football Assoc. Inc.	\$25,000
Gerringong Tennis Club	\$25,000	Southern Inland Rugby Union Inc.	\$25,000
Glen Innes Severn Shire Council	\$8,940	St Johns Youth Group Inc.	\$15,750
Glen Innes Showground Trust	\$21,000	St Vincent De Paul Society NSW	\$12,571
Gosford City Council	\$25,000	Strathfield Municipal Council	\$25,000
Grafton Hockey Association Inc.	\$13,850	Sutherland Shire Council	\$25,000
Griffith Little Athletics	\$14,000	Tamworth Regional Council	\$7,263
GyMEA United Football Club	\$25,000	Tamworth Regional Council	\$5,650
Henty and District Lifestyle Centre Inc.	\$10,522	Terrigal Tennis Club Inc.	\$25,000
Hillston Sports Pavilion Committee Inc.	\$25,000	The Crusader Union of Australia	\$15,000
His House Inc.	\$25,000	The Mona Vale Golf Club Ltd	\$19,151
Holroyd City Council	\$25,000	Timor Tennis Club Inc.	\$19,270
Hurstville City Council	\$25,000	Tumut Shire Council	\$25,000
Inverell Shire Council	\$8,250	Tweed Shire Council	\$25,000
Kiama Shellharbour District Tennis Association Inc.	\$20,000	Umina United Soccer Club Inc.	\$17,061
Kincumber-Avoca Cricket Club Inc.	\$14,832	Upper Hunter Shire Council	\$25,000
Kingscliff Hockey Club Inc.	\$5,442	Wakool Shire Council	\$25,000
Kogarah City Council	\$15,000	Wakool Shire Council	\$25,000
Ku-Ring-Gai Council	\$15,000	Walgett Shire Council	\$20,000
Kyogle Council	\$25,000	Wangi RSL Amateur Sailing Club Ltd	\$25,000
Ladysmith Progress Association Inc.	\$21,890	Warilla Barrack Point Surf Life Saving Club Inc.	\$20,000
Lane Cove River Kayakers	\$22,542	Willoughby City Council	\$25,000
Leeton & District Bowling Club Ltd	\$4,579	Wollongong United Football Club	\$22,500

Woonona Shamrocks	\$25,000
Wyangala Country Club Ltd	\$22,388
Yass Valley Council	\$20,000
Total paid in 2013/14	\$2,345,200

Sport and Recreation Participation Program

Increasing opportunities for people to become more active through participation in sport and recreation.

3Bridges Community	\$3,543
Active Opportunities Inc. Association	\$4,165
AFL Northern Rivers Juniors Inc.	\$3,200
Alma Broken Hill Amateur Swimming Club	\$2,615
Armidale Rowing Club	\$5,850
Ashford Rugby League Club Inc.	\$10,000
Athletics Wollongong Inc.	\$1,500
Auburn Council	\$10,000
Australian Afghan Hassanian Youth Association Inc.	\$10,000
Australian Afghan Hassanian Youth Association Inc.	\$10,000
Australian Canoeing	\$3,385
Bankstown City Council	\$10,000
Bathurst Netball Association Inc.	\$1,300
Bega Bombers Inc.	\$2,000
Bellingen Neighbourhood Centre Inc.	\$7,500
Blacktown City Council	\$4,250
Blind Sporting Association of NSW	\$10,000
Boat Harbour Recreation Club Inc.	\$8,800
Boccia NSW Inc.	\$10,000
Boccia NSW Inc.	\$9,060
Bowral Bowling Club Ltd	\$8,980
Buckets Way Neighbourhood Group Inc.	\$9,663
Canowindra Little Athletics Inc.	\$585
Canteen	\$9,200
Catholic Care Social Services	\$10,000
Central West Family Support Group Inc.	\$3,600
Charlestown District Junior Lawn Bowls Development	\$1,600
Cobargo Amateur Swimming Club	\$2,500
Coffs Coast Tigers Soccer Club Inc.	\$10,000
Cootamundra Junior Rugby League Club Inc.	\$7,850
Cowra Netball Association Inc.	\$4,070
Cricket New South Wales	\$1,700
Cronulla Sutherland District Junior Rugby Football	\$10,000
Deniliquin Heated Pool	\$3,200
Deniliquin Lawn Tennis Club	\$5,705
Diving NSW	\$10,000
Drake School of Arts and Progress Association Inc.	\$5,904
Early Education Inc.	\$9,835
Eastern Respite and Recreation	\$10,000
Family Resource and Network Support Inc.	\$4,436
Flying Fruit Fly Circus	\$10,000
Girl Guides Association (NSW)	\$3,384
Graceades Community Cottage Inc.	\$10,000
Griffith Australian Rules Football Club Inc.	\$6,250
Griffith Cycle Club Inc.	\$1,800
Guide Dogs NSW/ACT	\$9,720
Guyra Shire Council	\$2,000
Hastings District Respite Care Inc.	\$9,518
Hastings District Respite Care Inc.	\$10,000

Hay Junior Rugby League	\$8,000
Highlands Community Centres Inc.	\$6,314
Hornsby Heights Sports Club	\$4,100
Hunter Simba FC	\$9,752
Hurlstone Park Wanderers Soccer Football Club	\$4,000
Inverell Golf Club Ltd	\$5,600
Islamic Women's Welfare Association	\$8,710
Ivanhoe Youth Centre	\$6,325
Jindabyne Cycling Club Inc.	\$9,000
Kempsey Shire Council	\$5,000
Killarney Vale Australian Football Club Inc.	\$8,000
Lake Albert Soccer Sporting Club	\$10,000
Lavington Panthers Bowling Club	\$660
Lismore PCYC	\$9,680
Liverpool City Council	\$10,000
Liverpool PCYC	\$10,000
Macarthur Diversity Services Initiative	\$2,779
Macleay Valley Softball Association	\$5,477
Manly Warringah Basketball Association	\$3,105
Manly Warringah Women's Resource Centre	\$3,000
Michelago Region Community Association Inc.	\$10,000
Mid Richmond Neighbourhood Centre Inc.	\$5,250
Mogo Magic JFC Inc.	\$10,000
Moore Park Tigers Junior Australian Football Club	\$10,000
Mount Druitt PCYC	\$9,478
Mursalin Afghan Followers of Shah Baba Inc.	\$10,000
Narrandera Imperial Football Club Inc.	\$10,000
Newcastle City Junior AFL Club	\$2,000
Northern Suburbs Football Association Inc.	\$10,000
NSW Biathlon Assoc.	\$4,000
NSW Gymnastics Assoc. Inc.	\$6,725
NSW Netball Association	\$10,000
NSW Reining Horse Assoc.	\$6,450
NSW Rugby Union Ltd	\$10,000
NSW Snow Sports	\$1,500
NSW Snow Sports	\$6,000
NSW Water Ski Federation	\$5,000
Parke's Rugby League Football Club Inc.	\$10,000
Parkrun Inc.	\$2,500
Parramatta City Council	\$4,518
Parramatta District Rugby Union Football Club Ltd	\$10,000
Penrith City Archers	\$9,220
Penrith Women's Health Centre Inc.	\$9,250
Port Kembla Youth Project Inc.	\$10,000
Port of Yamba Yacht Club Inc.	\$2,231
Pottsville Beach Soccer Club Inc.	\$2,500
Professional Golfers Association of Australia Ltd	\$10,000
Project Youth Inc.	\$10,000
Richmond PRA	\$10,000
Richmond PRA	\$10,000
Riding For The Disabled Assoc. of NSW Tweed Valley	\$5,000
Riding For The Disabled Association (NSW)	\$2,010
Riding For The Disabled Association (NSW)	\$1,820
Rowing New South Wales Inc.	\$10,000
Rugby League Against Violence Ltd	\$6,000
Rugby League Against Violence Ltd	\$6,000
Rugby League Against Violence Ltd	\$6,000
Rugby League Against Violence Ltd	\$6,000
Rugby Youth Foundation Trust	\$10,000

Ryde Hunters Hill District Hockey Club Inc.	\$6,000
Sailors With Disabilities Inc.	\$10,000
Scarf Inc.	\$4,950
Schizophrenia Fellowship of NSW Inc.	\$10,000
Schizophrenia Fellowship of NSW Inc.	\$9,600
Share SMR Inc.	\$3,700
Shoalhaven District Cricket Association	\$2,200
South Coast Women's Health & Welfare Aboriginal Corp.	\$10,000
South Curl Curl Surf Life Saving Club	\$2,500
Special Children Services Centre Inc.	\$4,000
St Anthony's Family Care	\$5,300
St Vincent De Paul Society NSW	\$9,938
Startts	\$9,960
Surfing NSW Inc.	\$10,000
Sydney Cricket Association	\$7,700
Sydney Flying Squadron Ltd	\$3,230
Tee-Ball Association of New South Wales Inc.	\$6,400
The Armidale Rugby Union Football Club Inc.	\$5,100
The Bay Rollers Inc.	\$10,000
The Benevolent Society	\$8,310
The George Institute For Global Health	\$8,425
The Leisure Company Integrated Recreation Inc.	\$2,500
The Pony Club Association of NSW Inc.	\$10,000
The Ted Noffs Foundation Inc.	\$9,720
Thomas Holt	\$5,500
Tumut & District Bushwalkers Inc.	\$630
Tumut Regional Family Services Inc.	\$2,000
Wallsend District Swans JAFC	\$3,415
Warringah Softball Club	\$10,000
Wellington Golf Club	\$2,625
West Wallsend Soccer Club	\$4,200
Western Plains Regional Development Inc.	\$6,500
Western Sydney Somaliland Community Inc.	\$6,400
Wheelchair Sports NSW	\$10,000
Wheelchair Sports NSW	\$10,000
Wheelchair Sports NSW	\$4,000
World Rescue Mission Agency Development Service Inc.	\$5,790
Yarkuwa Indigenous Knowledge Centre Aboriginal Corp.	\$1,200
Yotala Rhythmics Inc.	\$10,000
Young Life Australia Inc.	\$3,000
Youth Off The Streets	\$7,000
Total paid in 2013/14	\$989,415

Sport and Recreation special grants

One-off and Treasury-funded grants consistent with the core business of Sport and Recreation.

Boxing Australia (NSW) Inc.	\$15,000
Duke of Edinburgh's Award	\$5,000
Far West Academy of Sport Inc.	\$265,876
Football NSW Ltd	\$5,000,000
Motorcycling NSW Ltd	\$50,000
National Rugby League Ltd – Development	\$50,000
National Rugby League Ltd – Development	\$200,000
National Rugby League Ltd – Development	\$250,000
NSW Basketball Association	\$50,000
NSW Institute of Sport	\$1,070,000
NSW Netball Association	\$8,000

NSW Sports Federation Inc.	\$27,959
The Bradman Museum	\$250,000
Venues NSW	\$200,000
Total paid in 2013/14	\$7,441,836

Sport and Recreation Strategic Partnerships Program

Enabling Sport and Recreation to partner with other agencies and key industry stakeholders to address priority issues and capitalise on opportunities as they arise.

Aquatic & Recreation Institute	\$50,000
Baseball NSW	\$20,000
Cricket New South Wales	\$31,350
Jack Newton Junior Golf Foundation	\$50,900
Kidsafe	\$80,000
Lake Macquarie City Council	\$30,000
National Heart Foundation of Australia NSW Division	\$5,000
NSW Sports Federation Inc.	\$120,000
Outdoor Recreation Industry Council	\$70,000
Special Olympics Australia – NSW Branch	\$188,473
Women Sport & Recreation NSW	\$20,000
Total paid in 2013/14	\$665,723

Sport Development Program

Assisting sports and peak industry bodies achieve the performance outcomes detailed in their business plans.

AFL (NSW/ACT) Commission Ltd	\$60,000
Amputee Golf Australia (NSW)	\$10,000
Archery Society of NSW	\$5,000
Athletics NSW	\$35,000
Australian Commonwealth Games Committee NSW Branch	\$20,000
Australian Olympic Committee	\$45,000
Australian Paralympic Committee	\$30,000
Australian Underwater Federation Inc.	\$10,000
Baseball NSW	\$55,000
Billiards & Snooker Assoc. of NSW Inc.	\$5,000
Blind Cricket NSW	\$10,000
Blind Sporting Association of NSW	\$10,000
BMX NSW Inc.	\$15,000
Boccia NSW Inc.	\$10,000
Boxing Australia (NSW) Inc.	\$10,000
Boxing Australia (NSW) Inc.	\$10,000
Cerebral Palsy Sporting & Recreation Assoc. of NSW	\$10,000
Confederation of Australian Motor Sport	\$25,000
Cricket New South Wales	\$60,000
Croquet NSW Inc.	\$15,000
Cycling NSW	\$55,000
Dancesport NSW	\$10,000
Disabled Wintersport Australia	\$20,000
Diving NSW	\$20,000
Dragon Boats NSW Inc.	\$15,000
Equestrian Federation of Australia (NSW Branch)	\$48,500
Field Archery Australia (NSW Branch)	\$5,000

Brucemac Pty Ltd	\$25,900	Macquarie Community College	\$17,868
Camden Haven Community College Inc.	\$35,720	Mai-Wel Ltd	\$161,710
Canterbury-Hurlstone Park RSL Club Ltd	\$30,983	Management Consultancy International Pty Ltd	\$28,780
Central Coast Community College	\$30,405	Marrickville Community Training Centre Inc.	\$4,035
Centre for Excellence in Rail Training Pty Ltd	\$3,570	Master Builders Association of NSW Pty Ltd	\$459
Cerebral Palsy Alliance	\$86,093	Maxis Solutions Pty Ltd	\$11,502
Charles Sturt Services Pty Ltd	\$58,594	MBH Management Pty Ltd	\$8,122
Coates Hospitality Services Pty Ltd	\$125,080	McElvenny Ware Pty Ltd	\$103,329
Comet Training Pty Ltd	\$6,593	Mental Health Coordinating Council Inc.	\$5,000
Community Child Care Cooperative Ltd (NSW)	\$12,656	Metro Screen Ltd	\$52,326
Community College-Northern Inland Inc.	\$22,526	Mobile Plant Operator Training Services Pty Ltd	\$91,112
Congia Enterprises Pty Ltd	\$2,537	Naisda Limited	\$164,803
Cooperative for Aborigines Ltd	\$740,010	National Food Institute Pty Ltd	\$7,091
CTPM Australasia Pty Ltd	\$36,225	Nortec Employment & Training Ltd	\$43,465
Donna Mere Morrell-Pullin	\$47,430	Northern Beaches Community College	\$6,732
Eagle Wing Education and Training Pty Ltd	\$13,442	Novaskill	\$298,376
Employment & Training Australia Inc.	\$108,314	NSW Fishing Industry Training Committee Ltd	\$87,720
Endeavour Industries Limited	\$7,456	NSW Public Sector Industry Training Advisory Body Inc.	\$6,341
Enterprise & Training Company Ltd	\$231,651	Nursery & Garden Industry NSW& ACT	\$6,447
Equalis Pty Ltd	\$26,810	Nursing Group Pty Ltd	\$124,604
Equals International (Australia) Pty Ltd	\$12,530	ORCA (Ocean Recreation Careers Australasia) Pty Ltd	\$31,841
Essential Personnel Association Inc.	\$43,090	Penrith Skills For Jobs Ltd	\$52,685
Eurobodalla Adult Education Centre Inc.	\$5,132	Pivotal Training & Development Pty Ltd	\$5,852
Forsythes IT & Training Pty Ltd	\$322,828	Port Macquarie Community College Inc.	\$1,740
Franklyn Scholar (Australia) Pty Ltd	\$15,125	Precision Training Australia Pty Ltd	\$36,710
Freedom Nutritional Products Ltd	\$3,153	Professional Training Services Australia	\$135,198
Furnishing Industry Association of Australia Ltd	\$176,447	Proteen for Teens Inc.	\$47,336
Greyhound Racing NSW	\$9,753	Reach for Training Pty Ltd	\$77,737
H&H Accredited Training Australasia Inc.	\$47,948	Real Estate Institute of NSW Ltd	\$19,440
Hammond Institute Pty Ltd	\$9,919	Recognition First Pty Ltd	\$5,074
House With No Steps	\$65,051	Riverina Community College Ltd	\$70,281
Hunter Councils Inc.	\$4,223	Royal Rehabilitation Centre Sydney	\$38,956
IDH Bricklaying Pty Ltd	\$261,509	RTV Consultancy Pty Ltd	\$62,577
Illawarra Area Child Care Ltd	\$63,873	Safetynet Management Solutions Pty Ltd	\$858
Illawarra Retirement Trust	\$15,785	Segla International Pty Ltd	\$14,845
Impact Training Institute Pty Ltd	\$234,620	Skills DMC Ltd	\$6,818
Indigenous Training Solutions	\$299,532	Skills Training Australia Group Pty Ltd	\$26,489
Inner West Skills Centre Inc.	\$91,462	Southern Pathology Services Pty Ltd	\$5,874
Institute of Strategic Management Pty Ltd	\$19,960	Southern Training Organisation Pty	\$150,564
International Child Care College Pty Ltd	\$8,339	St George & Sutherland Community College Inc.	\$17,980
ISA Kiama Pty Ltd	\$112,113	St Patrick's Business College Ltd	\$8,331
JB Hunter Technology Pty Ltd	\$2,325	Study Group Australia Pty Ltd	\$36,033
JCE Positive Outcomes Pty Ltd	\$72,975	Sureway Skills Training Pty Ltd	\$102,740
Joblink Plus Ltd	\$10,209	Tamworth Community College Inc.	\$41,542
John Joseph Norton	\$13,542	Taree Community College Inc.	\$4,896
John Sigurd Muller	\$4,200	The Association of Superannuation Funds of Australia Ltd	\$20,196
Julie Reid Management Pty Ltd	\$62,298	The Deaf Society of NSW	\$11,200
Just Careers Training Pty Ltd	\$144	The Illawarra ITEC Ltd	\$213,879
Karben Training Solutions Monka Pty Ltd	\$91,056	The Pharmacy Guild of Australia	\$863
Kiama Community College Inc.	\$17,886	The Quality Training Company Pty Ltd	\$55,416
Kirana Training Pty Ltd	\$5,275	The Uniting Church in Australia Property Trust (NSW)	\$204,714
Kogarah Rockdale Training Scheme Inc.	\$54,604	Training Beyond 2000 Pty Ltd	\$14,680
Kreate Pty Ltd	\$7,020	Trustee for The Salvation Army (NSW) Property Trust	\$217,548
Leadership Management Australia Pty Ltd	\$26,431	UNE Partnerships Pty Ltd	\$86,500
Learning Lab Pty Ltd	\$127,547	UPC Pty Ltd	\$36,137
Learning Sphere Training Solutions Pty Ltd	\$67,177	Verto Ltd	\$47,110
Lennox Institute Pty Ltd	\$61,742	Waverly Action for Youth Services Inc.	\$90,438
Lexon Industries Pty Ltd	\$99,455	Wentworth College Pty Ltd	\$3,870
Lianrick Pty Ltd	\$26,391	Work Savvy Pty Ltd	\$71,678
Macarthur Group Training Ltd	\$401,391	Workers Educational Association	\$185,778

Total paid in 2013/14**\$10,423,312**

Surf Club Facility Grant Program

To assist surf clubs develop their facilities to increase the use, safety and/or participant numbers in surf life saving, and at surf life saving facilities, by the general public and/or club members.

Batemans Bay Surf Life Saving Club	\$305,000
Birubi Point Surf Lifesaving Club	\$260,000
Kempsey Crescent Head Surf Life Saving Club	\$305,000
Macksville Scotts Head Surf Life Saving Club	\$65,000
Maroubra Surf Life Saving Club Inc.	\$90,000
North Cronulla Surf Life Saving Club Inc.	\$70,000
North Entrance Surf Life Saving Club Ltd	\$24,500
Pacific Palms SLSC Inc.	\$15,000
Salt Surf Life Saving Club Inc.	\$305,000
Tacking Point Surf Life Saving Club	\$250,000
Tea Gardens Hawks Nest SLSC	\$305,000
Yamba Surf Life Saving Club Inc.	\$5,500
Total paid in 2013/14	\$2,000,000

Training places for single and teenage parents grants

Improving the job readiness of single and teenage parents.

Access Training Institute Pty Ltd	\$30,312
Australian Retailers Association	\$46,838
Benchmark Resources Pty Ltd	\$33,013
Employment & Training Australia Inc.	\$146,382
Enterprise & Training Company Ltd	\$44,764
Eurobodalla Adult Education Centre Inc.	\$21,874
H&H Accredited Training Australasia Inc.	\$68,402
IDH Bricklaying Pty Ltd	\$22,924
Impact Training Institute Pty Ltd	\$116,186
Inner West Skills Centre Inc.	\$52,260
Kirana Training Pty Ltd	\$14,689
Learning Sphere Training Solutions Pty Ltd	\$12,211
Mai-Wel Ltd	\$33,872
Mamre Plains Ltd	\$16,440
Marrickville Community Training Centre Inc.	\$14,780
Novaskill	\$34,224
Reach for Training Pty Ltd	\$41,490
RTV Consultancy Pty Ltd	\$23,650
Sureway Skills Training Pty Ltd	\$33,099
The Illawarra ITEC Ltd	\$35,630
The Uniting Church in Australia Property Trust (NSW)	\$107,245
Trustee for The Salvation Army (NSW) Property Trust	\$20,441
Waverly Action for Youth Services Inc.	\$62,058
Work Savvy Pty Ltd	\$33,131
Workers Educational Association	\$26,823
Total paid in 2013/14	\$1,092,736

VET in Schools Consortium grants

Consortium of Independent and Catholic schools, (former) Board of Studies NSW, TAFE NSW and the department to raise the quality and expand the delivery of school-based VET.

Association of Independent Schools	\$1,109,990
Catholic Education Commission NSW	\$1,707,271
Total paid in 2013/14	\$2,817,261

VET in Schools Program grants

Purchasing externally delivered VET courses for secondary students.

Apprentices Plus Pty Ltd	\$31,700
Association of Independent Schools	\$480,565
Australian Industry Group Training Services Pty Ltd	\$25,800
Australian Training Company Ltd	\$2,000
Catholic Education Commission NSW	\$1,348,305
ECA Training Pty Ltd	\$21,000
Hospitality Training Network of NSW Ltd	\$19,500
Hume Employment Service Limited	\$6,000
Hunter Valley Training Company Pty Ltd	\$53,676
Master Plumbers & Mechanical Contractors Association of NSW	\$46,174
Master Plumbers Apprentices Ltd	\$12,400
Motor Traders Association of NSW	\$244,464
Novaskill	\$91,159
NSW Business Chamber Limited	\$8,500
Sydney Training & Employment Ltd	\$5,500
TABMA Training Pty Ltd	\$20,500
The Group Training Association of NSW & ACT	\$83,000
Total paid in 2013/14	\$2,500,242

Youth assistance strategies grants

Developing programs designed to prevent youth from disengaging from educational opportunities.

Albury City Council	\$1,538
Anglicare Canberra & Goulburn	\$123,864
Arab Council Australia Inc.	\$198,397
Armisdale Dumaresq Council	\$1,538
ARTD Consultants Pty Ltd	\$13,513
ARTD Consultants Pty Ltd	\$4,500
Ashfield Council	\$1,538
Auburn Council	\$2,306
Australian Afghan Hassanian Youth Association Inc.	\$25,000
Australian Afghan Hassanian Youth Association Inc.	\$25,000
Australian Technology Park Sydney Ltd	\$4,236
Auswide Projects Ltd	\$47,603
Autism Advisory and Support Service	\$9,250
Autism Advisory and Support Service	\$9,250
Autism Advisory and Support Service	\$9,250
Bahtabah Local Aboriginal Land Council	\$25,000
Bahtabah Local Aboriginal Land Council	\$25,000
Ballina Shire Council	\$1,538
Balranald Shire Council	\$1,230
Bankstown City Council	\$3,075
Barnardos Australia	\$25,000

Barnardos Australia	\$25,000	Cobar Shire Council	\$1,230
Bathurst Regional Council	\$1,538	Cobar Shire Council	\$10,772
Bay and Basin Community Resources Inc.	\$24,863	Cobar Shire Council	\$10,772
Bay and Basin Community Resources Inc.	\$24,863	Coffs Harbour City Council	\$1,845
Bega Valley Shire Council	\$1,230	Conargo Shire Council	\$1,230
Bellambi Neighbourhood Centre Inc.	\$49,061	Coolamon Shire Council	\$1,230
Bellingen Shire Council	\$1,230	Coolamon Shire Council	\$750
Berrigan Shire Council	\$1,230	Cooma Monaro Shire Council	\$1,230
Best Employment Ltd	\$25,000	Cooma Monaro Shire Council	\$679
Best Employment Ltd	\$25,000	Coonamble Shire Council	\$1,230
Beyond Empathy Ltd	\$25,000	Coonamble Shire Council	\$12,452
Beyond Empathy Ltd	\$25,000	Coonamble Shire Council	\$750
Beyond Empathy Ltd	\$25,000	Coonamble Shire Council	\$12,452
Beyond Empathy Ltd	\$25,000	Cootamundra Shire Council	\$1,230
Beyond Empathy Ltd	\$25,000	Corowa Shire Council	\$1,230
Blacktown City Council	\$3,075	Cowra Shire Council	\$1,230
Blacktown Youth Services	\$137,116	Cowra Shire Council	\$20,591
Bland Shire Council	\$1,230	Cowra Shire Council	\$20,591
Blayney Shire Council	\$1,230	Cringila Community Co-operative	\$25,000
Blue Mountains Council	\$1,845	Deaf Society of NSW	\$25,000
Bogal Local Aboriginal Land Council	\$15,000	Deaf Society of NSW	\$25,000
Bogal Local Aboriginal Land Council	\$15,000	Deaf Society of NSW	\$675
Bogan Shire Council	\$1,230	Deniliquin Council	\$1,230
Bombala Council	\$1,230	Dubbo City Council	\$1,538
Boorowa Council	\$1,230	Dubbo City Council	\$10,000
Botany Bay City Council	\$1,538	Dungog Shire Council	\$1,230
Bourke Shire Council	\$1,230	EACH	\$145,509
Break Thru People Solutions	\$141,949	Eastlake Youth Centre Inc.	\$25,000
Brewarrina Shire Council	\$1,230	Eastlake Youth Centre Inc.	\$25,000
Broken Hill Art Exchange Inc.	\$25,000	Employment & Training Australia Inc.	\$98,690
Broken Hill Art Exchange Inc.	\$25,000	Enterprise & Training Company Ltd	\$69,458
Broken Hill Art Exchange Inc.	\$25,000	Eurobodalla Shire Council	\$1,230
Broken Hill City Council	\$1,230	Eurobodalla Shire Council	\$11,750
Burwood Council	\$1,538	Eurobodalla Shire Council	\$750
Byron Shire Council	\$1,230	Eurobodalla Shire Council	\$11,750
Byron Youth Service Inc.	\$81,290	Fairfield City Council	\$3,075
Cabonne Council	\$1,230	Forbes Shire Council	\$1,230
Camden Council	\$1,845	Forbes Shire Council	\$750
Campbell Page Ltd	\$150,107	Gilgandra Council	\$1,230
Campbelltown City Council	\$3,075	Glen Innes Severn Shire Council	\$1,230
Canterbury City Council	\$2,460	Gloucester Shire Council	\$1,230
Carewest Inc.	\$25,000	Gosford City Council	\$3,075
Carewest Inc.	\$25,000	Goulburn Mulwaree Council	\$1,230
Carrathool Shire Council	\$1,230	Goulburn Mulwaree Council	\$24,650
Catholic Parish of St Agnes Port Macquarie	\$1,425	Granville Multicultural Centre Inc.	\$135,619
Centacare Diocese of Wilcannia – Forbes	\$140,002	Great Lakes Council	\$1,230
Central Darling Shire Council	\$1,230	Greater Hume Shire Council	\$1,230
Centre For Ecological Learning Inc.	\$25,000	Greater Hume Shire Council	\$290
Centre For Ecological Learning Inc.	\$25,000	Greater Taree City Council	\$1,538
Cessnock Council	\$1,538	Greater Taree City Council	\$273
Cessnock District Learning Centre Inc.	\$94,875	Griffith City Council	\$1,230
Charlestown Youth and Community Centre	\$20,253	Griffith Skills Training Centre	\$24,931
Charlestown Youth and Community Centre	\$20,253	Griffith Skills Training Centre	\$24,931
Charlestown Youth and Community Centre	\$20,253	Gundagai Council	\$1,230
City of Canada Bay Council	\$1,845	Gundagai Council	\$450
City of Ryde	\$2,306	Gunnedah Shire Council	\$1,230
City of Ryde	\$13,000	Guyra Neighbourhood Centre Inc.	\$25,000
City of Ryde	\$13,000	Guyra Neighbourhood Centre Inc.	\$25,000
City of Sydney	\$3,075	Guyra Neighbourhood Centre Inc.	\$25,000
Clarence Valley Council	\$1,538	Guyra Shire Council	\$1,230

Singleton Council	\$1,230	Warrumbungle Shire Council	\$1,230
Snowy River Shire Council	\$1,230	Warrumbungle Shire Council	\$13,703
Snowy River Shire Council	\$22,700	Waverley Council	\$1,538
Snowy River Shire Council	\$105	Weave Youth Family Community Inc.	\$323,889
Snowy River Shire Council	\$22,700	Weave Youth Family Community Inc.	\$25,000
Somali Welfare and Cultural Centre Association	\$20,300	Weave Youth Family Community Inc.	\$25,000
Somali Welfare and Cultural Centre Association	\$20,300	Weddin Shire Council	\$1,230
Southern Youth & Family Services Association	\$71,035	Wellington Council	\$1,230
Southern Youth & Family Services Association Inc.	\$24,000	Wentworth Shire Council	\$1,230
Southern Youth & Family Services Association Inc.	\$24,000	Western College Inc.	\$84,312
Southern Youth & Family Services Association Inc.	\$24,000	Western College Inc.	\$21,500
St George Youth Services Inc.	\$119,016	Western College Inc.	\$21,500
Startts	\$22,975	Willoughby City Council	\$1,845
Startts	\$22,975	Wingecarribee Shire Council	\$1,538
Strathfield Municipal Council	\$1,538	Wollondilly Shire Council	\$1,538
Sutherland Shire Council	\$3,075	Wollondilly Shire Council	\$227
Taldumande Youth Services Inc.	\$24,200	Wollongong City Council	\$100,786
Taldumande Youth Services Inc.	\$24,200	Wollongong City Council	\$3,075
Taldumande Youth Services Inc.	\$24,200	Woollahra Municipal Council	\$1,538
Tamworth Regional Council	\$1,845	Workers Educational Association – Hunter	\$278,540
Temora Shire Council	\$1,230	Wyong Shire Council	\$3,075
Temora Shire Council	\$645	Wyong Shire Council	\$23,125
Tenterfield Shire Council	\$1,230	Wyong Shire Council	\$23,125
Tenterfield Shire Council	\$750	Yass Valley Council	\$1,230
The Hills Shire Council	\$3,075	Yass Valley Council	\$592
The Parks Community Network Inc.	\$112,731	Yfoundations Inc.	\$24,175
The Smith Family	\$500	Young Shire Council	\$1,230
Trustee for The Salvation Army	\$651,005	Young Shire Council	\$21,625
Tumbarumba Shire Council	\$1,230	Young Shire Council	\$21,625
Tumbarumba Shire Council	\$10,000	Youth Connections Inc.	\$19,018
Tumut Shire Council	\$1,230	Youth Connections Inc.	\$19,018
Tumut Shire Council	\$15,000	Youth Connections North Coast Inc.	\$126,712
Tumut Shire Council	\$750	YWCA NSW	\$471,500
Tumut Shire Council	\$15,000	YWCA NSW	\$110,000
Tweed Shire Council	\$1,845	YWCA NSW	\$88,000
Tweed Shire Council	\$750	Total paid in 2013/14	\$11,754,142
Uniting Church Property Trust (NSW)	\$85,736		
Uniting Care NSW.ACT	\$120,909		
Upper Hunter Shire Council	\$1,230		
Upper Hunter Shire Council	\$13,730		
Upper Hunter Shire Council	\$672		
Upper Hunter Shire Council	\$13,730		
Upper Lachlan Shire Council	\$1,230		
Uralla Shire Council	\$1,230		
Urana Shire Council	\$1,230		
Urana Shire Council	\$750		
Vietnamese Community In Australia NSW	\$70,212		
Wagga Autism Support Group Inc.	\$5,000		
Wagga Autism Support Group Inc.	\$5,000		
Wagga Wagga City Council	\$1,845		
Wagga Wagga City Council	\$25,000		
Wakool Shire Council	\$1,230		
Walcha Council	\$1,230		
Walgett Shire Council	\$1,230		
Walgett Shire Council	\$16,034		
Walgett Shire Council	\$750		
Walgett Shire Council	\$16,034		
Warren Shire Council	\$1,230		
Warringah Council	\$2,460		
Warringah Council	\$25,000		
Warringah Council	\$25,000		

Appendix 22: Research and evaluation

This appendix provides an overview of the department's research and evaluation program.

Table 27: Research and evaluation programs (2014)

Name of research	Total life of project cost	Status / date to be completed
2014 Aboriginal Students in NSW Public Schools Report and data appendix	\$0*	Completed
Building on Children's Linguistic Repertoires to Enrich Language Learning	\$60,765	December, 2015
Business Intelligence Roll-Out Evaluation	\$227,838	December 2015
Child Wellbeing Unit Evaluation (part of the Keep Them Safe Evaluation)	\$0	Completed
Climate Clever Energy Savers program evaluation	\$80,000	Completed
Cluster Management Trial Evaluation	\$0	November 2016
Connected Communities Evaluation	\$200,000	June 2018
Creating the Conditions for Collective Impact	\$10,000	End 2015
Cultivating Capability: Explicating critical psychosocial drivers of educational outcomes and wellbeing for high-ability Aboriginal Students (ARC linkage)	\$120,000*	December 2017
Domestic and family violence literature review	\$30,000	June 2015
Educational and career aspirations in the middle years of schooling: understanding complexity for increased equity (ARC linkage)	\$380,000*	December 2015
Evaluation of Aboriginal Skills Programs	\$135,000	Completed
Evaluation of Early Intervention Pilots for Responding to Educational Neglect	\$86,900	Completed
Evaluation of the Development and Implementation of Tertiary Pathways Degree Courses	\$76,875	Completed
Expectations and Destinations Survey of HSC students 2012/13	\$380,000	Completed
Galuwa (pathway program for Aboriginal students) evaluation	\$10,000	Completed
Great Teaching, Inspired Learning Evaluation	\$500,000	December 2017
Independent Evaluation of the Clontarf Academies in NSW Public schools	\$0*	2016
Innovative Partnerships for Youth Engagement in Education and Work	\$57,000	June 2015
Kids in Communities ARC Linkage project	\$16,500	December 2016
Material Deprivation and Social Exclusion among young Australian – A child focus approach (ARC linkage)	\$0*	December 2017
New School Leaving Age Desktop Review of available data and research	\$24,310	Completed
OCHRE Monitoring, Evaluation, Reporting and Improvement Framework	\$163,800	June 2015
Organ Donation Attitudes and Awareness	\$0*	July 2015
Physical activity audit	\$0	December 2015
Principal self-regulation tool pilot evaluation	\$0	Completed
Quality Teaching Rounds	\$600,000	December 2015
Regional Academies of Sport Review	\$34,875	Completed
Regional Transitions	\$0*	Ongoing
Review of the Student Support Officer Initiative	\$155,000	Completed
Review of Trade Recognition Procedures and Outcomes in NSW	\$100,000	Completed
Rural and Remote Education evaluation	\$500,000	December 2017
Smarter Schools National Partnership – Cross-sectoral Impact Survey analysis	\$312,450	Completed

Smarter Schools National Partnership – Improving Teacher Quality state evaluation	\$693,400	February 2015
Smarter Schools National Partnership – Literacy and Numeracy state evaluation	\$598,400	Completed
Smarter Schools National Partnerships – Low SES NP Evaluation School External Partnerships	\$643,225	July 2017
Smarter Schools National Partnership – Low SES state evaluation – Staffing, Management and Accountability	\$498,300	February 2015
Special Religious Education/Special Education in Ethics review	\$300,000	December 2015
Standing up to racism and racial bullying among Australian school students (ARC linkage)	\$120,000*	December 2017
Statement of Principles for the Recognition of Volunteers	\$8,239	Completed
Student Participation in Schools (ARC linkage)	\$75,000*	December 2017
Survey of Secondary Students’ Post-School Destinations	\$1,500,000	December 2016
Tackling Violence	\$36,500	Completed
Teachers Health Staff Wellbeing Grants pilot program evaluation	\$0	April 2015
Tell Them From Me Student Survey Evaluation	\$73,308	Completed
The NSW child development study (ARC linkage)	\$0*	December 2015
The Rivers community of schools evaluation	\$0	December 2017
The Role of Education in Intergenerational Economic Mobility in Australia	\$77,330	Completed
Transition to School Statement – development and trial	\$2,000,000	Completed
Transition to School Statement Initiative Evaluation	\$126,180	June 2015
Understanding Aboriginal identification in NSW: Evidence from the Australian Census Longitudinal Database	\$36,650	September 2015
V-SNAP (VET sector – Health Literacy in relation to Smoking, Nutrition, Alcohol and Physical Activity)	\$0*	June 2016
Worldskills, Gen Green 4 Australia, Future Skills for Sustainability	\$0*	Completed
Youth Mentoring Pilot Program	\$67,568	Completed

* Indicates there is also an in-kind contribution.

Appendix 23: Complaints and feedback

The department's website provides access to information for people wanting to make a complaint or provide feedback. It includes advice about how and where to make a complaint and answers questions about confidentiality, anonymous complaints and what complainants can expect after lodging a complaint. The web page provides access to the Complaints Handling Policy Guidelines, for more detailed information, and a complaints and compliments form. Links to the NSW Ombudsman and the NSW Anti-Discrimination Board have also been included.

Early childhood education and care

The Early Childhood Education and Care division is the statutory regulatory authority for regulating the early childhood education and care sector in NSW, which comprises approximately 5,000 services spanning long day care, preschools, outside school hours care services and vacation care. The division receives complaints about services direct from parents as well as from the services themselves, which are obliged to notify us of all complaints.

In 2014, there were very few complaints about services. The complaint rate was less than 0.0005% proportionate to the total number of children in attendance. There were no prosecutions in 2014 originating from complaints.

The majority of complaints and notifications relate to child illnesses or injuries, only a small proportion lead to further action by the division. In the majority of cases, this will be in the form of a direction to the service to amend an aspect of its procedures, followed by further monitoring. All complaints are investigated to determine what, if any, regulatory action is required.

Information from complaints helps the department to improve compliance strategies and informs the development of targeted campaigns, spot-checks on services or groups of services, communications with the sector and with reporting. For example, the department conducted a campaign in 2014 focusing on record-keeping by family day care services in Sydney metropolitan areas. This campaign was informed by the findings of our officers when visiting some services as a result of parent complaints.

The data for complaints is collected through a national IT portal designed and managed by the Australian Children's Education and Care Quality Authority (ACECQA). In collaboration with other states and territories, the department is working with ACECQA to improve the way data is gathered and reported so that it can help to refine compliance strategies.

NSW public schools

Parents, students, employees, suppliers and members of the public with complaints are encouraged to contact schools in the first instance. Most complaints can be resolved quickly and informally by the teacher or the principal. Complaints covered by a particular policy or legislation (such as work health and safety law or anti-discrimination policies) are directed to the relevant area of the department. The department has developed a fact sheet, Making a Complaint: A guide for parents, carers and students, for schools to download and display. This has been translated into 35 languages and all versions are available on the NSW Public Schools website.

State Training Services: Smart and Skilled

Smart and Skilled introduced a new application and assessment process to support the NSW Government's priorities for vocational education and training (VET), ensuring high-quality training, greater competition and choice of providers for consumers.

The Smart and Skilled Provider Application opened on 30 June 2014 and closed on 8 August 2014, with over 2,000 training providers eligible to apply for a Smart and Skilled Provider Contract. Provider applications were lodged by 747 registered training organisations and over 300 successful providers were offered contracts in October 2014.

The NSW Government took great effort to ensure that the Smart and Skilled application process was fair and transparent. The department released information to help providers prepare their applications. This included the Smart and Skilled Quality Framework, released in December 2013, outlining the criteria against which provider applications would be assessed. The Smart and Skilled Provider Application Overview, released in May 2014, included more detailed information.

The governance of the Smart and Skilled application assessment met high standards of rigour and probity. Under the guidance of the independent NSW Skills Board, a high-level steering committee scrutinised the assessment, which was conducted by a separate implementation committee. Both of these groups included external and independent advisors on probity and training quality.

Public and private training providers across NSW bid for over eight million training places – 14 times the size of the current NSW VET enrolments.

Applicants were able to request feedback on their Smart and Skilled provider application from the department. Individualised feedback reports were designed to help providers understand the evaluation process and the outcomes of their applications.

Applicants could also write to State Training Services should they feel that they had been unfairly excluded from the application process or unfairly disadvantaged. The department implemented a complaints handling process.

TAFE NSW

TAFE NSW is committed to enhancing customer service and attempts to resolve complaints and disputes through negotiation wherever possible. Between January and June 2014, TAFE NSW received 511 formal complaints by students and staff, of which 452 were resolved.

TAFE NSW and its institutes implemented a range of operational improvements in response to internal reviews and feedback from staff, students and customers, such as:

- reviewed, improved and provided staff training in customer service, class management, communication, mentoring, coaching, team building and complaints management, including the NSW Ombudsman's Complaint Handling for Frontline Staff
- engaged highly experienced staff in human resources and work health and safety units to implement appropriate support services
- improved campus facilities, including access to technology resources
- assigned support staff to assist students with the use of online resources
- improved assessment systems and processes, including recognition of prior learning and adjustment to match learner needs
- provided additional career counselling and student support services
- ensured that counselling, reprimand and monitoring of behaviour strategies were implemented appropriately to the severity of the complaint.

Table 28: Complaints received by TAFE NSW (up to 30 June 2014)

	Number of complaints		
	Received	Resolved	Carried over beyond 30/06/14
General complaints (category 1) (eg delays, inefficiencies) Action: Remedy and system improvement	347	331	17
Serious complaints (category 2) (eg unreasonable or unfair behaviour) Action: Negotiation	129	105	25
Alleged unlawful behaviour (category 3) (eg conduct alleged to be either wholly or partly corrupt or contrary to the law) Action: Investigation	35	16	7
Total	511	452	49

Source: TAFE NSW

Table 29: Complaints received by NSW Adult Migrant English Service (up to 30 June 2014)

	Number of complaints		
	Received	Resolved	Carried over beyond 30/06/14
General complaints (category 1) (eg delays, inefficiencies) Action: Remedy and system improvement	1	1	nil
Serious complaints (category 2) (eg unreasonable or unfair behaviour) Action: Negotiation	nil	nil	nil
Alleged unlawful behaviour (category 3) (eg conduct alleged to be either wholly or partly corrupt or contrary to the law) Action: Investigation	nil	nil	nil
Total	1	1	nil

Source: TAFE NSW

Table 30: Complaints received by Aboriginal Affairs (2014)

	Number of complaints		
	Received	Resolved	Carried over beyond 30/06/14
General complaints (category 1) (eg delays, inefficiencies) Action: Remedy and system improvement	nil	nil	nil
Serious complaints (category 2) (eg unreasonable or unfair behaviour) Action: Negotiation	1	1	nil
Alleged unlawful behaviour (category 3) (eg conduct alleged to be either wholly or partly corrupt or contrary to the law) Action: Investigation	nil	nil	nil
Total	1	1	nil

Source: Aboriginal Affairs

Appendix 24:

Public access to government information

This appendix provides information about the operation of the *Government Information (Public Access) Act 2009* (GIPA) from 1 January 2014 until 31 December 2014. It includes information about the operation of the Act in respect of TAFE NSW, Sport and Recreation and Veterans' Affairs for the period 1 January to 30 June 2014 only.

Accessing records held by the department

In compliance with the GIPA Act, the department makes information it holds available in several ways.

The department's agency information guide is updated regularly and published on the website at www.dec.nsw.edu.au/about-us/information-access. It describes the structure and functions of the department, how these functions affect the public, information that is freely available and how to access other information, which is available but not published on the website.

The department's website contains 'open-access' information, as required by section 18 of the Act and clause 5 of the Government Information (Public Access) Regulation 2009.

Details about applying for access to information, with links to relevant legislation and related agencies, can be found on the department's website at www.dec.nsw.edu.au/about-us/information-access/how-to-access-information. Further assistance can be provided by contacting:

Manager, Information Access Unit
NSW Department of Education
and Communities
Level 7, 35 Bridge Street
Sydney NSW 2000
Telephone: (02) 9561 8100
Facsimile (02) 9561 1157
Email: iaunit@det.nsw.edu.au

Proactive release of government information

The department reviews its program for the proactive release of information annually in accordance with section 7(3) of the Act. Information is made publically available, except where there is an overriding public interest against disclosure, or where doing so imposes unreasonable additional costs on the department.

During the reporting year, 39 items of new information were proactively released and 24 existing items were updated, providing the public with the most current information on topics relating to the department's operations.

The disclosure log records information released under formal release decisions that the department considers may be of interest to the general public. It is published as part of the agency information guide and 18 new matters were added in 2014.

Access applications received and decided in 2014

Statistical data about completed access applications received by the department in the 2014 calendar year is provided in the tables included in this appendix and complies with clause 7(d) and Schedule 2 of the Government Information (Public Access) Regulation 2009. Note that the tables include data about applications for TAFE NSW, Sport and Recreation and Veterans' Affairs for the period 1 January to 30 June 2014.

The department received 240 access applications in 2014, including withdrawn applications but not including invalid applications.

In 2014, there were 251 applications decided as shown in Table 31. Eleven of these applications were received late in 2013 and were unable to be decided until 2014. There were 47 access applications decided that the department refused, either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 of the GIPA Act (information to which there is conclusive presumption of overriding public interest against disclosure). The department refused access to information in full twice and in part 45 times under Schedule 1. Table 34 sets out the number of refusals under

each category. More than one reason for refusal may apply in respect of a particular access application.

Access was refused in part 164 times and in full nine times for one or more public interest reasons listed in section 14 of the Act because, on balancing the considerations for and against release, there was an overriding balance of public interest against disclosing the information. Statistical information is shown in Table 35. Again, more than one reason for refusal may apply in respect of an access application.

Table 31: Number of access applications by type of applicant and outcome (completed and discontinued valid applications) (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table A)

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Media	9	3	1	1	0	0	0	1	1	3	0	19
Members of Parliament	3	0	0	0	0	0	0	2	0	0	0	5
Private sector business	1	0	0	0	0	1	0	0	0	1	0	3
Not for profit organisations or community groups	1	2	0	0	0	1	0	1	0	0	0	5
Members of the public (application by legal representative)	17	45	1	13	0	0	0	1	1	3	0	81
Members of the public (other)	32	72	8	10	2	2	0	7	0	3	2	138
Total	63	122	10	24	2	4	0	12	2	10	2	251

Note: Applications completed. More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table 32.

Table 32: Number of access applications by type of application and outcome (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table B)

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Personal information applications ¹	46	110	6	22	1	2	0	7	1	6	1	202
Access applications (other than personal information applications)	17	12	4	2	1	2	0	5	1	4	1	49
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0	0	0

¹Note: A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table 33: Invalid applications (1 January 2013 to 31 December 2014)
(GIPA Regulation 2009, Schedule 2 Table C)

Reason for invalidity	Number of applications
Application does not comply with formal requirements (Section 41 of the Act)	39
Application is for excluded information of the agency (Section 43 of the Act)	0
Application contravenes restraint order (Section 110 of the Act)	0
Total number of invalid applications received	39
Invalid applications received that subsequently became valid applications	21

Note: Applications received in reporting year.

Table 34: Conclusive presumption of overriding public interest against disclosure: Matters listed in Schedule 1 of the Act (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table D)

	Number of times consideration used ²
Overriding secrecy laws	2
Cabinet information	3
Executive council information	1
Contempt	2
Legal professional privilege	33
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	6
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

²More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table 35.

Table 35: Other public interest considerations against disclosure: Matters listed in table to section 14 of the Act (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table E)

	Number of occasions when applicant was not successful
Responsible and effective government	50
Law enforcement and security	2
Individual rights, judicial processes and natural justice	111
Business interests of agencies and other persons	10
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table 36: Timeliness (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table F)

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	245
Decided after 35 days (by agreement with applicant)	3
Not decided within time (deemed refusal)	3
Total	251

Table 37: Number of applications reviewed under part 5 of the Act (by type of review and outcome) (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table G)

	Decision varied	Decision upheld	s.93 Internal review	Others	Total
Internal review	6	2	N/A	N/A	8
Review by Information Commissioner ³	0	8	5	1	14
Internal review following recommendation under section 93 of Act	4	1	N/A	0	5
Review by NCAT	2	5	N/A	0	7
Total	12	16	5	1	34

³Review applications completed in the reporting year. The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that the Information Commissioner recommended that the original decision be upheld or varied or that the department make an internal review decision under section 93 of the Act.

Table 38: Applications for review under part 5 of the Act (by type of applicant) (1 January 2014 to 31 December 2014) (GIPA Regulation 2009, Schedule 2 Table H)

	Number of applications for review
Applications by access applicants	30
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Appendix 25: Privacy and personal information protection

The department has reporting obligations under the *Privacy and Personal Information Protection Act 1998* and the *Health Records and Information Privacy Act 2002*. The report on internal review applications handled by the department in 2014 includes those involving the conduct of TAFE NSW institutes.

Applications for internal review

In 2014, the department received 10 applications for internal review. Five were from current or former employees, two were lodged by a parent on behalf of their child and three were from school community members.

The department completed 14 internal reviews in the year. Four were lodged by the parent of a school student and all were withdrawn before being finalised. Another review did not proceed as the matter was resolved informally. The conduct complained about in five reviews was found not to contravene privacy legislation, while in four others the department's actions were found to have breached privacy and/or health information principles.

One breach involved the use of personal and health information during an investigation into allegations of misconduct of a TAFE NSW employee. The investigation was conducted by an external investigator. It was determined that TAFE NSW provided the investigator with health information

about the employee that was irrelevant to the investigation and therefore in breach of Health Privacy Principle 11. The department offered the employee an apology and institute staff were reminded of the need to ensure personal and health information is handled in accordance with the requirements of privacy legislation.

A second breach occurred when an envelope containing personal information, collected during the investigation into a complaint about a member of staff at a public school, was inadvertently left in the school playground. A parent returned the material to the principal and there was no evidence it had been used or disclosed to a third party. The conduct was found to contravene the security requirements for personal information as provided for in Information Privacy Principle 5. The department offered the staff member an apology and the school principal was provided with a copy of the department's Privacy Bulletin No.4 on storage and access to personal information for distribution and discussion with staff.

Another review dealt with disclosure of a student's personal information to the police local area command during an investigation into alleged offences by the student. The information requested included records of all disciplinary actions involving the student during the previous two years to determine whether the student could be held to be criminally responsible for the alleged

offences. The request referred to the provisions for exchange of information in the Memorandum of Understanding for Information Exchange between Schools and NSW Police. The schools complied with the request on the misguided understanding it was authorised under the memorandum. The department subsequently requested the return of the information and obtained assurance from police that they did not hold a copy. The internal review found that the department's action of providing police with information not directly related to the offences under investigation was in contravention of Information Protection Principle 11. The department apologised to the parent and student. The two schools and the police local area command were provided with a copy of the current memorandum, which states that all exchanges of information between the agencies must comply with privacy legislation. The department contacted the local area command and suggested that exchange of information between public schools and NSW Police in the context of the memorandum be addressed at a future local area command forum.

A fourth contravention involved the display of an employee's past medical history on the electronic casual pay claim system, accessible to all principals in government schools. The internal review determined that this was a use of the information for a purpose unrelated to the purpose for which it was collected and therefore a breach of Information Protection Principle 10 and Health Privacy Principle 10. It was further found that the use of this information was misleading as it did not place the information in context and therefore contravened Information Protection Principle 9 and Health Privacy Principle 9. The department apologised to the employee and action was taken to remove the information from the screen accessible to principals.

NSW Civil and Administrative Tribunal

Two applicants exercised their right to refer their complaint to the NSW Civil and Administrative Tribunal. A decision is outstanding in one matter and the other is on appeal to the Appeal Panel after the tribunal held it was vexatious.

Appendix 26:

Digital information security policy

ATTESTATION STATEMENT
Digital Information Security Policy Compliance

Digital Information Security Policy Attestation
For the 2013-2014 Financial Year
For the NSW Department of Education and Communities

I, Michele Bruniges, am of the opinion that the NSW Department of Education and Communities had an Information Security Management System in place during the financial year being reported on consistent with the Core Requirements set out in the *Digital information Security Policy for the NSW Public Sector*.

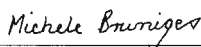
I, Michele Bruniges, am of the opinion that the security controls in place to mitigate identified risks to the digital information and digital information systems of the NSW Department of Education and Communities are adequate for the foreseeable future.

I, Michele Bruniges, am of the opinion that all Public Sector Agencies, or part thereof, under the control of the NSW Department of Education and Communities with a risk profile sufficient to warrant an independent Information Security Management System, have developed an Information Security Management System in accordance with the Core Requirements of the *Digital Information Security Policy for the NSW Public Sector*.

I, Michele Bruniges, am of the opinion that, where necessary in accordance with the *Digital Information Security Policy for the NSW Public Sector*, DEC actively pursued compliance with *AS/NZS ISO/IEC 27001 Information technology – Security techniques – Information security management systems – Requirements* for all or part of the NSW Department of Education and Communities and all or part of any Public Sector Agencies under its control.

The scope of this compliance has been limited to the Principal Department for 2013/14. Other entities within the NSW Department of Education and Communities are not included in this Attestation.

Dr Michele Bruniges AM
SECRETARY OF EDUCATION AND COMMUNITIES



16 March 2015

DEC Contact Officer:

Stephen Loquet
CHIEF INFORMATION OFFICER
Phone – (02) 9302 7424
Fax – (02) 9302 7707

Appendix 27: NSW Government resource efficiency policy

As of July 2014, the Government Resource Efficiency Policy (GREP) replaced the NSW Government Sustainability Policy and superseded the Waste Reduction and Purchasing Policy (WRAPP). The department, as part of the education cluster, operates in compliance with the GREP.

Energy, water and waste are still an integral part of sustainability reporting, both within the department and on a state level. The Office of Finance and Services has been engaged to provide sustainability reports for the department to satisfy reporting requirements under the GREP.

Table 39: Energy consumption, CO₂ emissions and costs (excluding Office of Communities and TAFE NSW 2011 to 2013)

	2011	2012	2013	% change (2012-2013)
Total energy consumed (GL)				
Stationary energy total	1,383,134	1,356,125	1,242,581	-8.4%
CO₂ emissions (tonnes)				
Stationary energy total	312,674	304,079	279,256	-8.2%
Cost				
Stationary energy total	\$63,559,671	\$73,064,358	\$74,747,790	2.3%

Source: NSW Office of Finance and Services, Public Works, 2013 Energy Consumption Reporting for the department.

The department's annual energy cost and consumption for the 2013 calendar year was \$74.7 million and 1,242,581 GJ respectively. Total energy consumption decreased by 8.4 per cent in 2013 but costs increased by 2.3 per cent or approximately \$1.2 million, mainly due

to increasing electricity and gas prices. In 2013, the total stationary energy emissions totalled 279,256 tonnes CO₂, excluding vehicles. The CO₂ emissions decreased by 8.2 per cent or 26,476 tonnes between 2012 and 2013.

Table 40: Water consumption (2011 to 2013)

	2011	2012	2013
Student numbers	418,780	436,209	436,469
Total water consumption (kL)	3,862,012	3,706,038	2,197,500
Average water consumption/student/year (kL)	9.2	8.5	5.0

Source: NSW Office of Finance and Services, Public Works, 2013 Water Consumption Reporting for the department (analysis of Sydney Water data only). Notes: For the Sydney metropolitan area only (excluding Office of Communities and TAFE NSW).

Reporting on water consumption prior to 2013 included data for hospitals, which had been recorded against education facilities for children within hospitals. The water usage recorded prior to 2013 was also

submitted by the Department of Health as part of its GREP reporting, resulting in double counting. From 2013, the water usage data for the hospital sites is no longer reported.

Similarly, water reporting prior to 2013 included data for Environmental Education Centres (EEC), where water bills were paid by the National Parks and Wildlife Service, local state park trusts or other state government entities outside the department. To avoid double reporting of water consumption between agencies, the water usage data for most of the EEC sites has been excluded from the 2013 figures.

For comparison, without including the hospital and EEC data, the average consumption per student per year for

2012 was 5.3kL/student. The 2013 figure (5.0kL/student) represents a 5.7 per cent reduction in water consumption for 2013.

The department's Energy Management Plan sets targets and strategies to achieve goals set out in the previous NSW Government Sustainability Policy. This is currently under revision to reflect the new state policy, GREP. Commencing from July 2014, the department reports under the following targets, standards and annual reporting requirements:

Table 41: Targets, standards and annual reporting requirements from July 2014

Targets and standards	Comment
E1: Targets to undertake energy efficiency projects	In the 2012/2013 financial year, an energy efficiency project was implemented under the Thermally Comfortable School Program. The aim of the project was to achieve billed energy savings of at least 10 per cent. Installing gas heat pump air conditioning at Scone Public School achieved a 19 per cent overall energy cost reduction. Since July 2014, the department is undertaking energy efficiency projects at 28 sites as part of a Resource Efficiency Program Pilot, representing \$1,788,255 of the department's 2012 billed energy use.
E3: Minimum standards for new electrical appliances and equipment	The department's Educational Facilities Standards and Guidelines (EFSG) provide the design standards and guidelines for new and refurbishments of school facilities. Under the EFSG, the department must meet minimum Greenhouse and Energy Minimum Standards (GEMS) star ratings for all new electrical equipment, where possible. Minimum star ratings will be adopted during the next renewal of applicable department contracts for the supply of electrical appliances and equipment.
E4: Minimum standards for new buildings	Under the EFSG, the department will aim to achieve a four-star Green Star rating for new buildings, either on an existing site or a new site, which is best practice within the Australian building industry. In addition, ecologically sustainable development principles will underpin new buildings, with the aim of achieving a five-star Green Star rating. In 2015, the EFSG design standards will be amended to align with a five-star Green Star rating.
E5: Solar Leasing Opportunities	The department is working with the Office of Environment and Heritage to develop a supply panel contract for solar leasing and installations. This involves investigating various models of alternative energy generation procurement, such as power purchase agreements, solar leasing and capital purchase outright. In 2014, the department began implementing a maintenance program for existing photovoltaic systems to ensure optimal operation. The department is also ensuring that solar systems are installed on major and minor capital works for schools where it is economically feasible to do so.

E6: Minimum Fuel Efficiency Standards for Fleet	The department currently uses the standard NSW Government contract for fleet.
E7: Purchase 6% GreenPower	The department continues to purchase at least six per cent GreenPower through NSW Government electricity contracts.
W3: Minimum standards for new water-using appliances	The EFSG guides the implementation of water fixtures in minor and major upgrades and in new capital works. In compliance with this, the department, where possible, purchases products with minimum Water Efficiency Labelling and Standards Scheme (WELS) star ratings.
P1: Report on top three waste streams	The department has been reporting waste streams through WRAPP, under the previous NSW Government Sustainability Policy. The last biennial report was completed in July 2013. In 2015, under GREP, the department will report on its top three waste streams annually.
A1: Air emissions standards for mobile non-road diesel plant and equipment	The department will ensure the future renewal of the current learning tractors contract will reflect specifications to comply with US EPA or relevant emission standards.
A2: Low-VOC surface coatings	The EFSG guides the use of paints in refurbishments and new capital works projects. In compliance with this, the department aims to use very low VOC and very low odour paints for painting the interiors of occupied school buildings.

Appendix 28: Contact us

The Department of Education and Communities is located at:

35 Bridge Street
Sydney NSW 2000
Phone: 1300 679 332 (1300 NSW DEC)

The department's website is at www.dec.nsw.gov.au.

NSW public schools

The department operates over 2,200 schools across NSW. Addresses and contact details for all public schools are available at www.schools.nsw.edu.au/schoolfind.

TAFE NSW

The following is a list of TAFE NSW institutes and campuses. Locations and contact details are available at www.tafensw.edu.au.

Office	Phone	Website
TAFE NSW – Hunter Institute	131 225	www.hunter.tafensw.edu.au
TAFE NSW – Illawarra Institute	1300 766 123	www.illawarra.tafensw.edu.au
TAFE NSW – New England Institute	1800 448 176	www.tne.edu.au
TAFE NSW – North Coast Institute	1300 628 233	www.northcoasttafe.edu.au
TAFE NSW – Northern Sydney Institute	131 674	www.nsi.tafensw.edu.au
TAFE NSW – Riverina Institute	1300 823 374	www.rit.tafensw.edu.au
TAFE NSW – South Western Sydney Institute	137 974	www.swsi.tafensw.edu.au
TAFE NSW – Sydney Institute	1300 360 601	www.sydneystafe.edu.au
TAFE NSW – Western Institute	1300 823 393	www.wit.tafensw.edu.au
TAFE NSW – Western Sydney Institute	131 870	www.wsi.tafensw.edu.au
DEC International – International Student Information Centre	(+61 2) 8289 4777	www.decinternational.nsw.edu.au

State Training Services

State Training Services head office is located at:

Level 12, 1 Oxford Street
Darlinghurst NSW 2010
Phone: (02) 9561 8000

The State Training Services website is at www.training.nsw.gov.au.

The following is a list of State Training Services regional offices. Locations and contact details are available on the website.

Office	Address	Phone	Email
State Training Services, Hunter and Central Coast	Level 1, 117 Bull Street Newcastle West NSW 2302	(02) 4974 8570	hunterstc@det.nsw.edu.au
State Training Services, Illawarra and South Coast	Block E Level 1, 84 Crown Street Wollongong NSW 2500	(02) 4224 9300	illawarrastc@det.nsw.edu.au
State Training Services, New England	Level 2, 155-157 Marius Street Tamworth NSW 2340	(02) 6755 5099	newenglandstc@det.nsw.edu.au
State Training Services, North Coast and Mid North Coast	Suite 3, Level 4, 29 Molesworth Street Lismore NSW 2480	(02) 6627 8400	ncoaststc@det.nsw.edu.au
State Training Services, Northern and Central Sydney	Level 13, 12 Help Street Chatswood NSW 2067	(02) 9242 1700	nsydneystc@det.nsw.edu.au
State Training Services, Riverina	87 Forsyth Street Wagga Wagga NSW 2650	(02) 6937 7600	riverinastc@det.nsw.edu.au
State Training Services, Southern and South Western Sydney	Level 2, 41-45 Rickard Road Bankstown NSW 2200	(02) 8707 9600	swsydneystc@det.nsw.edu.au
State Training Services, Western NSW	Level 1, Cnr Kite and Anson Streets Orange NSW 2800	(02) 6392 8500	westernnswstc@det.nsw.edu.au
State Training Services, Western Sydney and Blue Mountains	Ground Floor, 16-18 Wentworth Street Parramatta NSW 2150	(02) 9204 7400	wsydneystc@det.nsw.edu.au

NSW Training Awards

Office	Address	Phone	Email
NSW Training Awards	Level 12, 1 Oxford Street Darlinghurst NSW 2010	1800 306 999	NSWTrainingAwards@det.nsw.edu.au

Office of Communities

Communities Policy and Programs is located at:

Level 3, 35 Bridge Street
SYDNEY NSW 2000

The volunteering website is at www.volunteering.nsw.gov.au.

The youth website is at <http://youth.nsw.gov.au>.

Aboriginal Affairs

The Aboriginal Affairs head office is located at:

Level 13, Tower B,
280 Elizabeth Street
Surry Hills NSW 2010
Phone: (02) 9219 0700

The Aboriginal Affairs website is at www.aboriginalaffairs.nsw.gov.au.

The following is a list of Aboriginal Affairs regional offices.

Office	Address	Phone
Aboriginal Affairs NSW Batemans Bay Regional Office	Level 1, Baylink, 3 Flora Crescent Batemans Bay NSW 2536	(02) 4478 2660
Aboriginal Affairs NSW Bourke Regional Office	26 Mertin Street Bourke NSW 2840	(02) 6872 0033
Aboriginal Affairs NSW Broken Hill Regional Office	Level 3, 32 Sulphide Street Broken Hill NSW 2880	(08) 8088 0001
Aboriginal Affairs NSW Coffs Harbour Regional Office	17 Duke Street Coffs Harbour NSW 2450	(02) 5622 8811
Aboriginal Affairs NSW Dubbo Regional Office	Level 1, 65 Church Street Dubbo NSW 2830	(02) 5852 1016
Aboriginal Affairs NSW Newcastle Regional Office	Level 5, 26 Honeysuckle Drive Newcastle NSW 2300	(02) 4924 7007
Aboriginal Affairs NSW Tamworth Regional Office	Unit 2, 180 Peel Street Tamworth NSW 2340	(02) 5712 9065
Office of the Registrar <i>Aboriginal Land Rights Act 1983</i>	11-13 Mansfield Street Glebe NSW 2037	(02) 9562 6327

Sport and Recreation

The Sport and Recreation head office is located at:

Level 3, 6 Figtree Drive
Sydney Olympic Park NSW 2127
Phone: 13 13 02 (NSW only); or (02) 9006 3700

The website is at www.dsr.nsw.gov.au.

The following is a list of Sport and Recreation centres and regional offices. Locations and contact details are available on the website.

Office	Address	Phone
Berry Sport and Recreation Centre	660 Coolangatta Road Berry NSW 2535	(02) 4464 1406 Freecall: 1800 811 387
Borambola Sport and Recreation Centre and Wagga office	1980 Sturt Hwy, Borambola via Wagga Wagga NSW 2650	(02) 6928 4300 Freecall: 1800 810890
Broken Bay Sport and Recreation Centre	Co/- Post Office Brooklyn NSW 2083	(02) 4349 0600 Freecall: 1800 644 049
Dubbo office	Suite 1,167 Brisbane Street Dubbo NSW 2830	(02) 6884 6483
Jindabyne Sport and Recreation Centre	207 Barry Way Jindabyne NSW 2627	(02) 6450 0200
Lake Ainsworth Sport and Recreation Centre and North Coast office	Pacific Parade Lennox Head NSW 2478	(02) 6687 7168 Free: 1800 655 248
Lake Burrendong Sport and Recreation Centre	205 Tara Road Lake Burrendong NSW 2820	(02) 6846 7403 Freecall: 1800 815 892
Lake Keepit Sport and Recreation Centre	Fitness Camp Road Gunnedah NSW 2380	(02) 6769 7603
Milson Island Sport and Recreation Centre	PMB 11 Brooklyn NSW 2083	(02) 9985 9261
Myuna Bay Sport and Recreation Centre	PO Box 5037 Dora Creek NSW 2264	(02) 4973 3301 Freecall: 1800 654 422
Newcastle office	117 Bull Street Newcastle West NSW 2302	(02) 4926 1633
Orange office	76 McNamara Street Orange NSW 2800	(02) 6362 6623
Ourimbah office	University of Newcastle, Ourimbah campus Brush Road Ourimbah NSW 2258	(02) 4362 3184
Point Wolstoncroft Sport and Recreation Centre	Kanangra Drive Gwandalan NSW 2259	(02) 4976 1666 Freecall: 1800 819 244
Sydney Academy of Sport and Recreation	Wakehurst Parkway Narrabeen NSW 2101	(02) 9454 0222
Tamworth office	Level 1, 155-157 Marius Street Tamworth NSW 2340	(02) 6766 1200
Wollongong office	84 Crown Street Wollongong NSW 2500	(02) 4228 5355

The Department of Education and Communities Annual Report 2014 can be accessed on the department's website: www.dec.nsw.gov.au.

The department will endeavour to make the report available in other formats on request.

The department has not incurred any external costs in producing the report.

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