

BUDGET ESTIMATES 2021-2022

Supplementary Questions

Portfolio Committee No. 3 – Education

SKILLS AND TERTIARY EDUCATION

Hearing: Thursday 28 October 2021

Answers due by: 24 November 2021

Questions form David Shoebridge MLC

Universities Firing Staff

1. Universities are administratively independent institutions with complete responsibility for their workforce.

The NSW Government does not collect data on staff movements in the tertiary education sector. I am advised data on staffing in universities is collected by the Commonwealth Department of Education, Skills and Employment as part of its Staff Data collection.

2. I am advised university governing bodies' composition and decision-making powers and responsibilities are dependent on governance rules established through each university's by-laws, which must meet the requirements of the national Higher Education Standards Framework (Threshold Standards) 2021.

I am further advised the Tertiary Education Quality and Standards Agency (TEQSA) monitors corporate governance of higher education providers to ensure governing bodies meet these requirements.

The Minister for Skills and Tertiary Education appoints two members to the governing body of each of the 10 public universities in NSW.

3. I am advised the 10 public universities in NSW are subject to audit by the NSW Auditor-General under the Public Finance and Audit Act 1983 (NSW). The Auditor-General is an independent authority appointed by the Governor of NSW and accountable to the democratically elected Parliament of NSW.

I am further advised Universities' annual reports contain their financial statements as audited by the NSW Audit Office. These are tabled by the NSW Government in NSW Parliament and are available both on universities' websites and the NSW Parliament website. The Auditor-General's report on universities is made publicly available on the Office of the Auditor-General website.

Campus Sales

4. I am advised that from 1 July 2020 to 30 June 2021 TAFE NSW completed six divestment transactions for a total of \$23.5m, with the majority of this coming from the partial divestment of the Randwick site to NSW Health to construct a new Ambulance superstation.

I am further advised that as of 5 November 2021, no sites have been sold in FY2021/22.

5. I am advised that yes, proceeds from sale of sites are receipted and held in TAFE NSW's bank account. These proceeds are then used to fund other projects subject to NSW Treasury approval.

TAFE NSW Workforce Cuts

6. I am advised redundancy data is only available for TAFE NSW from January 2014. The total number of redundancies for TAFE teachers and support services, including corporate employees and educational support, from 1 January 2014 to 31 December 2020 is 1,628.

A breakdown of redundancies and FTE movement over this period is as follows:

Year (as at 30 June)	2014	2015	2016	2017	2018	2019	2020	Total
Total teacher redundancies	244	209	174	32	130	5	3	797
Total FTE teachers	7,149	5,968	5,667	5,670	5,730	5,914	5,919	N/A
Total FTE teacher movement	N/A	-1,181	-301	+3	+60	+184	+5	-1,230
Total support services redundancies	145	217	105	99	161	18	86	831
Total FTE support services	4,499	4,122	4,332	4,226	4,587	4,623	4,505	N/A
Total FTE support services movement	N/A	-377	+210	-106	+361	+36	-118	+6

I am further advised reductions in teacher numbers during 2015, 2016 and 2017 pre-date One TAFE reforms and can largely be attributed to local Institute change management plans.

7. Please refer to the response provided to question 6.
8. Please refer the response provided to question 6.
9. Please refer the response provided to question 6.
10. Please refer the response provided to question 6.
11. Please refer the response provided to question 6.
12. I am advised the TAFE NSW Corporate Office was progressively established from 2017 only. Prior to 2017, corporate functions were either dispersed within separate TAFE NSW Institutes or undertaken by the Department of Education.

Smart and Skilled Loading for Students

13. I am advised that as per the Smart and Skilled contract, all RTOs, including TAFE NSW, receive a loading for students that identify as Aboriginal or Torres Strait Islander, having a disability, are long term unemployed or are from a regional or remote area. Refer to Smart and Skilled website:

<https://smartandskilled.nsw.gov.au/for-training-providers/prices-fees-and-loadings>

14. I am advised TAFE NSW does not receive a set amount for loadings annually. The value of loadings depends on the student demographics for the year.

15. I am advised loadings are determined based on the specific attributes of the student. As such the loadings paid to TAFE NSW follow the student's enrolment and are available to the teaching area to utilise for the student.

16. I am advised that as per the Smart and Skilled operating guidelines, TAFE NSW has a training plan for each enrolled student that details the support services provided to the student if the student is Aboriginal or Torres Strait Islander, has a disability or is long term unemployed. Refer to the Smart and Skilled operating guidelines, section 13.1:

https://www.training.nsw.gov.au/forms_documents/smartandskilled/contract/2020_21/operating_guidelines_20_21.pdf

EBS – TAFE Dysfunctional Student Management System

17. I am advised the cost of the SMS program to date is \$95.8M.

18. I am advised full implementation readiness is December 2022, with TAFE NSW to go live with Higher Education in May 2022. This will give TAFE NSW the ability to assess the change on a smaller scale and inform and assist full implementation and go live.

19. I am advised there has been no loss in Smart and Skilled revenue as a result of the EBS Student Management Systems.

20. I am advised the operating costs of data analysis and remediation activities relating to EBS covering the period FY2017 to date is \$4.4m.

The TAFE NSW Community Service Obligation (CSO) Guideline

21. I am advised TAFE NSW remains committed to providing support to students from multicultural backgrounds. There has been no reduction in the access to Support Services or Educational Support available to Culturally and Linguistically Diverse (CALD) students under the 2022 CSO Guidelines.

22. I am advised that TAFE NSW provides a range of services to support multicultural education and engagement; this includes dedicated roles within TAFE NSW such as CALD Coordinators. CALD coordinators work closely with different communities to address the needs of people from a CALD background and build knowledge of the support and training provided by TAFE NSW.

I am further advised TAFE NSW's Diversity and Inclusion program has a dedicated Program Director including a Multicultural Project Manager and a Project Co-ordinator FTE assigned specifically for the implementation of Multicultural Plan deliverables , including other human resourcing that will support policy, and capability areas. A substantive Diversity and Inclusion team is also currently being set up to support Multicultural functions in the future.

23. There is no weakening of this function. I am advised TAFE NSW remains committed to providing support to CALD students.

24. I am advised that CALD students, as in previous years, continue to have access to disability support, counselling, community development and engagement, library services and education support and delivery as they require.

I am further advised TAFE NSW will also continue to create a culturally safe environment for CALD students and staff to study and work through the continued implementation of its Multicultural Action Plan 2020-2022.

Additionally, I understand TAFE NSW delivers the Commonwealth-funded Adult Migrant English Program (AMEP) to eligible migrants and humanitarian entrants with low English levels, who are from CALD backgrounds. The AMEP supports these students to improve their English language skills and settle into Australia.

Casualisation

25. The NSW Government supports transparency in annual reporting.

The NSW Government does not collect data on casualisation in the tertiary education sector. I am advised data on staffing in universities, including casual employment, is collected by the Commonwealth Department of Education, Skills and Employment as part of its Staff Data collection.

26. Please refer to the answer to supplementary question 25.

27. I am advised universities are responsible for the quality of their teaching and learning output, which is regulated for quality by the Commonwealth Tertiary Education Quality and Standards Agency. Universities are also responsible for their staffing decisions.

I am further advised The annual national survey of students and their experience, Quality Indicators for Teaching and Learning, includes questions on teaching quality. In 2020, teaching quality was rated 78 per cent positive across Australia.

28. The NSW Government does not set targets for university staffing.

29. The NSW Department of Education has been briefed by the Department of Education and Training in Victoria on the data they hold on their university workforce. I am advised the Victorian Government extended reporting rules applicable to government agencies to the public universities in Victoria after a year of negotiation.

The NSW Government supports transparency in annual reporting. As outlined in the NSW Government's response to Recommendation 7 of Legislative Council Portfolio Committee No. 3's Report on the Future development of the tertiary education sector, the NSW Government is working on policy and legislative changes that will increase transparency of annual reporting, including on staffing, for all entities subject to the Government Sector Finance Act. This includes universities.

Free University

30. Universities are primarily funded by the Commonwealth Government. The NSW Department of Education does not hold this information.

31. I am advised the NSW Department of Education has not modelled the economic impacts of free university for all as a post-COVID recovery response.

Job Cuts

32. I am advised the Department of Education does not have this information. Many NSW public universities have publicly reported on their own projected job cuts.

33. The NSW Government offered a \$750 million Loan Guarantee Scheme to financially assist universities to recover from the impacts of the COVID-19 pandemic.

The NSW Government also offered payroll tax deferrals for universities worth up to \$100 million.

34. I am advised universities are responsible for their financial and staffing decisions, including measures taken in response to the COVID-19 pandemic.

Please also refer to the answer to supplementary question 33.

Vice Chancellor Pay

35. I am advised recommendation 3 of the Committee's report seeks expansion of the responsibilities of the NSW Auditor General in relation to university finances and staffing management, including the salaries paid to Vice-Chancellors and senior university administrators. This recommendation was supported in principle as there is currently sufficient NSW Government oversight of Vice-Chancellor salaries.

The NSW Government supports accountability, transparency and good governance in NSW public universities. I am further advised all universities report the salaries of their

Vice-Chancellors and other senior administrators in their annual reports either explicitly or as part of a band in their annual reports, which are subject to audit by the Auditor-General.

I understand in their 2020 annual reports tabled in 2021, three of the 10 public universities in NSW reported decreases in Vice-Chancellor remuneration.

36. As outlined in the NSW Government response, there are a number of existing options available to support greater transparency of university operations.

TAFE MD Salary

37. I am advised information regarding TAFE NSW Managing Director remuneration is available in the SOORT's Annual Determination (2021) for Public Service Senior Executives report available at:

<https://www.remtribunals.nsw.gov.au/sites/default/files/2021-08/2021%20Annual%20Determination-SOORT-Public%20Service%20Senior%20Executive.pdf>

38. I am advised a new enterprise agreement for TAFE Teachers was approved by the Fair Work Commission on 24 December 2020, and commenced operation on 31 December 2020. This was following the 12 month pause on pay rises to protect public service jobs due to COVID-19, and the Industrial Relations Commission decision in October 2020 to award a 0.3% increase to public sector salaries. The maximum 0.3% increase was retrospectively applied from the first full pay period on or after 24 November 2019 and paid to NSW TAFE Teachers in January 2021.

The State Budget announcement on 22 June 2021 provided a return to the maximum remuneration increase of 2.5% for awards and agreements made or renewed after 1 July 2021.

I am further advised this includes the new Teachers Enterprise 2021. Teachers were provided the maximum remuneration increase possible of 2.5% (including employer

superannuation contribution) backdated to 8 July 2021 on the payday of 11 November 2021.

39. I am advised 108 as at 30 June 2021. This is a decrease from 111 as at 30 June 2020, as reported in response to Budget Estimates March 2021 Supplementary Question 63.

Public Interest Disclosures

40. I am advised TAFE NSW received a total of 51 Public Interest Disclosures (PIDs) from 1 July 2019 to 30 June 2021.

41. I am advised the total number of cases in the Fair Work Commission against TAFE NSW from 1 July 2019 to 30 June 2021 is 36.

42. I am advised there are no legal cases against TAFE NSW teachers that have been instituted by TAFE NSW in the last two years.

I am further advised there have been a limited number of legal cases involving TAFE NSW teachers in the last two years, such as workers' compensation claims, however these have not been instituted by TAFE NSW. These legal cases are managed and funded by iCare and are subject to TAFE NSW's insurance arrangements.

43. Refer to TAFE NSW response provided to Supplementary Questions 6.

Staffing and Support

44. I am advised as of 30 June 2021 there were 416 occupied IT positions (including field support) based in campuses across TAFE NSW.

45. I am advised the new Student Services structure has not centralised customer service. The new structure introduced standardised roles across the state to deliver high quality and consistent customer service to TAFE NSW customers. The new structure of Student Services will see a reduction of net 7 TAFE NSW employees across the organisation. There will be 889 employees who directly support students in the new structure as part of this change plan.

46. I am advised during the period 1 July 2016 to 30 June 2021, three children's centre employees accepted a voluntary redundancy. In August 2021, TAFE NSW stood up a new model for Children's Centres which replaced casual/contingent child-

care teams with a consistent and permanent operating structure. This change saw an increase of 13 positions state-wide.

47. I am advised all 15 TAFE NSW Children's Centres are licenced for specific numbers of places. This has been unchanged since the licences were approved for each individual Centre. Within the last 5 years, the Hornsby Children's Centre was closed due to the resumption of land by Transport for NSW. This Centre closed on 21 June 2019 and had been licenced for 40 places.

48. I am advised there has not been a broad move to virtual classrooms. This is one of the modes used to delivery training, but it is not the only one. TAFE NSW uses a blend of delivery modes, and some students choose virtual delivery as it suits their needs.

I am further advised virtual delivery was required to maintain continuity during COVID-19 lockdowns and minimise disruption to student training.

I understand TAFE NSW campuses remain open to support students, including library services and computer labs to assist with virtual delivery and ensure equity. This is particularly important for the most disadvantaged in our community and students needing to access technology and the internet on campus. In addition, TAFE NSW provides a virtual desktop capability to students requiring access to software or services not freely available to their personal devices. The virtual desktop enables student-owned computer devices to connect to TAFE NSW systems and participate as normal. This includes access to the Microsoft O365 suite to access email and other web-based applications to support their studies such as Teams, Word, Excel and PowerPoint.

Questions from the Hon Mark Buttigieg MLC (on behalf of the Opposition)

TAFE Connected Learning Centre

49. I am advised while the site at 2 Flemington Drive was divested, the Connected Learning Centre at Main St in Scone continues to operate.

I am further advised in April 2021, the NSW Government announced a major expansion of the TAFE NSW training facilities in Scone, with the construction of a \$3 million multi-trades workshop and mobile training storage facility at the Scone

Connected Learning Centre, as well as a \$1 million upgrade to the Muswellbrook TAFE to give communities in the Upper Hunter greater access to courses and modern learning spaces and equipment.

50. The NSW Government has invested \$93 million to date in the delivery of 18 CLC's to support education in rural and regional NSW.

51. I am advised TAFE NSW is currently in the construction or planning stage for four CLCs at Cobar, Batemans Bay, Byron Bay and Jindabyne, which were announced by the NSW Government in 2019.

52. I am advised the Cobar and Batemans Bay CLCs are currently under construction. The Jindabyne and Byron Bay CLCs are currently at Tender phase.

53. As a Smart and Skilled provider, TAFE NSW operates in a competitive environment. Smart and Skilled providers are not required to publicly disclose enrolment data by location. I am advised TAFE NSW provides enrolment data as part of its annual reporting, which can be found at:

<https://www.tafensw.edu.au/about-tafensw/annual-report>

54. As a Smart and Skilled provider, TAFE NSW operates in a competitive environment. Outcome data is not provided by location. I am advised TAFE NSW provides outcome data as part of its annual reporting, which can be found at:

<https://www.tafensw.edu.au/about-tafensw/annual-report>

55. As a Smart and Skilled provider, TAFE NSW operates in a competitive environment. Student progress and outcome data is not provided by location. I am advised TAFE NSW provides outcome data as part of its annual reporting, which can be found at: <https://www.tafensw.edu.au/about-tafensw/annual-report>.

TAFE Connected Learning Points

56. \$4.9 million.

57. I am advised there is no plans for a further Connected Learning Points Program at this stage, beyond those already announced.

58. I am advised Connected Learning Points are not an enrolment location – they are a classroom that students and teachers can use to access their course/ or deliver training. For instance, a hospitality teacher may have a connected learning point

installed in the kitchen to broadcast the lesson to locations where such classes wouldn't otherwise be available

59. Refer to response to question 58.

60. Refer to response to question 58.

Cessation of Brick Laying & Wall & Floor Tiling in North Region

61. The Smart and Skilled qualification prices for the Certificate III in Bricklaying / Block Laying are listed in the table below.

Year	ID	Title	Qualification price*
2019	CPC30111	Certificate III in Bricklaying/Block laying	\$13,230
2020	CPC30111	Certificate III in Bricklaying/Block laying	\$13,230
2021	CPC30111	Certificate III in Bricklaying/Block laying	\$13,250
2022	CPC30111	Certificate III in Bricklaying/Block laying	\$13,250

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

62. As a Smart and Skilled provider, I am advised TAFE NSW operates in a competitive environment. Smart and Skilled providers are not required to publicly disclose in-year enrolment numbers or location. I am further advised TAFE NSW can confirm that the total number of TAFE NSW enrolments across the State for Bricklaying / Blocklaying was 291 in 2019 and 238 in 2020.

63. I am advised there has been very low demand for this course over the last 5 years at Kingscliff and Wollongbar, averaging two commencing enrolments per year, which is unviable to continue.

64. I am advised there has been very low demand for this course over the last 5 years at Coffs Harbour, averaging six commencing enrolments per year, which is unviable to continue.

65. I am advised students can undertake face to face delivery of Certificate III in Bricklaying/Blocklaying at TAFE NSW Newcastle campus.

66. I am advised that based on the financial results for 2020/2021, the cost saving to TAFE NSW resulting from the cessation of Bricklaying/Blocklaying courses at TAFE NSW Coffs Harbour campus is \$151,289.00. This will be reinvested back into other

teaching sections. It is not possible to accurately calculate the figure for Kingscliff and Wollongbar campuses.

67. I am advised that currently 11.5% of the cohort travel this distance to engage in block training. Apprentices or new entrant trainees who are required to travel to attend off-the-job training may be eligible for a range of State Government and Commonwealth Government support. This includes the State Government's Vocational Training Assistance Scheme (VTAS), which is available for eligible students to offset some of the costs incurred for travel and accommodation related to off-the-job training, as required under the terms of an apprenticeship or traineeship. Apprentices or new entrant trainees may also be eligible for a travel concession card, and a rebate on car registration for apprentices only. The Commonwealth Government provides a Living Away From Home Allowance (LAFHA) and interest free loans (Trade Support Loans) for eligible students to assist with everyday costs while completing their apprenticeship or traineeship. TAFE NSW commonly programs block training to allow students to travel and train over consecutive days, thus reducing travel time.

68. I am advised that consultation with industry and employers was conducted via face to face meetings, emails and telephone calls. Industry and employers such as Australian Brick and Blocklaying Training Foundation and Training Services NSW were consulted about Bricklaying/Blocklaying courses.

69. The Smart and Skilled qualification prices for the Certificate III in Wall and Floor Tiling are listed in the table below.

Year	ID	Title	Qualification price*
2019	CPC31311	Certificate III in Wall and Floor Tiling	\$13,330
2020	CPC31311	Certificate III in Wall and Floor Tiling	\$13,330
2021	CPC31311	Certificate III in Wall and Floor Tiling	\$13,250
	CPC31320	Certificate III in Wall and Floor Tiling	\$13,250
2022	CPC31311	Certificate III in Wall and Floor Tiling	\$13,250
	CPC31320	Certificate III in Wall and Floor Tiling	\$13,250

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

70. I am advised TAFE NSW operates in a competitive environment. Data is not provided by in-year enrolment numbers or location. However, TAFE NSW can

confirm that the total enrolments across the State for Wall and Floor Tiling was 100 in 2019 and 88 in 2020.

71. I am advised there has been very low demand for this course over the last 5 years at Wauchope, averaging seven commencing enrolments per year, which is unviable to continue.

72. I am advised there has been very low demand for this course over the last 5 years at Coffs Harbour, averaging seven commencing enrolments per year, which is unviable to continue.

73. I am advised students can undertake face to face delivery of Certificate III in Wall and Floor Tiling at TAFE NSW Newcastle campus.

74. I am advised that based on the financial results for 2020/2021, the cost saving to TAFE NSW resulting from the cessation of Certificate III in Wall and Floor Tiling at TAFE NSW Coffs Harbour campus is \$47,856.00. This will be reinvested back into other teaching sections. It is not possible to accurately calculate this figure for Wauchope campus.

75. I am advised that currently 6.7% of the cohort travel this distance to engage in block training. Apprentices or new entrant trainees who are required to travel to attend off-the-job training may be eligible for a range of State Government and Commonwealth Government support. This includes the State Government's Vocational Training Assistance Scheme (VTAS), which is available for eligible students to offset some of the costs incurred for travel and accommodation related to off-the-job training, as required under the terms of an apprenticeship or traineeship. Apprentices or new entrant trainees may also be eligible for a travel concession card, and a rebate on car registration for apprentices only. The Commonwealth Government provides a Living Away From Home Allowance (LAFHA) and interest free loans (Trade Support Loans) for eligible students to assist with everyday costs while completing their apprenticeship or traineeship. TAFE NSW commonly programs block training to allow students to travel and train over consecutive days, thus reducing travel time.

76. I am advised consultation with industry and employers was conducted via face to face meetings, emails and telephone calls. Industry and employers such as

Australian Brick and Blocklaying Training Foundation and Training Services NSW were consulted about Bricklaying/Blocklaying courses.

77. I am advised the Coffs Harbour Multi-Trades Hub was built at a cost \$13.3 million – the costs for the Construction and Plumbing section cannot be separated out as the design was for the overall build, not section by section.

78. I am advised there has been very low demand for both courses over the last 5 years in Coffs Harbour, averaging six to seven enrolments per year, which is unviable.

Changes to the Mode of Delivery Certificate III in Engineering – Fabrication Trade and Certificate III in Engineering – Mechanical Trade

79. I am advised the Smart and Skilled qualification prices for the Certificate III in Electrotechnology Electrician are listed in the table below.

Year	ID	Title	Qualification price*
2019	UEE30811	Certificate III in Electrotechnology Electrician	\$13,300
2020	UEE30811	Certificate III in Electrotechnology Electrician	\$13,300
2021	UEE30811	Certificate III in Electrotechnology Electrician	\$13,250
	UEE30820	Certificate III in Electrotechnology Electrician	\$13,250
2022	UEE30811	Certificate III in Electrotechnology Electrician	\$13,250
	UEE30820	Certificate III in Electrotechnology Electrician	\$13,250

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

80. I am advised the Smart and Skilled qualification prices for the Certificate III in Carpentry are listed in the table below.

Year	ID	Title	Qualification price*
2019	CPC30211	Certificate III in Carpentry	\$12,670
2020	CPC30211	Certificate III in Carpentry	\$12,670
2021	CPC30211	Certificate III in Carpentry	\$12,750
	CPC30220	Certificate III in Carpentry	\$12,500

2022	CPC30211	Certificate III in Carpentry	\$12,750
	CPC30220	Certificate III in Carpentry	\$15,000

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

81. I am advised the Smart and Skilled qualification prices for the Certificate III in Plumbing are listed in the table below.

Year	ID	Title	Qualification price*
2019	CPC32413	Certificate III in Plumbing	\$13,180
2020	CPC32413	Certificate III in Plumbing	\$13,180
2021	CPC32413	Certificate III in Plumbing	\$13,250
	CPC32420	Certificate III in Plumbing	\$13,250
2022	CPC32413	Certificate III in Plumbing	\$13,250
	CPC32420	Certificate III in Plumbing	\$15,750

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

82. I am advised the Smart and Skilled qualification prices for the Certificate III in Engineering - Fabrication are listed in the table below.

Year	ID	Title	Qualification price*
2019	MEM30305	Certificate III in Engineering - Fabrication Trade	\$13,750
2020	MEM30305	Certificate III in Engineering - Fabrication Trade	\$13,750
	MEM30319	Certificate III in Engineering - Fabrication Trade	\$13,750
2021	MEM30305	Certificate III in Engineering - Fabrication Trade	\$13,750
	MEM30319	Certificate III in Engineering - Fabrication Trade	\$13,750
2022	MEM30305	Certificate III in Engineering - Fabrication Trade	\$13,750
	MEM30319	Certificate III in Engineering - Fabrication Trade	\$11,750

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

83. Yes.

84 I am advised the Smart and Skilled qualification prices for the Certificate III in Engineering - Mechanical are listed in the table below.

Year	ID	Title	Qualification price*
2019	MEM30205	Certificate III in Engineering - Mechanical Trade	\$11,940
2020	MEM30205	Certificate III in Engineering - Mechanical Trade	\$11,940
	MEM30219	Certificate III in Engineering - Mechanical Trade	\$11,940
2021	MEM30205	Certificate III in Engineering - Mechanical Trade	\$12,000
	MEM30219	Certificate III in Engineering - Mechanical Trade	\$12,000
2022	MEM30205	Certificate III in Engineering - Mechanical Trade	\$12,000
	MEM30219	Certificate III in Engineering - Mechanical Trade	\$12,000

* Prices are set for a financial year activity period. To provide calendar year data the qualification price from the first published Skills List for the calendar year has been used. For 2022, the price is from the current version of the Skills List (v12.2)

85. Yes.

86 (a) 720 hours.

(b) 720 hours.

(c) 720 hours.

(d) 720 hours.

87 (a) 720 hours.

(b) 720 hours.

(c) 720 hours.

(d) 720 hours.

88. I am advised during semester one, 2022 students will complete four theory based units of competency via virtual learning and three practical units of competency via face to face learning. These changes were developed by the Head Teachers of Engineering in TAFE NSW North Region. This will occur at TAFE NSW Kempsey, Gosford and Newcastle campuses.

89. I am advised during semester one, 2022 students will complete four theory based units of competency via virtual learning and three practical units of competency via

face to face learning. These changes were developed by the Head Teachers of Engineering in TAFE NSW North Region.

I am further advised This will occur at TAFE NSW Kempsey, Gosford and Newcastle campuses.

90. I am advised the cost saving will be approximately \$59,000.00, which will be reinvested in frontline teaching across the State.

I am advised there will be no teachers lost as a result of this decision and teachers will be able to service a larger Certificate III year one apprentice cohort under the proposed model.

91. I am advised the cost saving will be approximately \$59,000.00, which will be reinvested in frontline teaching across the State.

I am further advised there will be no teachers lost as a result of this decision and teachers will be able to service a larger Certificate III year one apprentice cohort under the proposed model.

92. I am advised consultation with industry and employers has been conducted via a survey. An extensive list of employers across TAFE NSW North Region were sent the survey to complete, to ensure a broad cross section of responses.

TAFE and Skills

93. Annual investment is outlined in State Budget Papers.

I am advised the recurrent expenses allocation outlined in Budget Papers includes funding provided to the Department of Education to manage the Smart and Skilled contestable training market, including the apprenticeship and traineeship system in NSW. The Department also provides direct funding to TAFE NSW, the State's comprehensive public provider of vocational education and training.

The below figures outline annual investment (recurrent and capital).

(a) \$2.4 billion Skills; \$1.9 billion TAFE Commission

(b) \$2.4 billion Skills; \$2.1 billion TAFE Commission

- (c) \$2.3 billion Skills; \$1.9 billion TAFE Commission
- (d) \$2.2 billion Skills; \$1.8 billion TAFE Commission
- (e) \$2.4 billion Skills; \$1.9 billion TAFE Commission
- (f) \$2.4 billion Skills; \$2.0 billion TAFE Commission
- (g) \$3.0 billion Skills; \$2.2 billion TAFE Commission
- (h) \$2.9 billion Skills; \$2.2 billion TAFE Commission

94.. I am advised that in June 2016, two former TAFE NSW properties were transferred to Property NSW, noting at the time TAFE NSW had transferred under Machinery of Government changes from Department of Education to Department of Primary Industries. The two properties are

1. Cynthia Wilson Storage Depot, Lismore
2. Old East Sydney TAFE Campus plus Annex

95. Sale proceeds are not directly allocated to fund acquisitions. Proceeds from sale of TAFE NSW sites are receipted and held in TAFE NSW's bank account. These proceeds are then used to fund other projects subject to NSW Treasury approval. TAFE NSW has acquired (purchased) 8 sites since 2017.

	Address	Date Acquired
1	Menindee, 9 Haberfield Street	20 Dec 2017
2	Murwillumbah, 117 Wollumbin Street	28 Feb 2018
3	Bega, 1 McKee Drive	6 Jun 2018 (further acquisition on 4 May 2020)
4	Grenfell, 9 Melyra Street	23 Jul 2018
5	Yamba, Lot 21 Treelands Drive	2 Nov 2018
6	Scone, 26-28 Main Street	30 Nov 2018
7	Nambucca Heads, 2183 Giinagay Way	24 Jan 2020
8	Cobar, 1-5 Prince Street	3 Mar 2020

96. I am advised the TAFE Commission Board meets each quarter to enable the provision of recommendations to the Minister.

I am advised from time-to-time, members of the board may meet with the Minister to provide advice on specific projects.

97. I am advised all members of the TAFE Commission Board meet with the Minister.

I am further advised the names of the members are: available on the TAFE NSW website at <https://www.tafensw.edu.au/corporate/corporate-governance>.

TAFE Staffing

98. I am advised the number and proportion of full-time equivalent (FTE) staff will fluctuate from one month to the next due to educational programming. TAFE NSW therefore provides information each year on the staff numbers as at 30 June in the TAFE NSW Annual Report, which is available at www.tafensw.edu.au/corporate/annual-report. The Service Group category of Teachers includes full-time equivalent (FTE) permanent, temporary and part-time casual teachers.

FTE numbers for TAFE NSW teachers from 30 June 2015 to 30 June 2021 are as follows:

	June 2015	June 2016	June 2017	June 2018	June 2019	June 2020	June 2021
Permanent full-time teachers	3,351	3,045	2,832	2,750	2,753	2,725	2,920
Permanent part-time teachers	63	63	56	58	59	68	92
Temporary full-time teachers	363	343	393	317	460	453	241
Temporary part-time teachers	62	69	81	64	86	87	46
Part-time casual teachers	2,129	2,146	2,308	2,542	2,555	2,586	2,666
Total FTE Teachers	5,968	5,667*	5,670	5,730*	5,914*	5,919	5,964

Source: TAFE NSW payroll reporting. * Due to rounding, the figures may not add up to the totals shown

The total FTE for all staff as at 30 June 2021 is 10,599. FTE numbers prior to 2014 are referenced in the relevant Annual Report which can be found at <https://www.tafensw.edu.au/corporate/annual-report>. These numbers were produced by the Department of Education which was responsible for TAFE NSW reporting at that time, using a different calculation method. As such 2012 and 2013 data is not

statistically reliable to compare.

99. Please refer to the response provided to Supplementary Question 98.

100. Please refer to the response provided to Supplementary Question 98.

101. Please refer to the response provided to Supplementary Question 98.

102. Please refer to the response provided to Supplementary Question 98.

103. Please refer to the response provided to Supplementary Question 98.

104. Please refer to the response provided to Supplementary Question 98.

105. Please refer to the response provided to Supplementary Question 98.

106. Please refer to the response provided to Supplementary Question 98.

107. Please refer to the response provided to Supplementary Question 98.

108. Please refer to the response provided to Supplementary Question 98.

109. Please refer to the response provided to Supplementary Question 98.

COVID Recovery and Fee Free Courses

110. I am advised there were over 28,000 enrolments in TAFE NSW 2021 Lockdown Learning part-qualification courses as at 31 October 2021.

I am further advised there were over 115,000 enrolments in the TAFE NSW COVID fee-free short course program at the time the program closed in July 2020.

111. I am advised TAFE NSW Lockdown Learning courses to 31 October 2021 were delivered online, not via a campus/CLC location.

112. I am advised courses varied in length, with some taking months to complete.

I am further advised TAFE NSW does not report in-year completions until they are finalised as they are subject to change.

113. I am advised the TAFE NSW COVID fee-free short course program in 2020 had over 115,000 enrolments at the time the program closed in July 2020.

(a) 51% of the cohort.

114. I am advised final 2020 data indicate that approximately 20% of the cohort completed their short course. Further, more than 17% of the cohort went on to enrol in another TAFE NSW course.

115. Please refer to the response provided to Supplementary Question 114.

116. I am advised that as at 28 October 2021, TAFE NSW had 37,200 enrolments under Job Trainer full qualifications and over 12,000 enrolments in part qualifications.

117. I am advised TAFE NSW operates in a competitive environment and does not provide data by i course type or location. TAFE NSW provides enrolment data as part of its annual reporting, which can be found at:

<https://www.tafensw.edu.au/about-tafensw/annual-report>

118. I am advised that as at 7 November 2021, there are 111,072 fee free apprenticeship and traineeship commencements since the policies commenced.

119. I am advised in the 2021/2021 Financial Year, there have been 14,448 apprentices training contracts cancellations.

(a) 7,474 were fee free apprentices.

Educational Pathways Program

120. I am advised 139 NSW government schools were invited to submit an Expression of Interest (EOI) to participate in the Educational Pathways Program. The 120 eligible NSW government schools which submitted an EOI and have been approved to participate in the program in 2022 and 2023 are listed below.

School name
Albion Park High School
Armidale Secondary College
Arthur Phillip High School
Ashford Central School
Barraba Central School
Bingara Central School
Blacktown Boys High School

Boggabilla Central School
Bomaderry High School
Bowral High School
Brisbane Water Secondary College Umina Campus
Brisbane Water Secondary College Woy Woy Campus
Bulli High School
Bundarra Central School
Callaghan College Jesmond Senior Campus
Callaghan College Wallsend Campus
Callaghan College Waratah Campus
Cambridge Park High School
Cardiff High School
Cessnock High School
Chester Hill High School
Chifley College Bidwill Campus
Chifley College Dunheved Campus
Chifley College Mount Druitt Campus
Chifley College Senior Campus
Chifley College Shalvey Campus
Collarenebri Central School
Corrimal High School
Cranebrook High School
Dapto High School
Doonside High School
Dungog High School
Emmaville Central School
Erina High School
Evans High School
Figtree High School
Five Islands Secondary College

Francis Greenway High School
Glen Innes High School
Glendale Technology High School
Glenwood High School
Goodooga Central School
Goulburn High School
Granville Boys High School
Granville South Creative and Performing Arts High School
Greystanes High School
Gunnedah High School
Guyra Central School
Holroyd High School
Hunter River High School
Hunter Sports High School
Illawarra Sports High School
Inverell High School
Irrawang High School
Kanahooka High School
Kariong Mountains High School
Keira High School
Kiama High School
Kincumber High School
Kurri Kurri High School
Lake Illawarra High School
Lake Macquarie High School
Lightning Ridge Central School
Macintyre High School
Maitland Grossmann High School
Maitland High School
Manilla Central School

Merewether High School
Merriwa Central School
Merrylands High School
Mitchell High School
Moree Secondary College Albert St Campus
Moree Secondary College Carol Ave Campus
Mount View High School
Muirfield High School
Mulwaree High School
Mungindi Central School
Muswellbrook High School
Narrabri High School
Newcastle High School
Northlakes High School
Northmead Creative and Performing Arts High School
Nowra High School
Oak Flats High School
Oxley High School
Peel High School
Pendle Hill High School
Picton High School
Plumpton High School
Quakers Hill High School
Quirindi High School
Redbank School
Riverstone High School
Rooty Hill High School
Rutherford Technology High School
Seven Hills High School - vocational school
Shoalhaven High School

Singleton High School
Smiths Hill High School
Tamworth High School
Tenterfield High School
The Hills Sports High School
Tomaree High School
Toronto High School
Tuggerah Lakes Secondary College Berkeley Vale Campus
Tuggerah Lakes Secondary College The Entrance Campus
Tuggerah Lakes Secondary College Tumby Umbi Campus
Ulladulla High School
Uralla Central School
Vincentia High School
Wadalba Community School
Walcha Central School
Warilla High School
Warrawong High School
Wee Waa High School
West Wallsend High School
Woonona High School
Wyndham College
Wyong High School
Tweed River High School - vocational school

121. I am advised as at 17 November 2021, across the 120 NSW government schools there are 50,433 students in Years 9 to 12.

I am further advised the total number of students participating in program activities is unknown at this stage. School principals will opt-in to program activities that best suit the needs of their students and school communities.

Bega TAFE

122. I am advised TAFE NSW operates in a competitive environment. Data are not provided by in-year enrolment numbers or location. TAFE NSW provides enrolment data as part of its annual reporting, which can be found at:

<https://www.tafensw.edu.au/about-tafensw/annual-report>

123. I am advised TAFE NSW operates in a competitive commercial environment. TAFE NSW does not provide FTE data by location. This is because staff may work from multiple campus locations and this may not be accurately reflected in the data.

124. I am advised TAFE NSW operates in a competitive environment. Course details are not provided by location

TAFE NSW Leases

125. I am advised TAFE NSW rents 16 sites.

- 14 for education delivery and support
- 2 non-delivery sites

126. There are one or more third parties renting some space at 91 TAFE NSW locations (approximately 200 active long term rental arrangements in total) for a range of different purposes, including:

- 23% are site food and beverage service providers for staff and students
- 19% are related to education and training, such as driver or motorcycle training or NSW Police training centres
- 14% Telecommunication or utilities infrastructure such as mobile phone towers and electricity substations

Other uses include retail, community services or non-government, commercial enterprises, childcare or creches.

TAFE Maintenance

127. I am advised the 2021/22 maintenance program and equipment budget for TAFE NSW is \$52.9 million

128. I am advised TAFE NSW is not able to provide data on Backlog wait time.

129. I am advised the budget is not allocated by location, but by category:

- \$6.8 million for statutory preventative maintenance
- \$7.0 million for non-statutory preventative maintenance
- \$2.4 million for contract management fees/ works not included elsewhere
- \$3.5 million for Equipment Preventative Maintenance
- \$15 million for Buildings Programmed Maintenance
- \$12.7 million for essential urgent and reactive maintenance; repairs
- \$2 million for grounds maintenance
- \$3.5 million for equipment maintenance

NSW Auditor-general's Report on the One TAFE NSW Modernisation Program

130. (A) i I am advised the NSW Government has confirmed TAFE NSW's role as a comprehensive public provider of vocational education and training. As a result, TAFE NSW will continue to apply commercial disciplines to achieve efficiency and value for money for the public investment by the people of NSW, while also ensuring it fully supports the NSW workforce, including those experiencing disadvantage, through programs including its Community Service Obligation funding.

A revised TAFE NSW strategic plan is currently being finalised. The strategic plan will reinforce the role of TAFE NSW as a comprehensive public provider.

This action is now considered complete.

(A) ii I am advised the TAFE NSW Board's role has been confirmed as being aligned to the advisory board function, consistent with the provisions of the Technical and Further Education Commission Act 1990. This action is now considered complete.

(B) li to iv I am advised a review of the Community Service Obligation (CSO) funding objectives and outcomes commenced August 2021. , to incorporate into NSW Treasury Outcome reporting.

Scoping for a new CSO Tracking and Reporting tool for learner support has commenced. The tool will provide improved tracking of outcomes and financial and

non-financial data. The tool will be completed by December 2021 with pilot testing to be undertaken early 2022. This action is now considered complete.

TAFE Property

131. I am advised Aas provided as part of the previous response to questions taken on notice during the March 2021 estimates hearing, TAFE NSW does not have a list of current TAFE NSW campus utilisation rates and does not prepare stand-alone utilisation reports. Utilisation rates are calculated and considered as part of business-as-usual asset performance assessment and forward planning for the future use of the asset as required.

I am further advised this includes applying the Tertiary Education Facilities Management Association (TEFMA) methodology for assessing the occupancy and use of campus spaces against its capacity potential. Utilisation assessment is one of many inputs into a comprehensive process for strategic asset planning to determine current and future use options for a site, a geographical location or region. This process considers a range of factors including current learning delivery methods and course demand.

I understand the potential or future asset utilisation opportunities considerations also include changes to educational demands; increases in technology and digital learning; and NSW planned precincts and growth corridors.

132. I am advised there are no campuses currently approved for whole or partial divestment.

133. I am advised TAFE NSW has spent \$3,212,000, (excluding GST), purchasing land for constructing Connected Learning Centres (CLCs).

134. I am advised TAFE NSW has purchased seven sites to establish CLCs. The table below states the purchase price for each location:

Address	Date Acquired	Price \$ (ex GST)
Murwillumbah, 117 Wollumbin Street	28 Feb 2018	\$880,000
Bega, 1 McKee Drive	6 Jun 2018	\$250,000
Grenfell, 9 Melyra Street	23 Jul 2018	\$22,000
Yamba, Lot 21 Treelands Drive	2 Nov 2018	\$215,000
Scone, 26-28 Main Street	30 Nov 2018	\$630,000

Nambucca Heads, 2183 Giinagay Way	24 Jan 2020	\$715,000
Cobar, 1-5 Prince Street	3 Mar 2020	\$500,000

135. I am advised the 20 Year Infrastructure Strategy is unable to be provided as it is subject to consideration by Cabinet.

Shergold Gonski Report

136. I am advised all recommendations of the Gonski Shergold report are currently being implemented.

137. I am advised full implementation of all recommendations, including upscaling of projects following pilots, will be an ongoing process. For example, Careers NSW's full-service model is planned to be launch in mid-2022 (recommendation 2), whilst improving engagement with industry (recommendation 4) will be ongoing and has no set end date.

I am further advised the timeframe for expanding VET student loans to select Certificate III and IV qualifications (recommendation 5) is subject to negotiation with the Commonwealth.

Gosford TAFE Campus

138. I am advised there are no plans to divest the TAFE campus at Gosford.

Belmont TAFE Campus

139. I am advised there are no plans to divest the Belmont TAFE campus at Pacific Highway Belmont. TAFE NSW is planning to invest \$500,000 in FY22 for new capital works including a connected learning point, construction of a covered outdoor learning area to enable delivery of carpentry related courses during adverse weather conditions and building upgrades under the Asset Renewal Program.

Moruya TAFE Campus

140. I am advised there are no approved plans to divest the Moruya TAFE campus at Princes Highway Moruya. TAFE NSW is planning to invest \$600,000 in FY22 in new capital works including two Connected Learning Points, building upgrades under the Asset Renewal Program and construction of a covered outdoor learning area to

provide additional capacity for delivery and ensure delivery of carpentry related courses during all weather conditions.

VET Loan Scheme

141. I am advised modelling on design options for possible expansion of the Commonwealth HECS style loan scheme to Certificate III and IV VET students in NSW is complete. There are no plans to release it publicly.

142. I am advised in response to the NSW VET Review, the NSW Government has committed to advocating for VET student loans, similar to the Higher Education Contribution Scheme (HECS), to be expanded to include Certificates III and IV.

Briefing to the Minister – MIN20/726

143. I am advised TAFE NSW shared the draft brief (MIN20/726) by email with the Minister's Office on 4 September 2020.

144. I am advised the draft brief (MIN20/726) was not provided by TAFE NSW in accordance with the Premier & Cabinet Standing Order 52 Guidelines.

145. I am advised TAFE NSW has no record of this document (MIN20/726) being returned.

146. Please refer to the response provided to Supplementary Question 145.

147. No

148. The draft brief was marked 'not approved' for internal records management purposes to distinguish it from briefs requiring Ministerial consideration.

149. It is likely that some of the information contained in the brief would have been discussed with the Minister.

150. The draft brief was not considered by the Minister as no final version was provided by TAFE NSW.

The draft brief was marked 'not approved' for internal records management purposes to distinguish it from briefs requiring Ministerial consideration.

Courses Moving Online in 2022

151. I am advised TAFE NSW is currently reviewing its course offerings for 2022.

Divestments

152. I am advised TAFE NSW was required to contribute \$8.521 million over four years, from FY19-20, towards the \$89 million asset sales and recycling target for the Education Cluster set by NSW Treasury.

In FY2020

Site	Method of Sale	Sale Price
Belmont – 647 Pacific Hwy (land only) (Partial for extension of Fernleigh Track)	Community Use Policy	\$320,000

In FY2021

Site	Method of Sale	Sale Price
Mudgee - 70 Court St	Community Use Policy	\$635,000
Scone - 2 Flemington Drive	Open market (Tender)	\$4,000,000
Randwick - 2-20 King St (Carparking area) (Partial, NSW Health Project for new Ambulance Facilities)	Direct to NSW Health	\$18,181,818
Goulburn - 67 Verner (Bourke) Street	Open market (Auction)	\$706,000

153. I am advised TAFE NSW continually reviews its asset portfolio to ensure efficiency and value for NSW taxpayers.

154. Ministerial meeting disclosures are available at:

<https://www.dpc.nsw.gov.au/publications/ministers-diary-disclosures/>

Restructure

155. I am advised it is categorically incorrect to assert that there will be 678 job losses. The changes to the Student Services and Facilities Management and Logistics structures will see a reduction of net 31 employees across the entire state. The consultation process outlined the differences in roles and services from the current to future state structure. This has been communicated to employees, and respective unions and at budget estimates .

156. Please refer to the response provided to Supplementary Question 155.

157. Ministerial meeting disclosures are available at:

<https://www.dpc.nsw.gov.au/publications/ministers-diary-disclosures/>

I meet regularly with staff to discuss a broad range of matters, including staffing changes and from time-to-time I meet with unions..

158 I am advised TAFE NSW undertook extended consultation with staff and unions from 16 February 2021 to 1 April 2021. Staff feedback has informed the final organisational design and structure. The final change management plan was presented to staff on 29 June 2021.

I am further advised throughout consultation and placement, TAFE NSW had regular dialogue on a weekly or fortnightly basis with the unions, in particular the Community and Public Sector Union NSW.

159. Please refer to the response provided to Supplementary Question 158.

160. I am advised these organisational changes are part of the One TAFE reforms. One TAFE aims to streamline management structures, and reduce duplication and overheads and redirect resources to delivering to students. Once complete, these One TAFE changes will embed a unified approach to delivery, student services and support services, and will deliver better outcomes and opportunities for communities across the state. The NSW Government continues to invest heavily in TAFE NSW, with more than \$1.974 billion allocated this financial year for operating expenditure, a 6.2% increase on 2020/21 actual expenditure .

161. Refer to response provided to Supplementary Question 158.

162. I am advised it is not possible to provide an accurate breakdown by location, as placement processes are ongoing. A significant portion of the proposed structure is location negotiable.

Organisational Health Survey

163. I am advised as Minister, I have visited a large number of campuses across the State to hear the concerns of staff directly and continue to do so. During COVID-19 lockdown restrictions I held staff forums with TAFE NSW employees virtually. Additionally, all campuses across the State have been visited by members of the TAFE NSW executive team.

I am further advised that actions taken to address the results of the previous organisation health survey and feedback received directly from staff include:

- Introduction of monthly senior leader briefings and quarterly all-staff updates to share and cascade key information about TAFE NSW's direction, goals and actions
- Regular senior leadership forums to promote campus immersion, collaboration, and to set leader expectations.
- Establishing a Culture and Engagement Committee made up of representatives from both delivery and support functions - to enable the executive leadership team to receive regular employee feedback
- Establishing the Teacher Reference Group that meets monthly so that the Managing Director can hear concerns directly from teachers
- Establishing more capability development programs such as a Head Teacher Onboarding program and Head Teacher Essentials program, along with a Teacher Essentials program to support new teachers in delivering a quality educational experience for students by helping them to understand their role and responsibilities.
- Establishing the Leader Success Experience Program for senior leaders to strengthen transformational leadership skills, the Leader Essentials and Development (LEaD) program for emerging leaders and the CD4me monthly program to support individual capability.
- Enhancing the existing Spotlight Series to help keep teachers informed in the latest industry trends via various channels including digital.

164. Please refer to the response provided to Supplementary Question 163.

165. I am advised an Organisational Health Survey was conducted in September 2020 and an Organisational Pulse Survey was conducted in April/May 2021. In September 2021, TAFE NSW re-joined the Public Service Commission People Matter Employee Survey (PMES). TAFE NSW has seen a gradual and increasing of % favourable in staff believing that TAFE NSW cares about and is committed to them:

- 2020 Organisational Health Survey +1% (22% favourable)

- 2021 Pulse Survey +4% (26% favourable)
- 2021 People Matter Employee Survey +10 % (36% favourable - indicative only - noting PMES uses different survey methodology and rating scale than our previous survey provider)

I am further advised the results of the 2021 People Matter Employee Survey for TAFE NSW can be found on the Public Service Commission website.

166. Please refer to the response provided to Supplementary Question 165.

167. I am advised it is incorrect to say TAFE NSW has not converted more than 7,700 casual employees to permanent. Refer to TAFE NSW response to Supplementary Questions 168-180 for further information regarding casual staff and amendments to the Fair Work Act.

Casual Teachers

168. Yes, I am aware of recent changes to Fair Work legislation.

169. I am advised yes.

170. I am advised amendments to the Fair Work Act include provisions outlining reasonable grounds where employers are not required to convert casual employees. Reasonable grounds under Subsection 66C(2)(d) of the Fair Work Act include where offers would not comply with a recruitment or selection process required under State law, and under Subsection 66B(1)(b) of the Fair Work Act where it would require a significant adjustment to the employee's regular pattern of work hours performed during the preceding six months. On this basis, offers were not made by TAFE NSW to casual employees who may be eligible to convert to permanent ongoing full-time or part-time employment because:

- TAFE NSW is required to comply with merit comparative assessment recruitment and selection processes under section 18 of the Technical and Further Education Commission Act 1990, and like other NSW Public Sector agencies are required to comply with section 7 of the NSW Government Sector Employment (GSE) Act 2013. This includes publicly advertising permanent ongoing full-time and part-time roles, and ensuring the comparative assessment of candidates. This process differs from the recruitment and selection processes used with TAFE NSW casual employees.

- The TAFE NSW Teachers and Related Employees Enterprise Agreement sets out markedly different teaching and related duties hours for part-time casual and permanent employees. Any part-time casual employee who converted to permanent ongoing employment would be required to significantly change the work hours spent delivering teaching vs related duties. The significantly altered pattern of work hours would mean more related duties hours than what is operationally needed and less teaching hours to deliver the course profile, which would negatively impact students and affect TAFE NSW's ability to deliver training.

171 I am advised it is incorrect to say TAFE NSW has more than 7,700 casual employees eligible to be converted, and it is incorrect to say that casual employees have been denied sick leave. The majority of TAFE NSW casual employees have entitlements to sick leave in accordance with their Enterprise Agreement. A review of TAFE NSW's casual workforce will also be undertaken during the first half of 2022. If the review indicates that TAFE NSW can create more permanent ongoing full-time or part-time positions, invitations will be extended to eligible casual staff to apply and participate in a merit-based, comparative assessment recruitment and selection process. Additionally, TAFE NSW has converted more than 1,400 temporary staff to permanency since 2019.

172 This is an operational matter for TAFE NSW, however I am committed to working with TAFE NSW to increase permanency across the organisation, as appropriate.

173 Refer to response provided to Supplementary Questions 98-109.

174 I am advised employing casual teachers enables TAFE NSW to be agile in response to changing demand. As courses and enrolments adapt over time, TAFE NSW needs different expertise in different areas. In addition, casual teachers who also work in industry provide a strong industry connection that enriches the educational experience for students. Additionally, many employees prefer to be casually employed due to the higher rates of pay and flexibility in working hours to balance work and family commitments.

175 I am advised during the period 1 July 2020 to 30 June 2021, of all TAFE NSW teaching roles advertised, 28% were permanent ongoing roles, 16% were temporary roles, and 56% were casual roles. Further, and in accordance with the TAFE NSW

Staffing Procedures, each part-time casual teacher list has a maximum duration of three years. External advertising takes place at least every three years to update and refresh each suitability list, which will increase the percentage of casual roles advertised in any given year.

176 I am advised there are 485 part-time casual teachers who have agreed to work in excess of 720 teaching hours in 2021. These teachers are mostly in hard to fill specialised areas.

177. 485 of these part-time casual teachers have agreed to work for more than 12 weeks.

178. I am advised no part-time casual teachers have been comparatively merit selected.

179. I am advised there are 13 temporary teachers in mostly hard to fill specialised areas who have agreed to teach in excess of the full-time annual load of 720 teaching hours during their contract of employment.

180. I am advised there are 186 permanent teachers mostly in hard to fill specialised areas who have agreed to teach in excess of the full-time annual load of 720 teaching hours. This agreement is reviewed on an annual basis.

NSW Legislative Council Portfolio Committee No. 3 'Report No. 41 Future development of the NSW tertiary education sector January 2021'

181. The NSW Government response to the Future development of the NSW tertiary education sector report by Portfolio Committee No. 3 was tabled in the Legislative Council on 21 July 2021.

The NSW Government provided in principle support for 14 recommendations, meaning NSW Government supports the guiding principles of the recommendation and has determined that sufficient measures are in place to support those principles. I am advised in the main, these supported in principle recommendations relate to responsibilities held by other state or federal bodies. The NSW Government will monitor the progress of work undertaken by these bodies that aligns to the supported in principle recommendations.

182. Please refer to the answer to supplementary question 181.

183. The NSW Government has completed two of the seven supported recommendations (recommendations 9 and 11). Of the other five supported recommendations, recommendations 18, 20 and 28 relate to ongoing NSW Government commitments, and recommendations 34 and 35 are expected to be completed by the end of 2021.

Please refer to the answer provided in response to question 181.

\$750M Loan Guarantee Scheme

184. I am advised the NSW University Loan Guarantee Scheme is managed through the Treasury portfolio and these questions will need to be directed to, the Treasurer.

185. Please refer to the answer to supplementary question 184.

186. Please refer to the answer to supplementary question 184.

187. Please refer to the answer to supplementary question 184.

188. Please refer to the answer to supplementary question 184.

189. Please refer to the answer to supplementary question 184.

190. Please refer to the answer to supplementary question 184.

191. Please refer to the answer to supplementary question 184.

192. Please refer to the answer to supplementary question 184.

193. Please refer to the answer to supplementary question 184.

194. Please refer to the answer to supplementary question 184.

195. Please refer to the answer to supplementary question 184.

196. Please refer to the answer to supplementary question 184.

197. Please refer to the answer to supplementary question 184.

198. Please refer to the answer to supplementary question 184.

199. Please refer to the answer to supplementary question 184.

International Student Returns Pilot Program

200. I am advised the International Student Returns Pilot Program is being managed by Study NSW. This question should be referred to the Minister for Trade and Industry.

201. Please refer to the response provided to Supplementary Question 200.

202. Please refer to the response provided to Supplementary Question 200.

203. Please refer to the response provided to Supplementary Question 200.

204. Please refer to the response provided to Supplementary Question 200.

Please also refer to the answer to Supplementary Question 33.

205. Please refer to the response provided to Supplementary Question 200.

206. Please refer to the response provided to Supplementary Question 200.

207. Please refer to the response provided to Supplementary Question 200.

University Budget and Higher Education Strategy

208. This question should be referred to the Treasurer.

209. I am advised the Collaboration and Innovation Fund incentivises universities to collaborate with one another, with industry and with government to deliver against the NSW Higher Education Strategy and NSW Department of Education goals and outcomes.

I am further advised Five projects were awarded funding in the 2021 round, totalling \$1.48 million.

I understand future funding rounds will be held over the life of the Strategy.

Reopening Roadmap Map for Universities

210. I am advised TAFE NSW and all registered training providers in NSW were provided with Return to VET Guidelines developed by the Department of Education which contained advice on the return to face-to-face training aligned with the NSW Public Health Order.

I am further advised the Guidelines are based on a staged return aligned to vaccination rate milestones and the gradual easing of restrictions.

I understand TAFE NSW developed its own Roadmap in consultation with the Training Services NSW Skills Workstream of the COVID-19 Taskforce. TAFE NSW considered the return to VET Roadmap in the development of its own policy.

211. I am advised TAFE NSW and all registered training providers in NSW were provided with Return to VET Guidelines which included advice on the return to face to face training aligned to the NSW Public Health Order.

I am further advised the Guidelines are based on a staged return aligned to vaccination rate milestones and the gradual easing of restrictions.

212. I am advised the Department of Education developed concise advice for the NSW university sector to consider in the development of plans for returning students and staff to face to face learning and research activities. This advice referenced NSW Public Health Orders.

I am further advised universities are determining how they will manage the return of their staff and students to in-person attendance, in line with relevant NSW Public Health Orders and the needs of their staff and students.

213. I am advised in a meeting with Minister Lee in August 2021, NSW university Vice-Chancellors asked to be consulted by NSW Government on the design and implementation of the Public Health Orders related to the sector.

I am further advised while universities were not included in the Education Public Health Order, the Department of Education developed concise advice for the NSW universities to consider in the development of plans for a return to face to face activities.

I understand the advice was shared with the NSW Vice-Chancellors' Committee on 1 October 2021.