

**Budget Estimates 2023-24 Hearing - Additional hearings – 20 February 2024
Supplementary Questions**

Deputy Premier, Minister for Education and Early Learning and Minister for Western
Sydney

Code of Conduct - Teachers and NSW Department of Education

1. How does the following instruction for political action, “All day we will wear our Keffiyeh, Palestine badges, and Teachers and School and Staff for Palestine T-Shirts into school.” permitted under the NSW Education Department’s teacher code of conduct relating to political activity and materials in the classroom?

[NOTE - the attached flyer by the Teachers 4 Palestine – NSW, advertising a rally held Tuesday 13 Feb, was tabled in Estimates, 20 February 2024]

The Department of Education’s Controversial Issues in Schools Policy and procedure requires teachers to ensure that discussion of controversial issues should allow students to explore a range of viewpoints and not advance the interest of any particular group. Where this expectation is not met, the principal manages the conduct in accord with the department’s Code of Conduct.

2. Was a directive issued to NSW school principals by the NSW Minister for Education concerning the instructions by the Teachers4Palestine for teachers to wear Palestine political badges, keffiyeh and t-shirts into school?

As outlined in the Budget Estimates Hearing on 20 February, NSW government school teachers are expected to be politically neutral and impartial in the classroom. The Department of Education has established frameworks and provides routine and clear guidance on such matters. As further outlined at the hearing this includes communications initiated by the Secretary concerning the conflict in the Middle East.

3. Was a directive issued to NSW schools by the NSW Education Department concerning the instructions by the Teachers4Palestine for teachers to wear Palestine political badges, keffiyeh and t-shirts into school?

Please see answer to supplementary question 2.

4. How does the instruction to teachers “All day we will wear our Keffiyeh, Palestine badges, and Teachers and School and Staff for Palestine T-Shirts into school.” not constitute political bias and activity in the classroom?

Please see answer to supplementary question 2.

5. In the event of breaches to the NSW Education’s Code of Conduct, what is the process?

Employees who are alleged to have engaged in misconduct are referred to the Professional and Ethical Standards Directorate (PES). PES assesses all allegations

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of misconduct and takes appropriate action commensurate with the conduct in accordance with relevant employment legislation.

A copy of the Department of Education's Management of Conduct and Performance Policy is available on the website at <https://education.nsw.gov.au/policy-library/policies/pd-2006-0335>.

6. When was the last breach reported?

Allegations of misconduct are regularly referred to the Department of Education's Professional and Ethical Standards Directorate. PES assesses all allegations of misconduct and takes appropriate action commensurate with the conduct in accordance with relevant employment legislation.

7. When was the last breach acted on?

Please see answer to supplementary question 6.

8. What course of action is taken by the NSW Education Department in the event of a breach?

Please see answer to supplementary question 5.

9. What powers are available to the NSW Minister for Education in the event of a breach of the code of conduct?

Employees subject to allegations of misconduct are dealt with in accordance with the legislation under which they are employed. The Secretary of the Department of Education exercises employer functions in this regard.

In relation to managing allegations of employee misconduct, where appropriate, the Secretary has delegated this function to an appropriate officer.

10. What powers are available to Minister to discipline teachers in the event of a breach of the code of conduct?

Please see answer to supplementary question 9.

11. It was reported that NSW cabinet minister's wife, Ms Erin Dib, was disciplined by the NSW Department of Education for pro-Palestinian activism at the public school where she teaches. What form of discipline was taken?

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For privacy and confidentiality reasons the Department of Education is unable to comment on individual matters.

12. It was also reported that Ms Dib, a teacher at Burwood Girls' High, who offered to help produce a booklet to distribute at schools which accuses Israel of genocide and it explains how to get around the Education Department code of conduct. Was any action taken by the NSW Education Department?

Please see answer to supplementary question 11.

13. Was any action taken by the NSW Education Minister to the above?

Please see answer to supplementary question 9.

14. What action has been taken in the last week against these protests in the classroom?

All allegations of employee misconduct are considered individually on their merits. If misconduct is sustained, then remedial or disciplinary action may be taken.

For privacy and confidentiality reasons the Department of Education is unable to comment on individual matters.

15. Is the Code of Conduct adequate?

Yes. The Code of Conduct describes the standards of professional conduct that promotes adherence to the Department of Education's and NSW Public Sector's values and provides a framework for employees to support day to day ethical decision making.

A comprehensive review of the Code of Conduct was undertaken in 2019 following significant consultation with interested stakeholders. The Code of Conduct is aimed to be read in conjunction with the NSW Public Service Commission's 'Code of Ethics and Conduct for NSW Government Sector Employees' and is regularly reviewed to ensure it is consistent with regulatory and technical requirements.

Milperra High School

16. In a 2020 Facebook post Ms Car said: "Any new development on the Western Sydney University campus at Milperra must include a new high school. Time to get it right for once." What is the status of the announced school?

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Please see answer to transcript question 27.

17. Any committed budget provisions for the announced new school?

Please see answer to transcript question 27.

18. Has there been any past, current or planned community consultation relating to the announced high school?

Please see answer to transcript question 27.

19. Is there a time frame for construction, including commencement and completion?

Please see answer to transcript question 27.

20. Minister how do you respond to comments from local parents who report - “Every high school and primary school are at capacity and the demand is only being met through the use of demountable classrooms?”

Please see answer to transcript question 27.

21. What schools are within close proximity to WSU Milperra site and the number of enrolled students at the respective schools?

Please see answer to transcript question 27.

Future housing plan and schools

22. What discussion have been held with the Minister for Planning to ascertain future schooling needs following announce housing targets and density housing changes resulting in an expected influx of new residents?

23. What discussion have been held with the NSW Department of Planning to ascertain future schooling needs following announced housing targets and housing density changes resulting in an expected influx of new residents?

The Department of Education is regularly engaging with the Department of Planning, Housing and Infrastructure to ensure that the need for future school infrastructure is planned for and enrolment demand is met across growing areas. This is something that did not effectively occur under the former government.

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24. Any current budget commitments to meet increased schooling needs for an expected influx of new residents?

25. Any future budget commitments to meet increased schooling needs for an expected influx of new residents?

The NSW Government is delivering a record \$8.8 billion pipeline of new and upgraded schools, particularly in growth areas where the previous government claimed they would not be needed. The Department of Education recently completed an enrolment growth audit and is continuing to plan for new and upgraded schools.

Liverpool West Public School - Asbestos

26. What have you done since being alerted of the situation at Liverpool West to ensure other contractors are not using or have not used recycled mulch?

Since the Environment Protection Authority (EPA) identified an issue with mulch at Liverpool West Public School through its contact tracing, the Department of Education has undertaken the following actions:

- Investigated the source of mulch supply for all NSW public school project sites since 1 January 2023 and undertaken visual inspections of school sites where needed.
- Written to all contractors currently undertaking works for School Infrastructure to confirm that contaminated mulch has not been used in accordance with their contracts.
- Updated the department's technical specifications for projects to reiterate that recycled mulch must not be used in school projects and within operational schools.
- Issued a Safety Bulletin to schools making it clear that any mulch sourced by schools directly should not be recycled and if there are any concerns to contact the department.

In addition to the department's technical specifications, the department's asbestos management plan also requires imported fill to be certified to appropriate EPA guidelines and the department stipulates in contracts that contractors must follow these requirements.

27. Who was responsible on each impacted school site for ensuring the mulch wasn't recycled?

Please see answer to supplementary question 26.

28. How are you going to improve the site quality controls given this is obviously a systemic issue and not limited to one school?

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Please see answer to supplementary question 26.

29. Is Beasy involved in the removal of contaminated mulch from Liverpool West Public School?

Beasy Pty Ltd supported the removal of contaminated mulch in the initial stages of remediation of Liverpool West Public School. In the later stages, Jewon Construction was engaged by School Infrastructure's Asset Management team and Avcon was engaged upon recommendation from the EPA.

30. Has Beasy been contracted to carry out other work on the Liverpool West Public School site in the last 12 months?

(a) If yes, what work have they been contracted to do and from what dates?

Beasy Pty Ltd is an asbestos-licensed demolition contractor engaged by the head contractor of the Liverpool West Public School project. They were first engaged in November 2021 and continue to work on the finalisation of the now redundant portion of the Liverpool West Public School site.

Rankin Springs

31. Are you aware that upon the removal of Principal Matt Happer a senior staff member suffered an injury on 21st September 2023 described as a major anxiety disorder and that the Department of Education has accepted liability for the injury?

It is not appropriate to comment on individual employee matters or release any personal or health information of staff that may breach their privacy and confidentiality.

32. Are you aware that one support staff member resigned from her position at the beginning of term 4?

The Department of Education has advised that is not accurate.

33. Are you aware that there was a mass exodus of staff from Rankins Springs School at the end of Term 4?

The department has advised there was some movement of temporary appointments at the end of 2023, which is not unusual for temporary staff.

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34. Are you aware that only the relieving principal and one casual (one day per week) remain from last year's staff and this includes the support staff?

Most schools experience some movement of staff each year.

35. Are you aware that enrolments from Rankins Springs School have fallen by 30%, from 32 (end term 4) to 23 at present?

Some rural areas experience fluctuations in enrolments each year, often due to the availability of work and housing in the area.

36. Are you aware that because of the significant fall in school enrolments, Rankins Springs school now has a composite class for at least two days per week?

As a small school, Rankins Springs Public School has always operated with composite classes to deliver curriculum.

Many small schools across the state operate with a similar model.

37. Are you aware that the Department has had to readvertise for the position of Principal because of a lack of interest in the position when it first sought applicants?

The department will continue to advertise until a suitable applicant can be found for the position.

38. Are you aware Minister, the weekly school newsletter is now only being published fortnightly?

Rankins Springs Public School decided to transition the Newsletter to once a fortnight in 2024, like many schools across NSW.

The school uses a variety of methods to communicate with parents and the community including a Facebook page which is regularly updated. Parents are encouraged to visit the school to talk to teachers and staff regarding their children's learning.

Reduction of Employee Performance Management Improvement (EMI) Project

39. Will the Minister provide a staffing breakdown, by FTE and headcount, of the number of Employee Performance Management Improvement (EMI) project Unit in the following financial years:

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- (a) 2020-21
- (b) 2021-22
- (c) 2022-23
- (d) 2023-24 (current)?

Financial Year	EPMI FTE	EPMI headcount
2020-2021	41	33
2021-2022	46	40
2022-2023	49	44
2023-2024*	40	34

*2023-2024 data extracted as at 26 February 2024.

The Employee Performance and Management Improvement Project (EPMI) project commenced in 2018 and was permanently funded from 1 July 2023. Some of the positions prior to this date were funded temporarily.

Data is extracted at the end of each financial year. EPMI headcount is lower due to vacancies at that point in time.

Restructure within the Aboriginal Outcomes and Partnerships Directorate

I refer to restructure within the Aboriginal Outcomes and Partnerships Directorate, and ask:

40. What was the decision-making process behind restructuring the Aboriginal Outcomes and Partnerships Directorate?

Updates to the organisational structure of the Aboriginal Outcomes and Partnerships Directorate (AOPD) were made to better align the directorate's resources with current priorities.

The Secretary, NSW Department of Education and the Executive Director, AOPD worked collaboratively to determine the structure, with key stakeholders consulted.

41. Was there any engagement with key stakeholders to seek their views in the lead up to the decision to restructure Aboriginal Outcomes and Partnerships Directorate?

Please see answer to supplementary question 40.

Student and Parent Experience (SP) wound up in March 2024

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42. Was there any engagement with key stakeholders to seek their views in the lead up to the decision to dissolve the Student and Parent Experience team?

The Department of Education consulted with key stakeholders prior to transitioning the functions of the Student and Parent Experience Directorate to other parts of the department.

School Learning Environments and Change (SLEC) wound up

43. Please provide a list of face to face and online professional learning provided to schools by SINSW to support transition into new facilities.

The Department of Education supports school staff and undertakes educational readiness before, during and following delivery of a major school project, to help them move into new infrastructure.

This professional learning is being incorporated into the department's professional learning platform for equity of access for all teaching staff across the state.

Customised learning for school staff is provided by the department through face to face opportunities and through the MyPL professional learning platform.

44. Why have School Learning Environments and Change website resources professional learning been shut down, much to the anger of principals and teachers on Yammer?

The Department of Education is aware of feedback regarding the website resources from a small number of principals on Yammer in 2022. This was resolved by issuing relevant resources directly to principals and teachers.

Please see answer to supplementary question 43.

45. On what date were (SLEC) website resources for professional learning shut down?

May 2022.

46. When will School Learning Environments and Change website resources professional learning be reinstated?

Please see answer to supplementary question 43.

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47. Why has SINSW disbanded School Learning Environments and Change (SLEC) team?

Please see answer to supplementary question 43.

Schools Infrastructure NSW Professional Learning team

With the increase of innovative learning environments in new and or rebuilds, there exists a significant need to maintain a specialist team to ensure that professional learning is updated as required ensuring sustainability and suitability for users.

48. Who now is able to provide pre and post occupancy pedagogical support?

Please see answer to supplementary question 43.

49. With 100 new primary school principals gifted a preschool, what supports are in place for leadership induction and staffing training in new builds?

Please see answer to supplementary question 43.

50. What was the rationale behind dissolving the Professional Learning team?

Please see answer to supplementary question 43.

51. Was there any engagement with key stakeholders to seek their views in the lead up to the decision to dissolve the Professional Learning team?

Please see answer to supplementary question 43.

School attendance and suspension rates for children in alternative care

52. Regarding school attendance rates for children in alternative care and out of home care: Can the Department confirm that attendance data at school is being monitored for the alternative care, emergency care placements and out of home care children?

(a) If not, why not?

The Department of Education works collaboratively with the Department of Communities and Justice to monitor attendance data for students in statutory care, whose attendance has fallen below 90 per cent.

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Schools use daily attendance data, at a local level, to identify attendance patterns and students at risk of poor attendance, and plan appropriate support. This includes children in out of home care.

53. If data is being monitored, what were the school attendance rates for children in alternative care / out of home care in

- (a) 2021**
- (b) 2022 and**
- (c) 2023?**

Data relating to students in statutory care in NSW public schools is collected and monitored at student level. It is not able to be shared due to privacy concerns.

54. How many young people in alternative care / out of home care were suspended from school in

- (a) 2020**
- (b) 2021**
- (c) 2022**
- (d) 2023?**

Please see answer to supplementary question 53.

Teacher sick leave rates

55. Will the Minister advise in all public schools, how many teachers have taken sick leave in 2021-22 and 2022-23, and 2023-24 so far?

Teachers who have taken sick leave by year:

Financial Year	Teacher Headcount
1/7/20 - 30/6/21	73097
1/7/21 - 30/6/22	74698
1/7/22 - 30/6/23	76570
1/7/23 - 1/3/24	69046

The data provides a count of full-time and part-time teachers who have taken at least one day of sick leave within a financial year. FY23-24 is cut off at the 1st of March as the financial year has not ended yet.

Numbers of Occupational Violence Reports

56. Will the Minister advise how many occupational violence reports have been received from employees that have resulted in a physical injury/assault?

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The Department of Education does not record “reports of occupational violence that result in physical injury/assault”.

57. Will the Minister advise how many occupational violence reports have been received from employees that have resulted in a physical injury/assault in Schools for Special Purposes?

The Department of Education does not specifically record “reports of occupational violence that result in physical injury/assault”.

58. Is the minister aware of media reports in the Australian newspaper on 12 Nov 2023 that teachers and principals in Victorian public schools will be given self-defence and security training?

I am the Minister for Education and Early Learning in NSW.

Questions regarding public schools in Victoria should be referred to the Victorian Minister for Education.

59. Is self-defence training available in NSW schools for teachers' aides, teachers and principals?

The Department of Education is not providing self-defence training in NSW Public Schools.

60. How many teachers and principals have completed self-defence training in:

- (a) 2020**
- (b) 2021**
- (c) 2022 and**
- (d) 2023**

The Department of Education is not offering self-defence training in schools.

61. Why is self-defence training not counted towards NESA accreditation hours?

Self-defence training is not a priority area under NESA’s *Accreditation of Professional Development Courses Policy*.

The priority areas are:

- delivery and assessment of the NSW Curriculum/Early Years Learning Framework
- student/child mental health

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- students/children with disability
- Aboriginal education and supporting Aboriginal students/children; and
- leadership to support learning outcomes of students/children.

Individual Placement Support Redeployment Program

62. How many staff were involved in the Individual Placement Support Redeployment Program that involves providing job-detached employees who have a primary or secondary psychological injury, with specialist vocational, employment, mental health and personal support to return to work in:

(a) 2020

(b) 2021

(c) 2022

(d) 2023

(e) 2024

The Individual Placement Support (IPS) Program is an Allianz workers compensation claims initiative designed to help job-detached workers return to and maintain productive employment. The Department of Education has confirmed with Allianz the following information in relation to this program:

- In 2022, Allianz conducted an IPS pilot that included detached workers from the Department of Education portfolio.
- Of the 16 detached workers screened, 3 agreed to participate in the Program.
- Following a subsequent review of the pilot in 2023, Allianz has paused referrals to IPS.

In respect of the number of detached workers from the Education portfolio involved in the IPS:

a. 2020 – nil

b. 2021 – nil

c. 2022 – 16 workers screened, 3 participants

d. 2023 – nil

e. 2024 – nil

Cost of Vandalism

63. Will the Minister provide details of the total cost of vandalism, theft and building/content damage to Public Schools (reported separately by and by year) for:

(a) 2020

(b) 2021

(c) 2022

(d) 2023

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I am advised that the total cost of vandalism, theft and building/content damage across the 2,200 public schools in NSW over the full period 2020 to 2023 has exceeded \$10 million. The largest costs have related to malicious damage and arson, which both fell in 2023.

The NSW Department of Education restructure

64. What is the baseline number of education senior executives in relation to the Government's election commitment to cut this by 15% by June 2026?

Public Sector Senior Executive (PSSE) headcount on 30 June 2023 was 414.

65. Does the Department have any plans for further organisational change or restructuring in 2024?

The Department of Education is regularly reviewing its structure to ensure it is best placed to deliver on our Plan for NSW Public Education and meet its targets.

66. How many staff did Corporate Recruitment and Employment team not find positions for within the department?

A total of seven Public Service Senior Executive (PSSE) employees had their employment terminated following a period of inclusion in the PSSE mobility process as no suitable roles were identified for reassignment.

67. How many redundancies of executive were processed the department, statutory agencies and/or other bodies within the Minister's portfolio responsibilities during 2023-2024?

For the period from 1 July 2023 up to 20 February 2024 13 Public Service Senior Executive (PSSE) employees had their employment terminated under section 41 of the *Government Sector Employment Act* (GSE Act). This includes the Department of Education (11) and NESAs (2).

68. How many executive staff were dismissed from the departments, statutory agencies and/or other bodies within the Minister's portfolio responsibilities in 2023 - 2024?

Please see answer to supplementary question 67.

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69. How much projected money has been budgeted for paying out redundancies and other such payments or packages for departmental employees as a result of this restructure?

Please see answer to supplementary question 67.

**70. How many PSSE staff returned to schools in:
(a) 2023
(b) 2024**

Please see answer to supplementary question 67.

71. How many PSSE have already accepted redeployment opportunities into other departments in 2023 and 2024?

One PSSE employee accepted an assignment to a role in another department following inclusion in the PSSE mobility pool.

Flexible work arrangement costs

72. How much has the department, statutory agencies and/or other bodies spent in the roll-out of agile working environments for executive including cars, phones, laptops, furniture, stationary, lockers, advertising for executive recruitment, hospitality, including catering and other equipment by FY since 2022?

Flexible working environments for some staff have been utilised in the NSW Public Service for many years. The department and agencies in the Education portfolio report on operating expenses in their Annual Reports.

73. What is the average number of days worked from home by employees in each Department/Agency within your portfolio responsibilities?

Please see answer to supplementary question 72.

**74. How many departmental staff have adopted a hybrid work model in:
(a) 2023
(b) 2024**

Please see answer to supplementary question 72.

Legal - Hired New Lawyers

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75. How many new lawyers has the department hired in FY:

- (a) 2021**
- (b) 2022**
- (c) 2023**
- (d) 2024?**

2020-21 FY - 4
2021-22 FY - 18
2022-23 FY - 19
2023-24 FY – 1

76. How many new paralegal staff has the department hired in FY

- (a) 2021**
- (b) 2022**
- (c) 2023**
- (d) 2024**

2020-21 FY - 0
2021-22 FY - 0
2022-23 FY - 4
2023-24 FY – 4

77. What was the total cost of legal branch expansion FY

- (a) 2020**
- (b) 2021**
- (c) 2022**
- (d) 2023**
- (e) 2024?**

2020-21 FY - \$391,669
2021-22 FY - \$1,339,177
2022-23 FY - \$2,233,711
2023-24 FY – data unavailable until after the end of the financial year.

78. What was the FTE of legal branch in

- (a) 2018**
- (b) 2019**
- (c) 2020**
- (d) 2021**
- (e) 2022**
- (f) 2023**
- (g) 2024**

2018-19 FY – 49 FTE
2019-20 FY – 57 FTE

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2020-21 FY – 60 FTE
2021-22 FY - 76 FTE
2022-23 FY – 101 FTE
2023-24 FY – 110 FTE

79. What is the baseline spending on legal expenses in relation to the Government's election commitment to cut this by 25% by June 2026 for education?

The Department of Education is saving more than \$8 million over four years by managing legal costs.

Principal classification structure

80. Does the Minister agree with the New South Principals' Association that school budget-based principal classification structure is unfair and no longer fit for purpose?

The Department of Education works collaboratively with principals' associations and the NSW Teachers Federation on improvements to the NSW education system, including staffing matters.

81. Does the Minister support the claims for a return to a student enrolment-based principal classification structure with protections for small school principal positions?

Please see answer to supplementary question 80.

Teacher Vacancies

82. Is the Minister aware of the data, provided to Guardian Australia from the Universities Admissions Centre, showing education degrees received just 1,935 first preferences this year, a 19.24% decline compared with 2023 and the lowest rate since at least 2016, when public records became available?

The data mentioned was not NSW specific as it referred to national figures. The article reflected a time period before NSW's historic pay rise for teachers.

83. Does that concern you given your pay deal was public and it's obviously not been an incentive for student to study teaching?

The Member seems to have not understood the context of the Guardian article.

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I note an article in the Border Mail on 9 March 2024 that reported schools in Wodonga were seeing teachers move interstate to take up jobs in NSW because of the higher rates of pay.

The Minns Labor Government is proud of its decision to deliver the most significant uplift in NSW teachers' salaries in a generation. This is not only a vital measure in addressing the teacher shortage crisis overseen by the former Liberal National Government, it is also a function of respect.

It is disappointing that after suppressing the wages of teachers for so many years, that the former Minister for Education still does not support teachers being paid fairly.

84. What other plans do you have to roll out this year to account for these issues?

Please see answer to supplementary question 83.

Teacher Resignations vs Retirements

85. How many teachers resigned in NSW in 2023?

There were 2,050 teaching staff resignations from NSW public schools in 2023.

86. How many teachers retired in 2023?

There were 1,078 teaching staff retirements from NSW public schools in 2023.

87. Will the Minister advise (reported separately by year) for 2021, 2022 and 2023-, the number of first-year teachers, first-year SASS and first-year teacher-aides, who left the Department of Education within their first 12 months of employment?

In 2023, the number of teachers who left their employment within their first 12 months on employment were 192 for teachers and 49 for SASS.

Teacher Supply and Workload

88. Would the Minister support the introduction of a one year post graduate Masters in Education?

The NSW Government advocated for maintaining the requirement that postgraduate study to become a teacher is undertaken at a Masters-level to ensure it remains

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academically and professionally proportionate with the complexity and status of the teaching profession.

Flexibility is available through an accelerated program of study that may allow a student to complete their qualifications in less than two years, whilst still meeting their requirements.

89. Minister, have you met the target to reduce teacher admin by five hours per week?

Work is well underway on a raft of initiatives to reduce the excessive administration work that was imposed on teachers by the former Liberal National Government.

This work will require significant effort given the significant burden the former Government placed on schools.

I note the time the former Minister for Education claimed to have saved teachers through the Quality Time program led to no real, meaningful change in the admin burden on the profession.

We will make sure that the changes we deliver are tangible, meaningful, and sustained into the future.

90. If not when will that reduction be reached?

Please see answer to supplementary question 89.

91. How much time have you saved teachers so far? What metric are you using to measure that saving?

Please see answer to supplementary question 89.

DOE Staff Changes

92. Did Leanne Nixon resign or was she terminated? What were the reasons for her removal? What redundancy packages did she receive and at what cost?

The Department of Education has undertaken an organisational restructure to align with the Plan for NSW Public Education.

Ms Leanne Nixon received a payment in line with *Government Sector Employment (GSE) Act 2013*. This payment, in accordance with GSE regulation, was equal to the executive's remuneration package for a period of 38 weeks plus accrued statutory entitlements.

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93. Will the Minister provide a staffing breakdown, by FTE and headcount, of the number of Investigation Officers and Assessment Officers, in the PES Unit in the following financial years:

- (a) 2020-21**
- (b) 2021-22**
- (c) 2023 and**
- (d) 2024 (current)?**

Financial Year	Investigator FTE
2020-2021	58
2021-2022	70
2022-2023	70
2023-2024	68

The Professional and Ethical Standards Directorate does not employ 'Assessment Officers'.

94. What are the currently vacant positions?

There are currently three vacant investigator positions, which are under recruitment.

School Spectacular 2023

95. What was the overall spend on the school spectacular for 2023?

The production and staging of Schools Spectacular cost \$2,532,700.

New high school for Googong

96. What is the current status of this project?

Planning is well underway for this much-needed school, which the previous Liberal Nationals Government failed to commit to or deliver.

97. Has the land required for this build be secured?

The Department of Education has secured a site via Voluntary Planning Agreement with details currently being finalised prior to the land transfer.

98. When is construction expected to be completed for this new high school?

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The Department of Education currently anticipates the high school to be completed in 2027.

99. What is the total estimated cost of works on this school?

The anticipated cost of this project is currently commercial-in-confidence.

100. How many students will the high school accommodate?

The Department of Education anticipates that upon opening the high school will accommodate up to 700 students.

NESA Curriculum review

101. Can you provide the full details of the rollout of the new curriculum, including:

- (a) When each syllabus will be out for consultation?**
- (b) When it will be available to teachers for familiarisation?**
- (c) When it will be taught to students?**

A timeline for the rollout of the new curriculum is available on the NSW Government's website at <https://www.nsw.gov.au/education-and-training/nesa/about/strategies-and-reforms/curriculum-reform/timeline>. The NSW Curriculum Reform timeline provides the education community with an overview of the timing of each syllabus consultation, syllabus release, school planning and preparation, and syllabus implementation. Timings are indicative and subject to change.

Transport Orientated Development

102. What discussions have the Department of Education had with the Department of Planning in the selection of the 8 accelerated TOD precincts and 31 precincts that will be governed by the TOD SEPP?

The Department of Education is actively supporting the NSW Government's priority to increase housing supply and through its school planning functions to ensure the delivery of educational infrastructure to meet enrolment needs. The Department of Education is engaging closely with the Department of Planning, Housing and Infrastructure on this work.

103. Did you provide information to the Department of Planning for the selection of these sites and did this include current and projected enrolment figures, as well as information surrounding future capacity from planned works on behalf of school infrastructure?

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Please see answer to supplementary question 102.

104. Is it the case that within each of the 8 accelerated TOD precincts (Kellyville, Bella Vista, Hornsby, Macquarie Park, Homebush, Bankstown, Crows Nest, Bays West) there are both primary and secondary schools that are over their enrolment cap?

Please see answer to supplementary question 102.

105. Is there additional capacity at schools that fall under the 1.2 km radius catchment around Kellyville station?

Please see answer to supplementary question 102.

106. Are you aware that all primary schools in the Kellyville catchment were over their enrolment cap in 2023 including Kellyville Ridge, which is more than double their enrolment cap?

Please see answer to supplementary question 102.

107. Has the Department of Planning given you any projections concerning additional enrolments in the schools within the catchment of the Kellyville TOD?

Please see answer to supplementary question 102.

108. What are your plans for increasing school capacity as a result of the Kellyville TOD?

Please see answer to supplementary question 102.

109. Are you doing any planning to prioritise additional capacity at Kellyville Ridge Public School?

Please see answer to supplementary question 102.

110. Is there additional capacity at schools that fall under the 1.2 km radius catchment around Bella Vista station?

Please see answer to supplementary question 102.

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111. Are you aware that all primary schools in the Bella Vista catchment were over their enrolment cap in 2023 including Caddies Creek Public School, which is nearly 400 students over their enrolment cap?

Please see answer to supplementary question 102.

112. Has the Department of Planning given you any projections concerning additional enrolments in the schools within the catchment of the Bella Vista TOD?

Please see answer to supplementary question 102.

113. What are your plans for increasing school capacity as a result of the Bella Vista TOD?

Please see answer to supplementary question 102.

114. Are you doing any planning to prioritise additional capacity at Caddies Creek Public School?

Please see answer to supplementary question 102.

115. Is there additional capacity at schools that fall under the 1.2 km radius catchment around Hornsby station?

Please see answer to supplementary question 102.

116. Are you aware that all primary schools Hornsby North Public School, which is more than 400 students over their enrolment cap?

Please see answer to supplementary question 102.

117. Has the Department of Planning given you any projections concerning additional enrolments in the schools within the catchment of the Hornsby TOD?

Please see answer to supplementary question 102.

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118. What are your plans for increasing school capacity as a result of the Hornsby TOD?

Please see answer to supplementary question 102.

119. Are you aware that of the 31 station precincts selected under the TOD SEPP only Banksia, Booragul, Morrisett and Terlba have no schools that are over their enrolment capacity?

Please see answer to supplementary question 102.

120. What are your plans for increasing school capacity as a result of the selection of Adamstown as a TOD site, given 60% of secondary schools are over their enrolment cap and nearly 43% of primary schools?

Please see answer to supplementary question 102.

121. Do you have any plans to upgrade capacity at New Lambton South Public School, which is 123% over it's enrolment cap?

Please see answer to supplementary question 102.

122. What are your plans for increasing school capacity as a result of the selection of Kotara as a TOD site, given two thirds of primary and secondary schools are over their enrolment cap?

Please see answer to supplementary question 102.

123. Do you have any plans to upgrade capacity at Garden Suburb Public School, which is 133% over it's enrolment cap?

Please see answer to supplementary question 102.

124. What are your plans for increasing school capacity as a result of the selection of Gordon as a TOD site, given 60% of primary schools are over their enrolment cap?

Please see answer to supplementary question 102.

125. Do you have any plans to upgrade capacity at Pymble Public School, which is 123% over it's enrolment cap?

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Please see answer to supplementary question 102.

126. What are your plans for increasing school capacity as a result of the selection of Killara as a TOD site, given 40% of primary schools are over their enrolment cap and all secondary schools are over their enrolment cap?

Please see answer to supplementary question 102.

127. Do you have any plans to upgrade capacity at Gordon East Public School, which is 117% over its enrolment cap?

Please see answer to supplementary question 102.

128. What are your plans for increasing school capacity as a result of the selection of Roseville as a TOD site, given half the primary schools are over their enrolment cap and three quarters of secondary schools are over their enrolment cap?

Please see answer to supplementary question 102.

129. Do you have any plans to upgrade capacity at Lindfield Public School, which is 111% over its enrolment cap?

Please see answer to supplementary question 102.

130. Have the Department of Planning provided you with any projections on future population patterns as a result of changes they are making to low and mid-rise housing, which comes in to place in April?

Please see answer to supplementary question 102.

131. If so, what impact will this have on school populations and infrastructure demand throughout the State, have you done any modelling on this?

Please see answer to supplementary question 102.

School Experience Program

132. Has the Minister been provided a brief regarding the School Experience Program?

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Yes.

Funding for temporary teachers to permanency program from school budgets

133. In relation to the funding the Government's commitment to make 9074 temporary teachers and 7888 SASS support staff permanent: In table form, list all schools and total funds expended that have had to fund two, three, four, five or more teachers or support staff under the temporary to permanency program.

Prior to transitioning to permanent employment, all salary costs for these employees had been met within school budgets for at least four consecutive years up to the end of 2023. The commitment made by the Minns Government has changed existing staff positions from temporary to permanent.

134. What alternative strategies, if any, is the Government exploring to address this school budgetary shortfall, and how do these strategies compare in terms of their impact on the students and staffs?

There is a commitment to maintain staffing stability as much as possible. School principals have been asked to prioritise their budgets towards permanent staffing.

Departmental Staffing Projections and Contradictory Information

135. Secretary and Minister, do you still agree with Mr Shaun Ruming's statement in February 2023 (p3) to PC3's Inquiry into Teacher Shortages that by 2027 there will be a surplus of teachers in NSW?

Please see answer to transcript question 56.

136. Have you provided any information or data to other agencies, including the Commonwealth, that indicate there will be a shortfall in coming years? Particularly in high school subjects?

Department of Education data informs many discussions with the Commonwealth as well as other agencies.

137. Can the Minister table the projections data or modelling information to substantiate these conclusions?

The Department of Education has tabled modelling information and scenarios as part of our obligations and submissions to the *Teacher shortages and education outcomes in New South Wales* and *Teacher shortages in New South Wales* inquiries.

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138. Can the Secretary and Minister confirm that by 2024, projected data indicates that 28% of teachers in NSW will reach retirement age?

Please see answer to transcript question 56.

139. Are you looking at introducing any changes to the minimum entry standards for ITE degrees in NSW?

The NSW Government is not proposing changes to minimum entry standards for ITE programs in NSW.

Commonwealth 's Student Wellbeing Boost

140. Can the Minister assure that each school will receive full the Commonwealth 's Student Wellbeing Boost of approximately \$52 per student and \$7000 per school, and that no funds will be leached by the Department for administration fees or other costs?

The full \$62.2 million Commonwealth Student Wellbeing Boost funding was provided to schools in NSW. A minimum of \$7,500 was provided to each school.

Permanent part-time teachers

141. What was the total number of Permanent part-time teachers employed on 1 January 2024 in NSW schools?

The total incumbent full-time equivalent (FTE) of permanent part-time teaching staff employed as at January 2024 at NSW public schools is 2,185.70 FTE.

142. What was the total number of Permanent part-time teachers employed on 1 January 2024 in metropolitan, rural and remote areas?

Please see answer to supplementary question 141.

**143. Has the number of Permanent part-time teachers employed increased since 2020?
(a) If so, how much?**

There is an increase of 384.50 full-time equivalent (FTE) teaching staff appointed to NSW government schools since January 2020.

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Rural & Remote staffing

144. How many staff received the full targeted recruitment bonuses of \$20,000 or more, making schools located in the hardest-to-staff parts of the state more attractive for prospective employees?

In rural and remote 6-and 8-point schools, Connected Communities schools and schools receiving priority recruitment support, a \$20,000 recruitment bonus may be applied where there have been at least two consecutive unsuccessful attempts to fill a teaching position.

The bonus can be applied to permanent and/or temporary positions of at least 12-months, and is attached to a merit based advertisement. The bonus is paid in quarterly instalments over the first year of employment.

As of 21 February, 68 recruitment bonuses of \$20,000 have been paid to eligible teachers in 2024.

145. How many employees took the opportunity to experience regional NSW through the Rural Experience Program in 2023?

In 2023, 30 teachers participated in the Rural Experience Program.

146. How many remained in rural regions in 2024

Of the teachers who participated in the Rural Experience Program in 2023, 18 have remained rural during 2024.

School workforce shortages

In relation to strategic issues outlined by the Department of Education for addressing the school workforce shortages:

147. What proportion of these temporary to permanent conversion appointments teachers are now teaching in regional, rural and remote NSW?

A total of 4,802 eligible temporary teachers were appointed to a permanent position in a regional, rural or remote NSW public school through the 2023 Temporary Workforce Transition (TWT) Initiative. This represents approximately 54% of all TWT teacher permanent appointments.

148. What proportion of these temporary to permanent conversion appointments teachers are now teaching in metropolitan Sydney?

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A total of 4,112 eligible temporary teachers were appointed to a permanent position in a metropolitan Sydney NSW public school through the 2023 Temporary Workforce Transition (TWT) Initiative. This represents approximately 46% of all TWT teacher permanent appointments.

149. How many temporary to permanent conversion appointments were 0.2, 0.4, 0.6 and 0.8 only?

A total of 8,636 eligible staff (3,248 teachers and 5,388 support staff) were appointed to a permanent part time position at their school through the 2023 Temporary Workforce Transition Initiative.

Offers of permanent employment under the TWT initiative were based on the full-time equivalent (FTE) of the officer's engagement in 2023 – that is, if the officer was employed on a part-time basis in 2023, they were made an offer for an equivalent permanent part-time employment.

Individuals could seek to reduce the FTE of their permanent appointment, and where this was agreed by the principal, the lower FTE was processed.

PES - Waiting Times for Professional and Ethical Standards (PES)

150. How many investigations did PES conduct in the years 2020, 2021, 2022, 2023 and 2024?

Year	Investigations closed
2020	708
2021	509
2022	484
2023	572

Data for 2024 is not yet available.

151. What was the average investigation time per case?

Between 2020 and 2023, the average closure time in days was 331.5.

Data for 2024 is not available.

152. How many cases took over three months to complete?

The department does not collect this metric.

153. How many cases took over six months to complete?

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Between 2020 and 2023 the proportion of cases that took more than six months to close ranged from 63% to 75%.

Data for 2024 is not available.

154. How many cases took over twelve months to complete?

Between 2020 and 2023 the proportion of cases that took more than twelve months to close ranged from 20% to 40%.

Data for 2024 is not available.

155. How many cases took over two years or more to complete?

Between 2020 and 2023 the proportion of cases that took more than two years to close ranged from 3% to 10%.

Data for 2024 is not available.

Reduced FTE in Curriculum, Early Years and Primary Learners team.

156. Given that the government is committed to the construction of 100 preschool, what is the rationale for the reduction of the FTE of Curriculum, Early Years and Primary Learners team, and what was the FTE in:

- (a) 2022**
- (b) 2023**
- (c) 2024?**

Curriculum, Early Years and Primary Learners (CEYPL) comprises of five teams including an Early Learning team.

FTE breakdown of the Early Learning team:

- (a) 2022 – 16
- (b) 2023 – 17
- (c) 2024 – 29

157. What is the rationale for the removal of a dedicated Director for Preschools?

The role was created on a temporary to provide a link between the Curriculum Early Years and Primary Learning directorate and the Early Childhood Outcomes division during its establishment.

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At the end of the temporary assignment, the role was extended to ensure continuity of the work and support to Public Preschools.

Dissolution of Education for a Changing World Team

158. I refer to Education for a Changing World team that leads policy and innovation around new approaches to learning, and ask:

(a) What was the decision-making process behind dissolving the Education for a Changing World unit?

(b) Was there any engagement with key stakeholders to seek their views in the lead up to the decision to dissolve the Education for a Changing World team?

The Department of Education has advised that changes to the organisational structure were made to better align the department's resources. Consultation was part of this process.

The department consulted with key stakeholders and partners prior to transitioning the team's functions to other parts of the department.

No Efficiency Dividends and the Teacher Pay Rise

159. Was the efficiency dividend applied to education as a result of the teacher pay rise?

The Department of Education has identified efficiency savings to remove waste and duplication.

160. If so, what was the efficiency dividend?

A savings dividend across each corporate division of the Department of Education was applied, saving \$328 million over four years.

161. Is the Minister or Secretary aware (SMH Nov 23, 2023) that many, if not all independent schools matched or exceeded (upto12%) the recent pay rise making it less to teach in public schools?

The Department of Education is responsible for ensuring that there is a strong, quality, equitable public education system in NSW. The historic teacher pay rise delivered by this government in 2023 ensured competitive salaries for our NSW public school teachers, confirming them at or near the top of the market in Australian public schools.

Departmental Strategic Plan development 2024-2027

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162. What consequences will senior executive face for failure to achieve outcomes, like in the corporate world?

This is outlined in the Public Service Senior Executive (PSSE) contract of employment and the *Government Sector Employment Act*

163. Will the Minister explain how it is conceivable that the new strategic plan does not explicitly refer to literacy or numeracy?

Improving literacy and numeracy outcomes for students is explicitly referred to in Our Plan for Public Education.

I would encourage all members to read the Plan which can be found at <https://education.nsw.gov.au/about-us/strategies-and-reports/plan-for-nsw-public-education>

164. On what pages of new strategic plan, booklet or poster are the words disability, literacy, numeracy, reading, mathematics, spelling or writing found?

A copy of Our Plan for Public Education can be found at <https://education.nsw.gov.au/about-us/strategies-and-reports/plan-for-nsw-public-education>.

165. Will the Minister advice why the, new strategic plan does not include a combination of financial and learning metrics?

Our Plan for NSW Public Education sets our direction and priorities. There are other transparent reporting processes for the financial management of schools and the Department of Education such as the Annual Report, which can be found at <https://education.nsw.gov.au/about-us/strategies-and-reports/annual-reports>.

166. What are the KPIs for measuring success of the Strategic Plan development 2024-2027 and how they were designed?

Specific KPIs to align to the measures of success in Our Plan for Public Education are being developed and will be made public when finalised.

167. Why are School Strategic Plans not linked to validation, external views or any inspection processes?

School Strategic Improvement Plans are directly linked to our External Validation process.

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168. From an accountability perspective, why is that the new strategic plan not clearly articulate due dates for the achievement of its goals and outcomes?

The plan is for the period 2024-2027.

SINSW – planning

169. Can the Minister provide a list, with numbers, of all school upgrades and constructions that have a demountable(s) currently on site?

Demountable numbers are published on school pages on the Department of Education School Infrastructure NSW website. These can be found using the 'Explore our schools' tool from the homepage at www.schoolinfrastructure.nsw.gov.au/.

Camellia-Rosehill Strategy

170. Given the Minns government announcement to construct 10,000 new homes with buildings to 25 storeys in medium-density areas and up to 40 storeys in the higher-density areas on the Rosehill racecourse site:

(a) Has the 2023/24 Budget allocated any funding for new school infrastructure planning for a single a primary school site of 2 hectares and a K-12 high school site of 5.4 hectares?

(b) If not, why not?

The Department of Education continues to work closely with the Department of Planning, Housing and Infrastructure (DPHI) on planning for new and upgraded schools as part of future proposed developments.

171. What is the funding allocation for the new infrastructure for each year in the forward estimates?

Please see answer to supplementary question 170.

172. How is such a small number of schools remotely adequate for such as large population or will these new schools be yet another sea of demountables?

Please see answer to supplementary question 170.

173. When will the government allocate funding to undertake planning work for new schools Camellia-Rosehill infrastructure?

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Please see answer to supplementary question 170.

174. Will a new preschool be built on site as part of any new school upgrade?

New preschools will be built alongside new public primary schools in NSW, as part of the NSW Government's election commitment to provide more co-located preschools.

175. If yes, will it be one of the 100 new preschools you have committed to or in addition?

Please see answer to supplementary question 174.

Anthony Manning

176. Was there any discussion with the Minister or Secretary prior to February about general dissatisfaction with Mr Manning and reasons that might explain the termination?

Staffing matters of the Department of Education are the responsibility of the Secretary. The circumstances concerning Mr Manning's departure from the department were outlined by the Secretary during the hearing on 20 February 2024.

177. When did that discussion about Mr Manning termination begin?

Please see answer to supplementary question 176. The Department of Education has further advised that the Secretary and Mr Manning mutually resolved the need for leadership renewal in January 2024.

178. Was there any formal process at any point—a warning, a performance plan—that was put in place for Mr Manning, or any general discussions that then culminated in this decision?

Please see answers to supplementary questions 176 and 177.

179. Was the Public Service Commission consulted?

The Department of Education has advised that the process was managed in accordance with legislation and procedure, and that there is no requirement for a Secretary to consult with the Public Service Commission in relation to the termination of one of their public service senior executive employees.

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180. From what date was Mr Manning placed on a month-to-month contract and if so from what date?

The Department of Education has advised that Mr Manning was issued with a contract of employment in accordance with Schedule 1 of the *Government Sector Employment Act* (GSE Act) on initial engagement in August 2017.

181. What did the termination letter state as to the reason for the dismissal?

The Department of Education has advised that the process complied with section 41(1) of the *Government Sector Employment Act 2013*.

182. As Mr Manning is employed under the GSE Act. Section 41 of that Act provides that any public servant, SES member, who's terminated for no reason is entitled to 38 weeks' settlement, does that apply to Mr Manning?

Please see answer to transcript question 46.

183. Secretary did you consider not terminating Mr Manning, pending the outcome of any inquiry or investigation?

Please see answers to supplementary questions 176 and 177.

184. Why was Mr Manning terminated so close to Budget Estimates?

Please see answers to supplementary questions 176 and 177.

185. Will the Chief Executive position be filled through a merit selection recruitment process?

The role of Chief Executive School Infrastructure has been replaced by the role of Deputy Secretary, School Infrastructure NSW.

The Department of Education will follow mobility processes in line with the Public Service Commission (PSC) Senior Executive Mobility Guideline which requires PSSE band 3 vacancies to be reported to the PSC for possible matching of band 3 employees across the sector.

If the PSC mobility process does not result in a mobility placement, the role will be advertised externally for comparative assessment.

Smart Energy Schools

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186. When will the findings around stage one of the Smart Energy School Pilot Project be published?

The Smart Energy Schools Pilot Project is underway. The results will be shared when they become available.

Disability Royal Commission

187. Which of the recommendations from the Disability Royal Commission has the department been instructed to implement by the Government?

The Department of Education is contributing to the NSW Government's response to the Commission's findings. This response is being led by the Department of Communities and Justice and the Cabinet Office.

188. Can the minister provide an update on when the recommendations will be acted upon?

We have been advised that the Minister for Disability Inclusion is working closely with her counterparts in other jurisdictions to ensure consistent alignment where possible, given that 85 recommendations require responses from the Commonwealth Government and states and territories. Further questions regarding the NSW Government response can be directed to the Minister for Disability Inclusion. This response will be published in due course.

Murwillumbah Education Campus

189. Have you finalised plans for the high school following consultation with the Murwillumbah community?

After the previous government's failed forced-merger of schools in Murwillumbah, without community consultation, the Department of Education has now consulted the local community and has identified works at Murwillumbah High School to upgrade and refurbish the school to allow students and teachers to return to the school in 2025. The project team regularly meets with school leaders to consult on plans and educational requirements.

190. Has a contract been awarded for the construction of Murwillumbah High School?

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Work at Murwillumbah High School began in late 2023. School communities are being kept informed of progress through regular project updates.

WESTERN SYDNEY

WestInvest

191. WestInvest

When is the delivery of the following WestInvest projects scheduled to be completed?

- (a) Community Park refurbishment at Ashley Brown Reserve North**
- (b) Sue Savage Reserve Multigenerational Recreational Facilities**
- (c) Refurbishment of large maintenance shed to be a modern, air conditioned School Hall**
- (d) Reserve Embellishment – Tallawong Reserve and Rosenthal Park**
- (e) Community Infrastructure in the Blacktown Local Government Area (LGA) at the following locations:**
 - i. 35 Jersey Rd, Emerton NSW 2770**
 - ii. 44 Market Street, Riverstone NSW 2765**
 - iii. 35 Jersey Road, Emerton, NSW 2770**
 - iv. 7 Lalor Road, Quakers Hill NSW 2763**
- (f) Gipps Street Recreation Precinct**
- (g) Woodbury Reserve Upgrade**
- (h) Fernadell Park and Community Facility Development**
- (i) St Marys City Heart and Entertainment Canopy**
- (j) The Hills School Accessible Playground Learning Spaces**
- (k) New autism specific school for Hills District (Aspect Western Sydney School Box Hill campus)**
- (l) Lomatia Park Clubhouse and Amenities Upgrade**
- (m) Turnbull Oval, North Richmond Pak - Grandstand and Amenities Upgrade**
- (n) Somerville Park Improvement Project**
- (o) Max Ruddock Reserve Amenities Modernisation with Viewing Platform**
- (p) Refurbish Rydalmere Bowling Club into a New Multi-Purpose Community Facility**
- (q) Doyle Ground Sports Facility Improvements**
- (r) Tamplin Field Redevelopment**
- (s) Oasis Aquatic and Leisure Centre Improvements at South Windsor**
- (t) Cycleway Bridge over Rickabys Creek**
- (u) Balcombe Heights Estate Sensory Garden**
- (v) Civic Park Pendle Hill Upgrade**
- (w) Revitalisation of Mount Druitt Hub**
- (x) Mount Druitt Swimming Centre Renewal**
- (y) Blacktown Aquatic Centre Masterplan**
- (z) First Nations Community Centre in Mount Druitt**

The Treasurer is the Minister responsible for this fund.

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Sydney Metro

192. How much funding has been allocated to the business case for the St Mary's to Tallawong Sydney Metro Project?

(a) When is the St Mary's to Tallawong business case scheduled to be completed?

This question should be directed to the Minister for Transport.

193. How much funding has been allocated to the business case for the Western Sydney to Macarthur Sydney Metro Project?

(a) When is the Western Sydney to Macarthur business case scheduled to be completed?

This question should be directed to the Minister for Transport.

Prospect Reservoir

194. Does the NSW Government support the recreational use of the prospect reservoir?

(a) Has a feasibility study been completed into the viability for recreational use of Prospect Reservoir?

v. If so, what was the outcome of this study?

vi. If not, when is a study due to be completed?

This question should be directed to the Minister for Water.

Incentives in schools

195. There has been a report commenced on the incentives in schools – when will this report be made Public?

The attraction and retention of staff in rural and remote schools is an ongoing challenge the NSW Government is working hard to address. In recognition of this challenge, the Department of Education is continuing to review its rural and remote incentives scheme and make new investments, such as providing heating and cooling in more teacher housing.

In 2021, the department reviewed the rural and remote incentive scheme to identify best practice for attracting and retaining staff in rural and remote areas. The report is publicly available on the department's website at <https://education.nsw.gov.au/about-us/strategies-and-reports/review-of-rural-remote-incentives-report>.

As part of the 2024 Regional, Rural and Remote Education Strategy Implementation Plan the department is developing an action plan for financial incentives to ensure

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the aims of attraction and retention are holistic, fit for purpose and defensible. A copy of the implementation plan is available on the department's website at <https://education.nsw.gov.au/about-us/strategies-and-reports/rural-and-remote-implementation-plan>.

Deniliquin High School incentive status

196. Given the high vacancy rate at Deniliquin High School, will the Minister consider changing Deniliquin High School incentive status from 4 points to 6?

The attraction and retention of staff in rural and remote schools is an ongoing challenge the NSW Government is working hard to address. In recognition of this challenge, the Department of Education is continuing to review its rural and remote incentives scheme..

As a current 4-point rural and remote NSW incentive school, teachers at Deniliquin High School may be eligible for a 50% rental subsidy, a rural and remote relocation support payment of up to \$8,000 and a rural and remote stamp duty relief payment of up to \$10,000.

As part of the 2024 Regional, Rural and Remote Education Strategy Implementation Plan, the department is reviewing financial incentives to ensure the aims of attraction and retention are holistic and fit for purpose. This will include considering the financial incentives offered in rural and remote schools.

Heat Week

197. Could the government look at the cost associated with aligning heat week declared areas to Local Government areas (LGAs) as opposed to a line on a map.

Public Sector conditions of employment provide an additional week of leave for all public sector employees who are located in in the Western Division of NSW as determined by the *Crown Lands Consolidation Act 1913*.

Tirkandi Inabarra

198. Tirkandi Inaburra is an Aboriginal community run centre for Aboriginal boys. Funding was cut to DCJ for the program, teachers and program leaders were lead to believe it was closed temporarily. However at the start of 2024 it was deemed permanently closed. Tirkandi program strengthened cultural identity, self esteem and resilience of young aboriginal males aged 12 to 15 years old. Will you be addressing this and providing new funding to re-establish the school?

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Please see answer to transcript question 29.

Licences

199. What is the canteen licence income for FY23/24 to date

Schools collected a total of \$29.6 million in canteen sales as listed in the Department of Education FY23 Interim Annual Report, which is a measure of total revenue, not of schools' profit. This figure comprises licenced canteen revenue (revenue received from licensees as per a Canteen Licence Agreement) and canteen sales revenue (revenue received for sales through school-operated canteens).

Of the \$29.6 million in canteen sales generated by NSW public schools in FY23, \$10.4 million came from canteen licence revenues, which can be seen as 'profit' for the schools.

The remaining \$19.2 million was sales from canteens operated directly by schools. Approximately 50-60% of the sales income was used for canteen consumables, but the remaining costs, such as labour, energy cost, insurance are not specifically tracked, hence a specific profit figure is not available.

Licenced Canteen Revenue

Where the school canteen is operated by a private contractor (licensee), they pay a fixed licence fee to the school for the use of the canteen premises, which is a source of revenue that is used to support the school, including school programs and initiatives. The licensee is responsible for managing all aspects of the day to day operation of the canteen, including the employment of staff, purchase of trading stock, setting menus and prices (consistent with department policy), food preparation and the sale of stock.

Canteen Sales Revenue

A school operated canteen is one where the principal has responsibility for overall supervision and financial control. The school is responsible for arranging for the employment and payment of staff and wages, and the management of the day-to-day operations of the canteen.

200. What is the income breakdown of the \$29,674,000 in canteen sales revenue as reported in the annual report?

(a) Does this income include canteen licence income?

Please see answer to supplementary question 199.

201. What is the revenue from the 240 uniform licences?

(a) What are the locations of these licence holders?

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The data held by the Department about these licence revenues does not disaggregate revenues earned from the letting of school premises and revenues earned from licencing school logos to third parties.

While further information about the arrangements entered into by specific schools could be sought, reliable data does not exist at a program-level.

202. What is the revenue from the 948 OSHC licences?

(a) What are the locations of these licence holders?

OSHC licences consist of a combined general ledger account, along with all other formal commercial ventures. This specific revenue line item cannot be reliably extracted and disaggregated at the program-level in the manner requested.

203. What is the revenue from the 101 preschool licences?

(a) What are the locations of these licence holders?

The preschools that are department run do not require licences.

204. What is the revenue from the 36 agreements facilitating community use?

(a) What are the locations of these licence holders?

Community use agreement revenue is captured in a combined ledger with all other hiring of facilities and equipment.

As of 25 February 2024, the Department of Education had recorded 1,531 community use agreements across regional and metropolitan NSW.

205. What is the revenue from the 86 lease and licence agreements facilitating school use of playgrounds, halls, Environmental Education Centres and agricultural plots?

(a) What are the locations of these licence holders?

Lease and licence revenue is captured in a combined ledger with all other hiring of facilities and equipment.

206. What is the revenue from the 104 agreements over school owned land including reciprocal licences with various organisations for playing fields, swimming pools, sporting facilities and school halls?

(a) What are the locations of these licence holders?

Please see answer to supplementary question 205.

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Teacher numbers

207. How many teachers have reduced their workload from full time to part time in FY2019/20, FY2020/21, FY2021/22, FY2022/23, FY2023 to present?

Full-time and part-time teaching numbers are published in the Department of Education's Annual Report.

Early Childhood Education and Care

208. How much money is being invested in the state budget by either local government or education ministry/departments to councils for
(a) (wage increases to attract and retain educators
(b) funding capital works for expansions by council
(c) funding for ACECQA
(d) funding for paid placements
(e) funding for expanded ratios to meet the gap created for disabled children as centres wait for ISS funding.

Council-run early childhood education and care (ECEC) services are not-for-profit services and are eligible to apply for ECEC funding programs and grants on this basis in accordance with program guidelines.

Questions regarding the local government budget should be directed to the Minister for Local Government.