

OFFICIAL



**Government
of South Australia**

DEPARTMENT FOR EDUCATION

2022 Annual Report

DEPARTMENT FOR EDUCATION

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To: Hon Blair Boyer MP
Minister for Education, Training and Skills

This annual report will be presented to Parliament to meet the statutory reporting requirements of the *Public Sector Act 2009*, the *Public Finance and Audit Act 1987*, and the *Education and Children's Services Act 2019* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.

Submitted on behalf of the Department for Education by:

Professor Martin Westwell
Chief Executive

Date 27 March 23

Signature Martin Westwell

From the Chief Executive

In 2022 we built on our successes and started work on a range of new programs and initiatives that will ensure public education in South Australia continues to evolve.

The year began with the opening of 4 new state-of-the-art public schools and year 7 students across the state moved to high school in what was the biggest logistical project in the department's history.

We continued to be agile in responding to COVID-19 in schools and preschools, working closely with SA Health.

The change of Government brought with it new priorities for education in South Australia. Skills SA joined the department and we got to work on developing a new skills plan.

We started recruiting new Autism Inclusion Teacher roles for every public primary school in the state. This new, nation-leading initiative will build educator understanding and knowledge around supporting autistic children and young people.

We strengthened our commitment to supporting student wellbeing and began recruitment of an additional 100FTE mental health and learning support specialists. The first set of practice guides for teachers provided educators with evidence-based strategies and advice to improve learning and wellbeing outcomes for the 1 in 4 children and students with functional needs.

Our new Culturally Responsive Framework was launched, outlining how we can all contribute to creating environments where Aboriginal people can work, learn and thrive. We also put a policy in place that will embed Aboriginal Voice into all of our strategy and policy work.

By the end of the year, we had initiated a statewide conversation about the purpose of public education. In a series of facilitated student forums, we invited students from every public school in the state to come together and have a say on topics such as student wellbeing, student agency, the curriculum, and preparing for life after school. This work will continue through into 2023, to ensure our work is centred around our children and young people.

On behalf of the senior executive group, I thank all Department for Education staff, who continue to work together to make South Australia the best place in the world for a child to be born and grow up.

Professor Martin Westwell

Chief Executive

Department for Education

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Overview: about the agency

Our strategic focus

<p>Our Purpose</p>	<p>The Department for Education provides integrated, high-quality services to South Australian children and young people across early childhood, education and training.</p> <p>We support young South Australians through their education and transition to adulthood, in all communities.</p>
<p>Our Vision</p>	<p>To build a stronger future for our children by making South Australia’s public education system world leading.</p>
<p>Our Values</p>	<p>We embrace the values of the South Australian public sector:</p> <ul style="list-style-type: none"> • Service • Professionalism • Trust • Respect • Collaboration and engagement • Honesty and integrity • Courage and tenacity • Sustainability
<p>Our functions, objectives and deliverables</p>	<p>The Department for Education encompasses functions and services from the early years, schooling, vocational education and training.</p> <p>To ensure every learner thrives, we have commissioned a statewide dialogue regarding the purpose of public education in South Australia, which will provide a foundation for our strategic direction, values, and goals as an organisation.</p> <p>We will deliver against the state government’s suite of policies to reform and improve the delivery of services to the state’s public education system, from early years to tertiary education, to support every child to get the most out of their school experience.</p> <p>We also intend to deliver against a significant infrastructure agenda to improve our learning institutions, long term reforms that improve teaching and learning, and new and improved ways of supporting equity and inclusivity within our system.</p>

Further information about our strategic plan can be found on [our website](#).

Our organisational structure as at 31 December 2022

As at 31 December 2022, the department was comprised of the following divisions:

- Office of the Chief Executive
- Curriculum and Learning
- Finance and Funding
- Information and Communications Technology Services
- Infrastructure
- Office for the Early Years
- Partnerships, Schools and Preschools
- People and Culture
- Skills SA
- Strategic Policy and External Relations
- Student Pathways and Careers
- Support and Inclusion
- System Performance

Further information about our organisational structure is available on [our website](#).

Changes to the agency

During the 2022 calendar year there were the following changes to the agency's structure and objectives as a result of internal reviews or machinery of government changes.

- Transfer of the training and skills function (Skills SA) from the former Department for Innovation and Skills to the Department for Education and the appointment of the Deputy Chief Executive, Head of Skills SA.
- Transfer of the higher education function to the Department for Industry, Innovation and Science (DIIS).

Our Minister

The Hon Blair Boyer MP is the Minister for Education, Training and Skills.

Our Executive team as at 31 December 2022

Martin Westwell	Chief Executive
Amanda Trainor	Director, Communications
Anne Millard	Executive Director, Partnerships, Schools and Preschools
Ben Temperly	Chief Operating Officer
Bill Glasgow	Executive Director, Infrastructure
Bronwyn Milera	Director, Aboriginal Education
Chris Bernardi	Chief Financial Officer, Finance and Funding
Clare Feszczak	Executive Director, Student Pathways and Careers
Dan Hughes	A/Chief Information Officer, Information and Communication Technology Services
Deonne Smith	Executive Director, Curriculum and Learning
Jackie Bray	Head of the Office for the Early Years
Julia Oakley	Executive Director, System Performance
Laura Schonfeldt	Executive Director, People and Culture
Madeline Richardson	Deputy Chief Executive, Head of Skills SA
Natalie Atkinson	Executive Director, Support and Inclusion
Peta Smith	Executive Director, Strategic Policy and External Relations

Legislation administered by the agency

Education and Children's Services Act 2019

Education and Children's Services Regulations 2020

Other related agencies (within the Minister's area/s of responsibility)

Carclew Youth Arts

Child Death and Serious Injury Review Committee

Child Development Council

Commissioner for Aboriginal Children and Young People

Commissioner for Children and Young People

Construction Industry Training Board

Education Standards Board

History Trust of South Australia

SACE Board of South Australia

South Australian Skills Commission

TAFE SA

Teachers Registration Board of South Australia

The agency's performance

Performance at a glance

- Delivered on a number of the state government's election commitments during 2022, including:
 - Providing a subsidy of \$100 per child to eligible government school parents, caregivers and independent students for the materials and services charge for the 2022 and 2023 school years.
 - Restoring the 2019 zone boundary for CBD high schools, to come into effect for the start of the 2024 school year.
 - Providing funding to the Master Builders Association (MBA) to run a program of outreach into schools to encourage students to consider taking up a building trade as a future career path.
 - Providing funding to the Motor Trades Association (MTA) to provide mentoring to apprentices in the motor trade industry.
 - Restoring funding to the Adult and Community Education (ACE) sector.
 - Reintroducing aged care, disability care, child protection and childcare courses in TAFE SA.
 - Providing funding support to two of the sector's special schools, ASPECT Treetop School and Suneden Specialist School.
- Launched the department's Digital Strategy 2022 - 2025: Embracing today, shaping tomorrow.
- Opened 4 new schools at the beginning of 2022 - Aldinga Payinthe College, Riverbanks College, Whyalla Secondary College and Goolwa Secondary College.
- Transitioned the year 7 student cohort from primary school into high school, bringing South Australia's public education system in line with other states and the Catholic school system.
- Supported the negotiation of an Interim Skills Agreement with the Australian Government making available 12,500 Fee Free TAFE and VET training places for students commencing in 2023.

Agency response to COVID-19

The Department for Education has developed infrastructure to oversee and respond to challenges arising from the COVID-19 pandemic in South Australia. In 2022, the department's management of the pandemic included:

- Continuing to undertake a range of operational measures and extensive planning in response to the challenges arising from COVID-19 in line with advice from SA Health to support the safety and wellbeing of staff, students and the broader community.
- Implementing multiple initiatives to provide direct support to site and central staff and students requiring access to digital technology and online learning solutions.
- Engaging with health authorities, and regulatory bodies to support government and non-government early years services providers.

Outcomes of this work in 2022 included:

- Delivering supplies of face masks and rapid antigen tests to support safe learning environments.
- Successfully managing over 1,164 COVID-19 outbreaks within government schools and preschools.
- Deploying 5,129 air purifiers to support service areas with low ventilation.
- Deployed 1,509 laptop computers to support remote and flexible learning for students.
- Developed 429 online learning videos to support at home learning.
- Implemented a primary schools vaccination program.

Agency contribution to whole of Government objectives

Agency's contribution

- Provided support and resources for school communities affected by the River Murray flood emergency.
- Commenced implementation of a whole of government Early Learning Strategy to monitor the performance of the universal early years system.
- Commenced policy, engagement and planning work to contribute to the Royal Commission into Early Childhood Education and Care.
- Commenced planning to introduce an annual mid-year intake from July 2023 for students in government preschools.
- Expanded supports for preschool students with autism, including increasing the number of qualified support staff and offering targeted early intervention services in children's centres.
- Commenced planning to construct 5 new technical colleges to support vocational education for high school students.
- Commenced planning and implementation of the government's supporting wellbeing in schools commitment, including 100 new mental health and learning support specialists for government primary and secondary schools.
- Commenced planning and implementation of additional support for students with autism, including appointing an autism inclusion teacher in every government primary school.
- Commenced planning to implement the government's seven-point plan for quality teaching, including offering university scholarships to strengthen and diversify the teaching profession in South Australian government schools.

Agency specific objectives and performance

Agency objectives	Indicators	Performance
Banning mobile phones in classrooms	Deliver the commitment to implement system wide ban on mobile phones for all primary and secondary schools, to make sure learning and active play are given priority in classrooms.	Updated mobile phone policy published and released for the start of term 1, 2023. All schools will update their local policies to ban mobile phone use in all classrooms across all year levels, aside from agreed positive uses by term 3, 2023.
Capital projects	Deliver the Adelaide Botanic High School Expansion to increase capacity at the school by 700 students.	Design and construction of the expansion project commenced in 2022; the new wing is planned to be operational from the beginning of term 1, 2024.
CBD High Schools Zone Change	Deliver the commitment to restore the 2019 zone boundary for the CBD high schools, with the expansion of Adelaide Botanic High School by 2024.	New shared school zone for Adelaide High School and Adelaide Botanic High School published via government gazette in October 2022, to take effect for the start of the 2024 school year.
Mid-year intake for preschools and reception	Deliver the commitment to introduce a mid-year intake for preschool from 2023 and reception students from 2024.	<p>The department’s school and preschool enrolment policy and relevant procedures were updated in October 2022 to reflect the mid-year policy change, allowing preschools to move to 2 intakes for preschool children in either term 1 or term 3 in 2023.</p> <p>A help desk was established in October 2022, to support families to secure a preschool enrolment for 2023. Approximately 130 families were assisted to access preschool in term 1, 2023.</p>
One in Four Reforms and Autism related reforms	To establish a model of support that leads to improved learning and development outcomes for children and students with	<p><u>Practice guides</u></p> <p>Practice guides for teachers to support children and students with functional needs are being</p>

Agency objectives	Indicators	Performance
	<p>functional needs in South Australian government schools and preschools.</p>	<p>developed. The first tranche was released early in term 3, 2022.</p> <p><u>Autism Inclusion Teachers</u></p> <p>There will be an autism inclusion teacher in every government primary school, combined school and special school from the start of term 1, 2023 creating a network of autism expertise across the state.</p> <p>Professional learning and professional support networks have been developed ready for rollout early in the 2023 school year.</p> <p><u>Inclusive Education Support Program Improvements</u></p> <p>A pilot was conducted in 22 schools across the state to test simplifying and streamlining processes for assessing need in relation to the Inclusive Education Support Program. Learnings and analysis from the pilot will inform changes for statewide implementation.</p> <p><u>Accessible support models</u></p> <p>The department is improving access to Student Support Services.</p> <p>On average, there was a reduction in wait times by 25% across all disciplines.</p> <p>Telepractice was piloted to deliver speech pathology and psychology services in selected schools across the state where access to face-to-face delivery is difficult due to location.</p>

Agency objectives	Indicators	Performance
<p><u>Aboriginal Education Strategy 2019-2029</u></p>	<p>Implement key strategy initiatives to work towards the 3 strategy goals:</p> <ul style="list-style-type: none"> • Aboriginal children establish foundations for success in the early years • Aboriginal children and young people excel at school • Aboriginal young people on pathways to success. 	<p>Aboriginal Education Strategy key deliverables in 2022 included:</p> <ul style="list-style-type: none"> • Established the Targeted Learner Achievement implementation team to ensure the successful implementation and embedding of the Aboriginal Learner Achievement Leaders' (ALALR) resources into all schools. • The STEM Aboriginal Learners Congress was held 18-19 August 2022. 647 students and 392 adults from 161 Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, remote, regional and metropolitan schools attended. • The SA Aboriginal Contexts in Science initiative worked in partnership with representative SA Aboriginal Nations and First Nations academics to develop teaching and learning resources. • Aboriginal Languages Programs Initiatives grants were awarded to 46 schools supporting 4,554 Aboriginal and non-Aboriginal students to learn an Aboriginal language. • First Language Maintenance and Development grants were awarded to 37 schools supporting 1,718 Aboriginal students to learn their

Agency objectives	Indicators	Performance
		<p>home or another Aboriginal Language.</p> <ul style="list-style-type: none"> Aboriginal Community Language and Culture Partnership grants were provided to 7 Aboriginal Community Controlled Organisations. Pitjantjatjara Yankunytjatjara early reading resources were published and provided to Anangu schools to support first language literacy.
Bullying prevention	Measures are developed for a range of audiences which address various types of bullying.	The 3-year statewide bullying prevention strategy, 'Connected – a community approach to bullying prevention within the school gates and beyond' concluded on 30 June 2022 with the embedding of a suite of new tools and resources available to support schools on an ongoing basis.
Capital projects	Deliver capital works projects to expand school capacity in support of demographic growth and improved contemporary learning areas to support student learning.	<p>56 upgrades were completed during 2022, which includes new modular accommodation or upgrade of existing accommodation.</p> <p>6 special options classes in the form of new modular accommodation were completed in 2022.</p>
Children in care	Enhance the participation, attendance, retention and education outcomes of children and young people in care who are attending government schools.	The department continued its collaboration with the Department for Child Protection through the joint plan of action to support the education and wellbeing outcomes of children and young people in care.

Agency objectives	Indicators	Performance
<p>Early Learning Strategy 2021-2031</p>	<p>Commence delivery of the 48 actions within the Early Learning Strategy to strengthen our early years system and support educators to provide high-quality early childhood education.</p>	<p>Early Learning Strategy key deliverables in 2022 included:</p> <ul style="list-style-type: none"> • Launched child development screening pilot programs with Playgroup SA and Caring Futures Institute in August 2022. • Negotiated a pilot program with an Aboriginal community-controlled health organisation to commence in early 2023. • Launched new Children’s Centres Outcomes Framework in June 2022. • The state government funded Early Childhood Community <i>Innovation Grants Program</i>, administered through the Local Government Association of SA, awarded to 12 local councils to support early childhood development targeted initiatives and programs. • Through state government funding, the Early Years Taskforce launched the Words Grow Minds messaging campaign in October 2022, with a pilot in Mt Gambier completed in November 2022 and planning finalised to pilot in Whyalla in early 2023. • Launched the new Learning Together Communities model in July 2022. • Launched ‘Enrol Now’ preschool enrolment

Agency objectives	Indicators	Performance
		<p>campaign that includes targeted Aboriginal and children in care approaches in April 2022.</p> <ul style="list-style-type: none"> • 24 communities supported in working through community-lead childcare solutions. • The preschool position statement was launched September 2022. This statement sets out the department’s aspirations for how our preschools help all children thrive and learn. • 2 best advice papers developed from research and evidence to support educational practice in preschools.
<p>Country Education Strategy 2021-2028</p>	<p>Commence delivery of the Country Education Strategy to improve education and care for all children, regardless of where they live.</p>	<p>Country Education Strategy key deliverables in 2022 included:</p> <ul style="list-style-type: none"> • improving the process for housing access for teachers in select regions through a pilot program • provided scholarships for 38 pre-service teachers to undertake a country placement • covered 2,600 teaching days through a country relief and capacity program designed to improve access to temporary relief teachers • delivering ICT infrastructure upgrades in country schools (100% of schools ICT health check completed; ICT upgrades

Agency objectives	Indicators	Performance
		<p>complete in 97% of schools)</p> <ul style="list-style-type: none"> • improving psychology and speech pathology services through telepractice and external providers (in 2022 72 sites accessed external providers, 15 sites accessed telepractice) • established a Country Education Reference Group for country stakeholders to share issues and ideas • shared activities and supports available through the country education webpage and social media.
<p>Digital Strategy 2022-2025</p>	<p>Develop a strategy focussed on delivering and leveraging digital capabilities to:</p> <ul style="list-style-type: none"> • Support improved and enhanced teaching and learning • Reduce administrative burden and improve business practices • Improve support to schools and preschools • Provide 24x7 access to collaborative real time learning and information platforms. 	<p>The new Digital Strategy Embracing today, shaping tomorrow 2022-2025 was launched in 2022. Its vision is for ‘world-class digital teaching, learning and operations’.</p> <p>The strategy includes 16 initiatives focussed on:</p> <ul style="list-style-type: none"> • strengthening our digital foundations • building our digital capability • maximising the benefits of digital technologies for teaching and learning • streamlining and modernising our operations • mobilising ICT support where it is needed. <p>Together these initiatives represent a targeted and holistic investment to improve the public education system’s</p>

Agency objectives	Indicators	Performance
		access to and use of digital technologies.
Diversity and Inclusion	Ensure learning environments are supportive and inclusive for gender diverse, intersex and sexually diverse children and young people.	<p>The department released an updated procedure to help staff and site leaders to better support gender diverse and intersex children and young people, along with a new online learning module for staff supporting the implementation of the procedure.</p> <p>This builds on the existing whole of staff training available to sites and the specialist consultancy service provided on request.</p>
Future Skills Plan	Develop a Skills Plan that meets the current and future needs of South Australian workforce.	Engaged with over 500 stakeholders through workshops, a student survey and formal submissions to develop the long-term skills plan for South Australia.
Pitjantjatjara Yankunytjatjara Education Committee (PYEC) strategic directions	Work in partnership with the PYEC to improve the education, child development and child safety outcomes for the children and young people living on the APY Lands, Yalata Lands and Anangu Maralinga Tjarutja Lands.	The department is working with the PYEC to develop a collaboration agreement which describes how the department will support the PYEC to achieve the priorities outlined in the PYEC Strategic Plan 2022-2026.
Public Education in South Australia statement and principles	<p>A clear guiding statement on the purpose of public education in South Australia.</p> <p>A set of principles that guides the work of the system</p>	7 student forums were held across the state in 2022. Engagement with families, industry, and key stakeholders will take place in the first half of 2023.
Student Engagement Reforms	To develop and implement a program of reforms that supports greater engagement of students in	<p><u>Positive Behaviour for Learning</u></p> <p>The Positive Behaviour for Learning (PBL) framework</p>

Agency objectives	Indicators	Performance
	<p>their learning and drives a significant reduction in exclusionary discipline in South Australian government schools.</p>	<p>began implementation in 15 schools with a further 26 schools starting in term 1, 2023.</p> <p><u>Additional Mental Health and Learning Support</u></p> <p>As part of the government’s commitment to 100 additional specialists, the Department for Education is implementing a new mental health service which will provide qualified mental health practitioners based in government schools.</p> <p>A pilot began in metropolitan and country schools which will inform the most effective way to allocate and utilise mental health practitioners so that this service gets the best outcomes for students. Full implementation will occur from early 2023.</p> <p><u>Attendance</u></p> <p>The department is partnering with Kornar Winmil Yunti (KWY) and the Department of Human Services to deliver a new service model (YERTA) for Aboriginal families where there is a child or young person with concerning school attendance.</p> <p>The YERTA project commenced in term 4, 2022 in Western Adelaide and offers intensive family supports and an additional education focus, to test if this can be an effective response for Aboriginal families where there are complex family circumstances which are barriers to school attendance.</p>

Agency objectives	Indicators	Performance
Workforce Strategy	Implement the Aboriginal Workforce Plan (2021-2031) (Chapter 1).	Workforce Strategy key deliverables in 2022 included: <ul style="list-style-type: none"> The Aboriginal Workforce Plan 2021-2023 contains 21 actions. Each of these actions have maintained steady progress across 2022 and continue to be monitored and tracked through a cross-departmental governance group.
	Launch the Culturally Responsive Framework to provide a guide to support the department's workforce to embed cultural responsiveness in its practice across all environments.	Launched the first Culturally Responsive Framework (CRF). Partnered with 11 pilot sites to support their implementation of the framework. The pilot sites include a mix of corporate (2) and school/preschool sites (9). A proposed approach to measure the departments cultural responsiveness has been developed, guided by Aboriginal voices from across the department. The Department's Aboriginal Workforce Network (DAWN) has grown from 168 members (2021) to 201 members in 2022.
	Launch and commence implementation of the actions under the Educational Teachers and Leaders Workforce Plan (Chapter 2).	Chapter 2 was launched in term 2, 2022. Implementation of actions has commenced and will be progressively implemented.
	Develop the Classroom and Student Support Workforce Plan (Chapter 3).	The planning stage for the Classroom and Student Support Workforce Plan (Chapter 3) was completed in 2022 and design stage will be completed in 2023.

Agency objectives	Indicators	Performance
VET as a valued pathway	Industry is using Vocational Education and Training to train and upskill their workforce.	New employers have continued to engage with the Traineeship and Apprenticeship system and grow their businesses with over 2,400 approved to employ trainees and apprentices in South Australia in 2021-22, a 40% increase on the previous year. This contributed to the creation of over 16,000 new training contracts, representing a 20% increase on the previous year.

Corporate performance summary

- For students in South Australia in 2022, there has been an improvement in NAPLAN mean scores for Reading from 2021 in years 3 and 5.
- For Aboriginal students in South Australia, there has been an improvement in NAPLAN mean scores from 2021 for Reading in years 3 and 5 and Numeracy in year 5.
- Phonics screening check results in 2022 climbed for the fourth consecutive year in a row, delivering a 25% point-improvement since its inception in August 2018 (following a trial in limited schools in 2017).
- 7,617 South Australian students completed their South Australian Certificate of Education (SACE). This is lower than the 8,333 students in 2021 as there were fewer year 12 students in 2022.
- 2,351 students in country South Australia completed their SACE in 2022, compared to 2,566 in 2021.
- In 2022, 260 Aboriginal students completed their SACE in SA Government schools compared to 342 in 2021.
- 3,036 students completed a VET Certificate III as part of their SACE compared to 3,886 in 2021. 40% of completed SACE students included VET in their studies.
- Students with intellectual disability continue to complete their SACE. In 2022, 307 students completed SACE with 1 or more modified subjects.

Employment opportunity programs

Program name	Performance
Amy Levai Aboriginal Teaching Scholarship Program	<p>30 Aboriginal people were supported through the program in 2022. This includes:</p> <ul style="list-style-type: none"> • 1 senior secondary student • 20 people completing an initial teacher education award (of which 8 were employed by the department in education support roles) • 9 early career teachers.
Special Authority to Teach (COVID relief)	<p>In the second half of 2022 final year pre-service teachers could apply for a Special Authority to Teach for COVID relief in public education sites.</p> <ul style="list-style-type: none"> - In term 3, 115 pre-service teachers provided 970 relief days. - In term 4, 79 pre-service teachers provided 558 relief days.
Traineeships and Graduates	<p>16 existing Department for Education employees commenced a traineeship under a contract of training in 2022.</p>

Agency performance management and development systems

Performance management and development system	Performance
<p>The department's approach is guided by the Performance and Development Policy and Guideline.</p> <p>Employees and their managers are expected to engage in regular performance and development conversations, including bi-annual reviews.</p> <p>Implementation is monitored via the Human Resource System (HRS) and employee surveys.</p>	<p>At 30 November 2022, 52% of eligible employees had a current performance and development review.</p> <p>This is a decrease since November 2021 where 77% of eligible employees had a current performance and development review.</p> <p>This follows the department's decision in 2022 to not utilise regular reminders or follow up, due to the impact of COVID-19.</p> <p>The department will re-engage employees and managers in the importance of regular performance and development discussions in 2023. This will be supported by the launch of its refreshed framework.</p>

Work health, safety and return to work programs

Program name	Performance
WHS Incident and Hazard Management System	Development of the new incident and hazard reporting platform (Incident 360) progressed. User acceptance testing identified several opportunities for improvement. A pilot program is scheduled for 2023 with full rollout of the new platform due later in the year.
SiSU Health Stations	<p>SiSU Health Stations are mobile machines that measure the user's weight, height, blood pressure, body mass index, heart rate, diabetes risk level, stress level and provide a lifestyle score. The purpose of the health stations is to provide employees with information to assist them in making informed decisions about their health and lifestyle. Users are referred to seek further medical advice if the machine identifies an adverse health score.</p> <p>SiSU Health Stations have been made available to department employees at selected sites from July to December 2022.</p> <p>The WHS Unit will receive a report from SiSU in early 2023. The report will help inform strategies that may be implemented to support employees make informed decisions about their health.</p>
WHS training audit and evaluation 2022	<p>An audit and detailed evaluation of all WHS training and induction programs within the department was conducted to ensure that:</p> <ul style="list-style-type: none"> • the department continues to meet legislative requirements • employees are provided with a comprehensive and appropriate WHS training program to protect them from the department's WHS risks • training content is up to date, fit for purpose and accessible • the WHS training program is effectively communicated to employees. <p>Outcomes of this audit and evaluation will be actioned as appropriate in 2023.</p>

Program name	Performance
WHS training initiatives	<p>New training programs to support employees within their roles have been implemented, including:</p> <ul style="list-style-type: none"> • a partnership with TAFE SA to deliver 'Safe use of machinery for technology teaching' • a revised 'Laboratory skills workshop' presented by TAFE SA • 'Asbestos awareness training' delivered by Greencap • a 1-year contract extension with Kidsafe SA to deliver 'Playground inspection and maintenance training'.
Laboratory safety procedures	<p>A new laboratory safety page on EDi has information and requirements for working safely in school science laboratories and includes links to:</p> <ul style="list-style-type: none"> • risk assessments • safe operating procedures • training for laboratory employees • information sheets (laboratory equipment, chemicals, activities). <p>This information is designed to assist Laboratory staff and science teachers to manage associated risks when planning and conducting practical activities.</p>
WHS Internal Audit program	<p>Due to the impact of COVID-19 restrictions across the department, the 2021-22 internal audit program will be merged with the 2022-23 audit schedule to ensure ongoing review of WHS risks and controls.</p> <p>Technical WHS audits have been undertaken in 2022 for WHS Key Risk 17: Site Managed Swimming pools to establish base level requirements and assist sites to manage associated hazards.</p>

Workplace injury claims	Current year 2021-22	Past year 2020-21	% Change (+ / -)
Total new workplace injury claims	627	731	-14.23%
Fatalities	0	0	0%
Seriously injured workers*	0	0	0%
Significant injuries (where lost time exceeds a working week, expressed as frequency rate per 1000 FTE)	9.51	11.08	-14.17%

*number of claimants assessed during the reporting period as having a whole person impairment of 30% or more under the Return to Work Act 2014 (Part 2 Division 5)

Work health and safety regulations	Current year 2021-22	Past year 2020-21	% Change (+ / -)
Number of notifiable incidents (<i>Work Health and Safety Act 2012, Part 3</i>)	75	118	-36.44%
Number of provisional improvement, improvement and prohibition notices (<i>Work Health and Safety Act 2012 Sections 90, 191 and 195</i>)**	62	14	+343%

**increase in notices is attributed to a SafeWork SA enforcement campaign regarding playgrounds.

Return to work costs***	Current year 2021-22	Past year 2020-21	% Change (+ / -)
Total gross workers compensation expenditure (\$)	\$22,479,814	\$21,104,150	+6.52%
Income support payments – gross (\$)	\$10,885,509	\$10,367,881	+4.99%

***before third party recovery

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/work-health-and-safety-and-return-to-work-performance-reporting-by-the-department-for-education>

Executive employment in the agency

Executive classification	Number of executives
Chief Executive	1
SA Executive Services Level 1	65
SA Executive Services Level 2	14
Principal Band A-2	67
Principal Band A-3	153
Principal Band A-4	102
Principal Band A-5	94
Principal Band A-6	60
Principal Band A-7	28
Principal Band A-8	23
Principal Band A-9	22
Principal Band A-9 plus	13
Education and Children' Services Act Section 121 Negotiated Conditions	251
Preschool Director Band A-2	14
Preschool Director Band A-3	51

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/executive-employment-in-the-department-for-education>

The [Office of the Commissioner for Public Sector Employment](#) has a [workforce information](#) page that provides further information on the breakdown of executive gender, salary and tenure by agency.

Financial performance

Financial performance at a glance

The following is a brief summary of the overall financial position of the agency. The information is unaudited. Full audited financial statements for 2021-2022 are attached to this report.

Statement of Comprehensive Income	2021-22 Budget \$000s	2021-22 Actual \$000s	Variation \$000s	Past year 2020-21 Actual \$000s
Total Income	4 007 953	3 868 971	(138 982)	3 930 989
Total Expenses	4 009 250	3 849 861	(159 389)	3 799 607
Net Result	(1 297)	19 110	20 407	131 382
Total Comprehensive Result	(1 297)	193 638	192 341	373 937

Our income – where it comes from

The total income received by the department and schools from controlled operations for the 2021-22 financial year was \$3.9 billion, which was a reduction of \$62.0 million from the previous financial year.

Key factors contributing to the movement include:

- Appropriations from the State Government reduced by \$84.0 million, mainly relating to timing of capital projects.
- A \$5.3 million reduction of sales of goods and services, primarily relating to lower school revenue associated with the State Government's \$100 per student Material and Services Charge rebate providing fee relief for eligible families (noting that schools were provided with an operating grant to reimburse them for this impact). This reduction is partly offset by increases in fees generated by schools.
- A \$4.9 million reduction of grants received by schools.
- Revenue from the Australian Government increased by \$36.5 million, predominantly relating to increases of \$40.2 million and \$3.5 million associated with the National Schools Reform Agreement and Preschool Reform Agreement, respectively; partly offset by a reduction of \$6.0 million in funding relating the Job Keeper initiative.

Our expenditure – how our funds were spent

Total operating expenses of the department and schools for controlled activities increased by \$50.3 million to \$3.8 billion compared with the previous financial year. The increase in expenditure from the previous financial year is predominantly attributed to:

- \$78.5 million increase in supplies and service mainly from increased expenditure on minor works, facility maintenance, ICT related equipment and services and contractors and other outsourced services.

- An increase of \$21.7 million in depreciation and amortisation expenses associated with the department's capital investing program.
- A reduction of \$22.0 million in employee related costs that includes lower expenditure associated with the revaluation of long service leave liabilities and workers compensation provisions and higher costs of increased salary rates payable under enterprise agreements.
- A \$20.4 million decrease in cash returned to the Department of Treasury and Finance under the Cash Alignment Policy.

Comprehensive result – changes in asset valuations

The comprehensive result includes the impact of the revaluation of non-current assets which occurred in 2021-22. This resulted in an increase of \$174.5 million to the revaluation surplus when compared to the previous financial year.

Financial position

Statement of Financial Position	2021-22 Budget \$000s	2021-22 Actual \$000s	Variation \$000s	Past year 2020-21 Actual \$000s
Current assets	1 018 971	1 254 940	235 969	1 254 117
Non-current assets	5 764 455	6 116 496	352 041	5 663 401
Total assets	6 783 426	7 371 436	588 010	6 917 518
Current liabilities	518 229	470 173	(48 056)	477 807
Non-current liabilities	1 087 900	1 078 187	(9 713)	1 073 844
Total liabilities	1 606 129	1 548 360	(57 769)	1 551 651
Net assets	5 177 297	5 823 076	645 779	5 365 867
Equity	5 177 297	5 823 076	645 779	5 365 867

Summary of our assets – what we own

The value of assets for the department and schools totalled \$7.4 billion as at 30 June 2022, which represented an increase of \$453.9 million compared with the previous financial year.

Property, plant and equipment increased by \$355.1 million resulting primarily from additional capital expenditure on construction projects and the revaluation of assets, partly offset by depreciation expenses.

Intangible assets increased by \$99.8 million with the recognition of the service right for use of equipment assets for the two new schools that opened in 2022 at Angle Vale and Aldinga, under a public private partnership (PPP) agreement.

Cash and cash equivalents increased by \$12.7 million and receivables were \$7.4 million lower than the previous financial year.

Summary of our liabilities – what we owe

The value of liabilities for the department and schools totalled \$1.5 billion as at 30 June 2022; a decrease of \$3.3 million compared with the previous financial year.

Other liabilities increased by \$104.8 million mainly due to the recognition of the equipment service right liability for the new schools at Angle Vale and Aldinga that opened in 2022 that are operated under a PPP agreement.

Employee benefit liabilities reduced by \$79.3 million predominantly relating to reductions associated with revalued long service leave liabilities and the impact of annual leave taken in the 2021-22 financial year.

Materials and services charges

The materials and services charge set by each governing council is for materials and services used or consumed by individual students during the course of their study and shall reflect the cost of the materials and services provided.

For 2022, the prescribed amount as determined in accordance with the Education and Children’s Services Regulations 2020 was \$253 for primary students and \$334 for secondary students. Governing councils are able to poll their school communities to seek majority support to charge an amount greater than the prescribed amount as well as including specific subject charges where applicable.

For the 2021-22 financial year, the actual amount recorded by schools for material and services charges was \$61.5 million. It is noted that for the 2022 school year eligible families were provided with a rebate of the 2022 materials and services charge.

Consultants disclosure

The following is a summary of external consultants that have been engaged by the agency, the nature of work undertaken, and the actual payments made for the work undertaken during the financial year.

Consultancies with a contract value below \$10,000 each

Consultancies	Purpose	\$ Actual payment
All consultancies below \$10,000 each - combined	Various	\$19,400

Consultancies with a contract value above \$10,000 each

Consultancies	Purpose	\$ Actual payment
11point2 Pty Ltd	Facilitate workshops and provide a discovery report that articulates the issues for the Equity for Student Opportunity Problem Space Program.	\$10,000
ACER	Analyse NAPLAN data and prepare a report for the	\$45,275

Consultancies	Purpose	\$ Actual payment
	Brightpath Writing Improvement program.	
ASG Group Limited	Identify process improvement solutions to assist SA schools' annual reports, Site Improvement Plan and Governing Council Constitution reporting requirements.	\$22,725
Aurecon Australasia Pty Ltd	Develop a business case relating to the establishment of new high school accommodation within the Adelaide CBD and Inner North areas to meet future enrolment demand.	\$595,749
Aurecon Australasia Pty Ltd	Preparation of a presentation for senior management to guide future investment decision making relating to capital works.	\$25,000
Beyond Kathleen Stacey & Associates	Review of the Intensive English Language and New Arrivals program in preparation for scaling-up in response to expected future growth in enrolments.	\$27,200
CyberCX Pty Ltd	Technical Security Assessment across sites to identify security weaknesses and provide recommendations and mitigation strategies.	\$26,010
David O'Brien Consulting	Development of a strategic Aboriginal Education Teacher (AET) project plan, identification of key stakeholders and consultation processes, and facilitation of a redescribed AET role statement and operating model.	\$11,860
Deloitte Consulting Pty Ltd	Research and perform a benchmarking analysis for	\$229,075

Consultancies	Purpose	\$ Actual payment
	corporate services and education support functions.	
Deloitte Touche Tohmatsu	Identify process improvement opportunities to support the Digital Strategy.	\$77,266
Deloitte Touche Tohmatsu	Undertake data profiling relating to the digital maturity of South Australian schools.	\$49,818
Mercer Consulting (Australia) Pty Ltd	Manage the Band A Review and Contemporary School Leadership Structures Project.	\$180,700
Outsidein Group	Develop a methodology for reviewing Student Support Services teams. This consultancy commenced in 2020-21 and continued into 2021	\$17,588
PricewaterhouseCoopers	Perform a review relating to the Education Management System finance module.	\$42,175
PricewaterhouseCoopers	Validation of assumptions relating to the Schools Water Efficiency Program business case.	\$24,609
Rawtec Pty Ltd	Assist the development of a Waste & Recycling procurement strategy and tender documentation. This consultancy commenced in 2020-21 and continued into 2021-22.	\$18,877
RKM Consulting Pty Ltd	Review and assess the Hire to Retire processes and systems.	\$28,287
Sayers Advisory Pty Ltd	Undertake research as part of our national leadership of an initiative in the National Schools Reform Agreement.	\$1,579,568

Consultancies	Purpose	\$ Actual payment
Sherylee Dawe	Review and revision of the South Australian Department for Education Family Day Care Program policy and operational guidelines as well as development of an associated communications/implementation plan.	\$22,505
Social Ventures Australia Ltd	Evaluate the Learning+ pilot program to inform future decision making. This consultancy commenced in 2020-21 and continued into 2021-22.	\$103,107
South Australian Aboriginal Education and Training Consultative Council	Assess the Aboriginal Workforce Plan and Culturally Responsive Framework.	\$30,000
Telethon Kids Institute	Investigating entry assessments across education system jurisdictions by conducting a gap analysis to summarise best practice evidence and criteria that can be used to assist in identifying good measurement practice in relation to the collection and response to assessments of children's development at school entry.	\$72,335
Telethon Kids Institute	Review the Inclusive Preschool Program and Hearing Impairment Support Program.	\$48,202
Washington Emerson Consulting	Undertake a review of the Strategic Policy Model.	\$10,800
Zed Management Consulting	Data reporting and analytics review of existing products and tools against future needs.	\$127,172
	Total	\$3,425,903

Data for previous years is available at:

<https://data.sa.gov.au/data/dataset/consultants-engaged-by-the-department-for-education>

See also the [Consolidated Financial Report of the Department of Treasury and Finance - \(Budget Statement Appendix C\)](#) for total value of consultancy contracts across the South Australian Public Sector.

Contractors disclosure

The following is a summary of external contractors that have been engaged by the agency, the nature of work undertaken, and the actual payments made for work undertaken during the financial year.

The information contained is sourced from the department’s general ledger and invoices, and it is noted that sampling has occurred for some individual vendors with significant volumes.

Transactions between the department and government schools and preschools have been excluded from the below transactions in addition to some transactions that were identified that are not in the nature of contractors.

Contractors with a contract value below \$10,000

Contractors	Purpose	\$ Actual payment
All contractors below \$10,000 each - combined	Various	\$1,993,656.53

Contractors with a contract value above \$10,000 each

Contractors	Purpose	\$ Actual payment
3NA PTY LTD	Professional services for ICT reform (MS Access solution improvements)	\$95,085.00
3NA PTY LTD	Professional services for ICT reform (Flexible Learning Program)	\$43,560.00
ABC MULTILINGUA PTY LTD	Translation and interpreting services	\$183,347.00
AIM TO SUCCEED TUTORING	Professional tuition services for School Retention Program	\$51,398.75
ANGLICARE SA LTD	Professional services for departmental initiatives (School retention mentoring program)	\$45,082.59

Contractors	Purpose	\$ Actual payment
ANZUK EDUCATION SERVICES PTY LTD	Labour resources	\$10,000.00
ARTD PTY LTD	Professional services for departmental initiatives (year 7 to high school transition)	\$181,360.00
ASI SOLUTIONS	Professional ICT audit services	\$11,500.02
AURECON AUSTRALASIA PTY LTD	Professional services for strategic asset management	\$473,550.00
AUSLAN SERVICES PTY LTD	Translation and interpreting services	\$67,084.34
AUSTRAL TREE SERVICES PTY LTD	Professional services for bushfire safety	\$193,225.00
B&H AUSTRALIA PTY LTD	Professional audio visual support services	\$38,287.50
BAIN EDUCATION SERVICES	Professional services for departmental initiatives (Leader Advisor Program)	\$10,685.00
BAPTIST CARE (SA) INC	Professional services for departmental initiatives (School retention mentoring program)	\$121,662.19
BARKUMA INC	Professional services in disability support	\$300,000.00
BAROSSA HILLS FLEURIEU LOCAL HEALTH NETWORK INC	Labour resources	\$43,193.62
BDO SERVICES PTY LTD	Professional services for departmental initiatives (Procurement services)	\$74,776.00
BENESTAR GROUP PTY LTD	Psychological first aid leadership program	\$154,195.05
BOB MAY WORKPLACE EMERGENCY	Professional services to deliver fire warden training	\$10,699.23
BROADEN PSYCHOLOGY	Psychological assessment services	\$27,380.07

Contractors	Purpose	\$ Actual payment
BROADTEC SERVICES PTY LTD	Professional services for ICT infrastructure in schools	\$80,047.64
BROADTEC SOLUTIONS PTY LTD	Professional services for ICT communication installation and maintenance	\$99,574.26
BRONWYN CUSTANCE EDUCATION	Professional services for departmental initiatives (LEAP strategies, planning, support, and training)	\$41,827.28
BUS & COACH ASSOCIATION SA	Professional services for the delivery of school bus safety program (BusSafe Program)	\$83,500.81
CABLELINK COMMUNICATIONS	Professional services for ICT infrastructure in schools	\$105,828.00
CALD GROUP	Translation and interpreting services	\$19,700.00
CC SOLUTIONS WA PTY LTD	Professional services for departmental initiatives (Leadership development)	\$20,708.00
CENTACARE CATHOLIC FAMILY SERVICES	National School Chaplaincy Program	\$393,854.50
CHAMONIX IT MANAGEMENT CONSULTING (SA) PTY LTD	Professional services for departmental initiatives	\$11,328.13
CHANDLER MACLEOD GROUP LTD	Labour resources	\$263,370.98
CHELSEA TURNER	Translation and interpreting services	\$17,905.32
CINDY MCGARRY	Professional services for departmental initiatives (Leader Advisor Program)	\$13,709.55
CIVICA EDUCATION PTY LTD	Professional services for the Education Management System (EMS) project	\$6,584,038.87

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Contractors	Purpose	\$ Actual payment
CLICK FILMS PTY LTD	Professional services for departmental initiatives (Project & data management - Orbis centre)	\$16,000.00
COGS PROJECT THERAPY PTY LTD	Professional services for the Education Management System (EMS) project	\$345,175.40
COLIN MACMULLIN	Psychological assessment services	\$75,095.62
COMMUNICATION REPUBLIC	Translation and interpreting services	\$83,070.00
COMPLETE TUTORING SOLUTIONS	Professional tuition services for School Retention Program	\$53,797.50
COMPUTERS NOW PTY LTD	Professional ICT audit services	\$156,953.38
COMUNET UNIT TRUST	Professional services for departmental initiatives (One plan additional features)	\$20,646.00
COMUNET UNIT TRUST	Professional services for ICT support work (PowerBI dashboard for ServiceNow)	\$5,573.00
COMUNET UNIT TRUST	Professional services for ICT support work (Browser 2020 issue)	\$16,167.00
CONNECTED SELF PTY LTD	Professional services for departmental initiatives (School retention mentoring program)	\$348,800.82
CONSTRUCTION INDUSTRY TRAINING BOARD	Professional services to support delivery of departmental programs (doorways2construction program)	\$140,000.00
CONTINUUM PSYCHOLOGICAL SERVICES	Psychological assessment services	\$29,750.97

Contractors	Purpose	\$ Actual payment
CONTRACTING SITE SOLUTIONS PTY LTD	Professional services for ICT communication installation and maintenance	\$78,164.10
CORPORATE HEALTH GROUP PTY LTD	Health assessment services	\$19,457.00
CPM - DEPARTMENT OF EDUCATION AND TRAINING	Professional services for departmental initiatives (Online Formative Assessment Initiative)	\$103,167.00
CULTURALCHEMY PTY LTD	Professional services for departmental initiatives (Strategic workshop)	\$23,150.00
CUSTOM MINDS	Psychological assessment services	\$23,227.56
D WHY PTY LTD	Professional services for departmental initiatives (Data analytics)	\$24,000.00
DANSIE'S HEAD TO TOE PTY LTD	Psychological assessment services	\$169,569.49
DATA 3 LTD	Professional services for ICT infrastructure (Backup & maintenance)	\$36,484.22
DATA 3 LTD	Professional services for ICT software license management	\$61,400.00
DATAPEAKS	Professional services to support ICT delivery (Analysis and strategic advisory)	\$117,187.50
DAVID O'BRIEN CONSULTING	Professional services for departmental initiatives (Leader Advisor Program)	\$23,600.49
DEAF SERVICES LIMITED	Translation and interpreting services	\$32,667.50
DEB HALLIGAN	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$14,835.04

Contractors	Purpose	\$ Actual payment
DELOITTE ACCESS ECONOMICS PTY LTD	Professional services for departmental initiatives (Disability Outcomes Framework)	\$84,787.28
DELOITTE TOUCHE TOHMATSU	Professional services for departmental initiatives (Digital Strategy)	\$13,255.11
DELOITTE TOUCHE TOHMATSU	Professional services for departmental initiatives (for Online Formative Assessment Initiative)	\$1,043,759.00
DENISE HIGGINS	Professional services for departmental initiatives (Leader Advisor Program)	\$19,216.25
DEPARTMENT OF TREASURY AND FINANCE	Professional services for debt recovery	\$558,630.00
DFP RECRUITMENT SERVICES	Labour resources	\$93,582.40
DK PSYCHOLOGY	Psychological assessment services	\$80,788.10
DREAM ENGINE PTY LTD	Professional services for departmental initiatives (Literacy summit)	\$22,300.00
DXC ENTERPRISE AUSTRALIA PTY LTD	Professional services for ICT infrastructure in schools	\$250,664.04
DXC TECHNOLOGY AUSTRALIA	Professional services for departmental initiatives (Database and middleware services)	\$24,939.33
DXC TECHNOLOGY AUSTRALIA	Professional services for departmental initiatives (International Students Project)	\$147,750.00
DXC TECHNOLOGY AUSTRALIA	Professional services for departmental initiatives (Customer feedback unit and	\$172,598.04

Contractors	Purpose	\$ Actual payment
	Incident Management Directorate)	
EBMS PTY LTD	Professional services for departmental initiatives (eBMS platform configuration)	\$16,156.00
EDGE RECRUITMENT	Labour resources	\$1,186,819.37
EMPIRED LTD	Professional services for departmental initiatives (Data design consulting)	\$116,988.75
ENABLE PROFESSIONAL SERVICES	Professional services for departmental initiatives	\$49,000.00
ERNST & YOUNG	Professional services for departmental initiatives (Child development screening)	\$33,750.00
ERNST & YOUNG	Professional services for the Education Management System (EMS) project	\$76,200.00
ERNST & YOUNG	Professional services for departmental initiatives (Personalised Learning Journey Mapping)	\$50,000.00
ERNST & YOUNG	Professional services for departmental initiatives (Financial accounting and reporting advice for capital lifecycle costs)	\$19,000.00
EXCEPTIONAL LEARNERS ASSESSMENT	Psychological assessment services	\$34,443.50
EXPOSE DATA PTY LTD	Professional services for departmental initiatives (WHS data analysis)	\$26,550.00
EXPOSE DATA PTY LTD	Professional services for departmental initiatives (edAnalytics)	\$1,484,696.86

Contractors	Purpose	\$ Actual payment
FLINDERS UNIVERSITY	Professional services for departmental initiatives (Evaluation of interception intervention)	\$20,181.82
FOCUS COMPUTING PTY LTD	Professional services for departmental initiatives (Learning plus initiatives)	\$10,400.00
FUJIFILM DATA MANAGEMENT	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$923,375.04
GALPINS ACCOUNTANTS, AUDITORS	Professional audit and risk services	\$55,499.15
GRAMAC SOLUTIONS	Labour resources	\$15,905.44
GREEN TRIANGLE ELECTRONICS	Professional services for ICT infrastructure in schools	\$18,551.24
HANLEY AUTO REPAIRS	School bus services (Bus hire)	\$18,554.55
HARRISON MCMILLAN PTY LTD	Labour resources	\$14,840.64
HARRISON MCMILLAN PTY LTD	Professional services to assist with recruitment	\$13,979.09
HAYS SPECIALIST RECRUITMENT	Labour resources	\$7,936,097.79
HENDER CONSULTING	Labour resources	\$283,296.66
HOBAN RECRUITMENT PTY LTD	Labour resources	\$580,182.71
HUDSON GLOBAL RESOURCES (AUST) PTY LTD	Labour resources	\$714,366.44
HUMAN PSYCHOLOGY	Psychological assessment services	\$122,586.50
IALIGN PTY LTD	Professional services for departmental initiatives (Hogan	\$19,275.30

Contractors	Purpose	\$ Actual payment
	flash reports & ialign custom reports)	
IAN CARSWELL	Professional tuition services for School Retention Program	\$15,500.00
I'M POSSIBLE ACADEMY IPA	Professional tuition services for School Retention Program	\$18,080.00
IN YOUR SKIN PTY LTD	Professional services for departmental initiatives	\$18,560.00
INCOMPRO ABORIGINAL ASSOCIATION INC	Professional services for departmental initiatives (School Retention Program)	\$284,885.50
INSPIRED PSYCHOLOGY	Psychological assessment services	\$22,280.33
INSYNC SOLUTIONS PTY LTD	Professional services for departmental initiatives (Education Internet Management Services deliverable)	\$781,887.50
INTERPRETING AND TRANSLATING	Translation and interpreting services	\$18,283.36
IOT TEK	Professional audio visual support services	\$34,520.00
JADE-THELDA CLEASBY	Translation and interpreting services	\$127,601.60
JOHN P MALCOLM	Professional assessment services	\$98,852.80
K.A COOTE & R.T COOTE	Professional services for bushfire safety	\$13,216.87
KAREN DAVIES	Psychological assessment services	\$58,447.08
KATHRYN CLEEVES COCCETTI	Professional services for departmental initiatives (Temporary relieving teachers for International Students Program)	\$10,476.00

Contractors	Purpose	\$ Actual payment
KENDALL DEANE	Professional services to support online professional learning	\$14,295.16
KIDSAFE SA INC	Playground safety inspections and workforce training	\$186,810.54
KINCENTRIC	Professional services for departmental initiatives (My Wellbeing Program)	\$206,500.00
KPMG	Professional services for departmental initiatives (EdAnalytics Project)	\$177,705.00
KPMG	Professional services for departmental initiatives (Development of the Office for the Early Years framework structure and work plan)	\$59,012.02
KPP VENTURES PTY LTD	Labour resources	\$543,009.18
KWP ADVERTISING PTY LTD	Professional services for departmental initiatives (Schools wordpress multisite development)	\$30,000.00
LABS 'N LIFE INC	Labs 'n Life Program	\$34,155.71
LAURA DONNELLAN	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$13,944.74
LEARNING BY DESIGN	Professional services for departmental initiatives	\$86,184.37
LIFE WITHOUT BARRIERS	Professional services for departmental initiatives (School Retention Program)	\$45,884.36
LIGHTHOUSE YOUTH PROJECTS	Professional services for departmental initiatives (School Retention Program)	\$21,600.00

Contractors	Purpose	\$ Actual payment
LUMINATION PTY LTD	Professional services for department initiatives (Digital strategy)	\$411,430.22
LUMINATION PTY LTD	Professional services for departmental initiatives (Science, technology, Engineering and mathematics Central)	\$250,345.78
M&M GROUP OF COMPANIES PTY LTD	Professional services for bushfire safety	\$18,600.00
MAKE LEARNING BETTER	Professional services for departmental initiatives (Leader Advisor Program)	\$25,069.73
MANPOWER SERVICES AUST PTY LTD	Labour resources	\$67,137.90
MANPOWER SERVICES AUST PTY LTD	Professional services to assist with recruitment	\$109,700.00
MATTHEW NAIRN	Psychological assessment services	\$111,053.36
MAUREEN HEGARTY	Science, Technology, Engineering and Mathematics (STEM) Program	\$122,325.00
MAXIMA GROUP TRAINING	Labour resources	\$41,592.71
MAXIMA TRAINING GROUP (AUST) LTD	Labour resources	\$40,252.73
MEGT (AUSTRALIA) LTD	Labour resources for Chaplaincy Program	\$565,995.19
MISSION AUSTRALIA	Professional services for departmental initiatives (School Retention Program)	\$94,953.07
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (COVID positive case tracking)	\$140,279.40

Contractors	Purpose	\$ Actual payment
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (Incident management)	\$375,313.70
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (Resource deployment)	\$40,759.30
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (Solution architect)	\$14,720.00
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (Technical architect)	\$19,200.00
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (Quality assurance Resource Deployment)	\$32,400.00
MTX AUSTRALIA PTY LTD	Professional services for departmental initiatives (SalesForce solution build)	\$66,560.00
MY PSYCHOLOGIST FRANCES	Psychological assessment services	\$16,104.55
NARDOO LANDSCAPING PTY LTD	Grounds maintenance services	\$20,887.84
NEC AUSTRALIA PTY LTD	Professional services to support ICT delivery (Corporate site upgrades)	\$125,173.51
NEC IT SERVICES AUST PTY LTD	Professional services for ICT infrastructure (Backup & maintenance)	\$43,130.85
NEC IT SERVICES AUST PTY LTD	Professional services for Objective EDRMS (Backup & maintenance)	\$36,870.43
NOVITA CHILDREN'S SERVICES	Psychological assessment services	\$50,654.65
NUAGO PTY LTD	Professional ICT audit services	\$151,762.14

Contractors	Purpose	\$ Actual payment
NUAGO PTY LTD	Professional services for departmental initiatives (Online exchange migration)	\$75,840.02
NUTSHELL SYSTEMS PTY LTD	Professional services for the Education Management System (EMS) project	\$36,790.00
NUTSHELL SYSTEMS PTY LTD	Professional services for departmental initiatives (edAnalytics)	\$49,465.00
ONCALL LANGUAGE SERVICES PTY LTD	Translation and interpreting services	\$12,637.00
OPTUS BILLING SERVICES PTY LTD	Professional services to support ICT delivery (ICT and telecommunication expenses)	\$15,081.75
OUTSIDEIN GROUP	Professional assessment services	\$30,302.50
OUTSIDEIN GROUP	Professional services for educator assessments	\$173,425.25
PAULINE CARTER EDUCATIONAL CONSULTANT	Professional services for departmental initiatives	\$14,175.00
PAULINE CARTER EDUCATIONAL CONSULTANT	Professional services to support online professional learning	\$18,400.00
PAXUS AUSTRALIA PTY LTD	Labour resources	\$914,835.41
PEOPLEBANK AUSTRALIA LTD	Labour resources	\$367,797.36
PERNIX PTY LTD	Professional services for the Education Management System (EMS) project	\$1,818,219.81
PETER HEYDRICH	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$10,586.34

Contractors	Purpose	\$ Actual payment
PHIL JENKINS	Professional services for departmental initiatives (Leader Advisor Program)	\$14,686.25
POP EDUCATION PTY LTD	Professional services for departmental initiatives (Customised learning - new business)	\$69,120.00
PRICEWATERHOUSECOOPERS	Professional services for the Education Management System (EMS) project	\$88,434.89
PRICEWATERHOUSECOOPERS	Professional services for departmental initiatives (Family Day Care)	\$240,733.03
PRICEWATERHOUSECOOPERS	Professional services for departmental initiatives (Career education strategy development)	\$20,800.00
PROJECT GREEN PTY LTD	Professional services for bushfire safety	\$12,000.00
PROMIND PSYCHOLOGY PTY LTD	Psychological assessment services	\$80,333.08
PSYCHOLOGY SA	Psychological assessment services	\$33,650.18
PUSHING PERFORMANCE PTY LTD	Professional services for departmental initiatives (South Australian Aboriginal Secondary Training Academy)	\$46,277.90
RANDSTAD PTY LTD	Labour resources	\$2,835,015.30
RECRUITMENT SOLUTIONS GROUP AUSTRALIA PTY LTD	Labour resources	\$133,540.44
RELATIONSHIPS AUSTRALIA	Professional services for departmental initiatives (School Retention Program)	\$11,936.00

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Contractors	Purpose	\$ Actual payment
RELIEF RULER	Professional services for departmental initiatives (COVID Initiative)	\$42,000.00
REMCAS PTY LTD	Labour resources	\$73,395.00
RIVERLAND DATA & SECURITY	Professional services for ICT communication installation and maintenance	\$21,890.00
ROBERT THIELE	Professional services for departmental initiatives (Leader Advisor Program)	\$11,106.25
ROBERT WALTERS PTY LTD	Labour resources	\$65,962.50
ROSATO PROJECT MANAGEMENT	Professional services for departmental initiatives	\$142,200.00
ROSIE COPELIN	Professional services for departmental initiatives (Inclusive teaching and learning)	\$17,570.07
ROYAL SA DEAF SOCIETY INC	Translation and interpreting services	\$71,178.00
RT CONSULTANCY	Professional services for departmental initiatives (Leader Advisor Program)	\$20,684.81
RUBICON RED PTY LTD	Professional services for the Education Management System (EMS) project	\$69,490.63
RUBICON RED PTY LTD	Professional services for departmental initiatives (Unique student identifier integration pilot)	\$11,100.00
SA E & I SERVICES PTY LTD	Professional services for ICT communication installation and maintenance	\$17,871.00
SAMMY D FOUNDATION	Professional services for departmental initiatives (School Retention Program)	\$120,638.45

Contractors	Purpose	\$ Actual payment
SCHOOL PALS	Psychological assessment services	\$54,755.30
SCHOOLS MINISTRY GROUP	National School Chaplaincy Program	\$6,025,401.92
SEMAPHORE CONSULTING PTY LTD	Professional services for departmental initiatives (A-E data collection)	\$43,525.00
SFDC AUSTRALIA PTY LTD	Professional services for departmental initiatives	\$1,615,400.00
SIMFONI ANALYTICS LTD	Professional services for departmental initiatives (Procurement analytics)	\$27,775.00
SONDER CARE	Psychological assessment services	\$35,432.73
SQUIZ AUSTRALIA PTY LTD	Professional services for departmental initiatives (Student pathways website)	\$63,395.83
STEPNEY STUDIOS PTY LTD	Professional services to support online professional learning	\$23,550.00
SWITCH EDUCATION RECRUITMENT	Professional services for departmental initiatives (Future Leaders Program)	\$39,208.90
SYSTEM SOLUTIONS ENGINEERING	Professional services for departmental initiatives (COVID-19 initiative)	\$192,011.00
TAFE SA	Professional services for vocational education and training	\$10,286.00
TALENT INTERNATIONAL (SA) PTY LTD	Labour resources	\$2,125,962.49
TAYSOLS PTY LTD	Professional services for departmental initiatives (Financial Consolidation Project)	\$220,966.78

Contractors	Purpose	\$ Actual payment
TELETHON KIDS INSTITUTE	Professional services for departmental initiatives (validating wellbeing and engagement tools)	\$160,979.96
TELSTRA CORPORATION LTD	Professional services to support ICT delivery (ICT and telecommunication expenses)	\$302,541.94
TETHER STUDIO	Professional services to support online professional learning	\$13,600.00
THE SOCIAL RESEARCH CENTRE PTY LTD	Professional services for departmental initiatives (RAT test to stay trial)	\$17,013.00
TJINDU FOUNDATION LTD	Professional services for departmental initiatives (Aboriginal AFL academy)	\$68,181.82
TRANSFORMING EDUCATION	Professional services for departmental initiatives (English as an Additional Language or Dialect Project)	\$19,250.00
TURNER & TOWNSEND PTY LTD	Professional services for departmental initiatives (Procurement Modernisation Program)	\$393,600.00
UNITING COUNTRY SA LTD	National School Chaplaincy Program	\$309,912.00
UNITING COUNTRY SA LTD	Professional services for departmental initiatives (School Retention Program)	\$49,087.50
UNIVERSITY OF ADELAIDE	Professional services for departmental initiatives (Early childhood development report)	\$31,935.55
UNIVERSITY OF MELBOURNE	Professional services for departmental initiatives (year 7 to high school transition)	\$184,069.38
UNIVERSITY OF SOUTH AUSTRALIA	Various projects to support departmental initiatives	\$86,105.00

Contractors	Purpose	\$ Actual payment
UNIVERSITY OF SOUTH AUSTRALIA	Professional services for department initiatives (Digital strategy)	\$47,454.54
USG EDUCATION SERVICES PTY LTD	Professional ICT audit services	\$25,997.00
VICKI BAYLIS CONSULTING	Professional services to support Online Formative Assessment Initiative (OFAI)	\$145,625.00
WHITELION YOUTH AGENCY LTD	Professional services for departmental initiatives (School Retention Program)	\$177,400.79
WJ LEADERSHIP	Professional services for departmental initiatives (Leader Advisor Program)	\$10,495.00
YEAR 13 PTY LTD	Professional services for departmental initiatives (Online career education expo)	\$44,235.00
YORKE COMMUNICATIONS	Professional services for ICT communication installation and maintenance	\$17,507.50
YOUR CALMER MIND	Professional services for departmental initiatives (Leader Wellbeing Program)	\$38,396.66
YOUR DREAM INC	National School Chaplaincy Program	\$142,766.08
ZED MANAGEMENT CONSULTING	Professional services for departmental initiatives (Data analytics)	\$88,724.99
ZED MANAGEMENT CONSULTING	Professional services for departmental initiatives (Refresh of existing PowerBI apps)	\$79,674.40
ZED MANAGEMENT CONSULTING	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$148,277.52

Contractors	Purpose	\$ Actual payment
	Total	\$55,046,005.67

Data for previous years is available at:

<https://data.sa.gov.au/data/dataset/contractors-reporting-by-the-department-for-education>

The details of South Australian Government-awarded contracts for goods, services, and works are displayed on the SA Tenders and Contracts website. [View the agency list of contracts](#).

The website also provides details of [across government contracts](#).

Risk management

Risk and audit at a glance

The Audit and Risk Committee (ARC) provides independent advice to the Chief Executive and the Senior Executive Group on the department’s risk, control and compliance framework, and its external accountability responsibilities.

The ARC comprises 3 members from senior management and 3 independent external members. Representatives of the Auditor-General's Department attend as observers. The committee met on 5 occasions during 2022.

During 2022, the ARC has focused on the following matters:

- Corporate governance and risk management frameworks
- External accountabilities and financial legislative compliance
- Internal audit coverage and review of significant issues identified in audit reports and actions taken.
- External audit oversight of implementation and actions taken to address issues raised in Auditor General’s audit reports.

Fraud detected in the agency

Category/nature of fraud	Number of instances
Maladministration	2
Misconduct	4
Corruption	-

NB: Fraud reported includes actual and reasonably suspected incidents of fraud.

Strategies implemented to control and prevent fraud

The Department for Education is committed to maintaining a working environment free of fraud and corrupt behaviour and prompts this position through the department’s fraud and corruption control policy and framework. The policy and framework articulates the department's prevention, detection and response strategies and provides the processes for managing suspected and/or actual fraud or corruption.

Fraud control risks are reviewed and assessed annually to ensure that processes are in place to adequately manage potential fraud risks.

Any instances of misconduct are treated seriously by the department, and where these occur, prompt action is taken to ensure that they are thoroughly investigated and that those responsible are held to account.

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/fraud-detected-in-the-department-for-education>

Public interest disclosure

Number of occasions on which public interest information has been disclosed to a responsible officer of the agency under the *Public Interest Disclosure Act 2018*:

1

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/public-interest-disclosure-for-the-department-for-education>

Note: Disclosure of public interest information was previously reported under the *Whistleblowers Protection Act 1993* and repealed by the *Public Interest Disclosure Act 2018* on 1/7/2019.

Reporting required under any other act or regulation

Reporting required under the *Carers' Recognition Act 2005*

The Department for Education supports carers who are employees and students.

Awareness: There is a system to ensure all management, staff, and volunteers, parents and students have an understanding of the Act and Carers Charter.

Consultation: There is a system to ensure consultation with carers, or persons or bodies that represent carers, in the development and review of human resource department plans, policies, procedures and practice.

Practice: There is a system to ensure the principles of the Carers Charter are reflected in human resource department practices.

Public complaints

Number of public complaints reported

Complaint categories	Sub-categories	Example	Number of Complaints 2022
Professional behaviour	Staff attitude	Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency	122
Professional behaviour	Staff competency	Failure to action service request; poorly informed decisions; incorrect or incomplete service provided	154
Professional behaviour	Staff knowledge	Lack of service specific knowledge; incomplete or out-of-date knowledge	7
Communication	Communication quality	Inadequate, delayed or absent communication with customer	97
Communication	Confidentiality	Customer's confidentiality or privacy not respected; information shared incorrectly	5
Service delivery	Systems/technology	System offline; inaccessible to customer; incorrect result/information provided; poor system design	6
Service delivery	Access to services	Service difficult to find; location poor; facilities/ environment poor standard; not accessible to customers with disabilities	39
Service delivery	Process	Processing error; incorrect process used; delay in processing application; process not customer responsive	21
Policy	Policy application	Incorrect policy interpretation; incorrect policy applied; conflicting policy advice given	65
Policy	Policy content	Policy content difficult to understand; policy unreasonable or disadvantages customer	32

Complaint categories	Sub-categories	Example	Number of Complaints 2022
Service quality	Information	Incorrect, incomplete, out dated or inadequate information; not fit for purpose	4
Service quality	Access to information	Information difficult to understand, hard to find or difficult to use; not plain English	8
Service quality	Timeliness	Lack of staff punctuality; excessive waiting times (outside of service standard); timelines not met	1
Service quality	Safety	Maintenance; personal or family safety; duty of care not shown; poor security service/ premises; poor cleanliness	70
Service quality	Service responsiveness	Service design doesn't meet customer needs; poor service fit with customer expectations	36
No case to answer	No case to answer	Third party; customer misunderstanding; redirected to another agency; insufficient information to investigate	88
		Total	755

Note: the category is determined by the view of the complainant.

Additional Metrics	Total
Number of positive feedback comments	28
Number of negative feedback comments	274
Total number of feedback comments*	302
% complaints resolved within policy timeframes	94.45%

*Feedback received about the department and schools/preschools

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/public-complaints-received-by-the-department-for-education>

Service Improvements

In line with PC 039 - *Complaint Management in the South Australian Public Sector*, the complaint management system continues to be refined as part of a continuous improvement process to improve data capture and reporting capabilities regarding complaints management about schools and preschools.

During 2022 Customer Feedback has made a number of business improvements including:

- Automatic prompts and alerts within the system to ensure that action and outcome timeframes are met and that customers are provided with clear information about why decisions were made.
- Improved and more accessible advice to customers (both written and verbal) regarding their avenues for review if they dissatisfied with an outcome of a complaint.
- Clearer referencing of department policies, procedures and legislation where they apply to a decision or action made by a school.

A suite of reports (monthly and quarterly activity data) are produced and disseminated to senior executives, the audit and risk committee and a number of relevant divisions across the department. These highlight emerging trends and potential issues to enable early intervention and/or system change.

Site (school) business improvements resulting from complaints and feedback has included:

- Updated local guidelines in a number of schools where there had been complaints about aspects of the application of the enrolment policy, incident management, and camps and excursions.
- A number of schools made changes and improvements to their record keeping and communication practices following complaints about inconsistent reporting and communication.
- Improved safety measures and repairs were implemented at a school following parent complaints about potential hazardous pathways.

Compliance Statement

Department for Education is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector	Y
Department for Education has communicated the content of PC 039 and the agency’s related complaints policies and procedures to employees.	Y

Appendix: Audited financial statements 2021-22