



Annual Report 2023-24

Department for Education,
Children and Young People

Acknowledgement of Country

We acknowledge Tasmanian Aboriginal people as the traditional and continuing custodians of Lutruwita/Trouwerner/Tasmania, and acknowledge they have cared for their children and prepared them for life since the beginning of time.

Together we live, work, play and learn on the Land, Waterways and Sky that have been bound up with Aboriginal culture and identity for generations.

We honour Elders, past and present, and pay our respects to all Aboriginal and Torres Strait Islander colleagues, families and friends.

The Department for Education, Children and Young People commits to ensuring every Aboriginal and Torres Strait Islander child and young person is known, safe, well, and learning.

Submission to the Ministers



Hon Jo Palmer MLC
Minister for Education



Hon Roger Jaensch MP
Minister for Children and Youth

Dear Ministers

In accordance with the requirements of Section 36 of the *State Service Act 2000* and Section 42 of the *Financial Management Act 2016*, I submit to you, for presentation to Parliament, this report on the affairs and activities of the Department for Education, Children and Young People for the financial year ended 30 June 2024.

Yours sincerely



Tim Bullard
Secretary
Department for Education,
Children and Young People

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From the Secretary



As I reflect on our second year of operation, it is evident that this has been a period of transformation and growth for our new department. The launch of our Strategic Plan 2024-2030, alongside our values—connection, courage, growth, respect, and responsibility—has been central to our progress this year. Shaped by the voices of children, young people, and staff, it is our compass, and our guide for planning, making decisions and working together to ignite bright lives and positive futures for all children and young people of Tasmania.

Our progress is particularly evident in critical areas such as literacy, child safety, out of home care and youth justice.

Every student who enters our schools has immense potential, and it is our mission to set them on a path to lifelong success.

One of our key focuses is transforming how we support literacy. By 2026, all students will learn to read through a structured and clear approach, with extra help available when needed.

This year, we've started laying the groundwork by giving our workforce the tools they need to make these changes. By 2025, all primary school teachers will be providing at least 60 minutes of structured literacy instruction every day. These changes will help ensure that every young person can read by the time they leave school.

We are making our environments safer and more supportive for our children and young people. We've introduced mandatory safeguarding training for all staff, volunteers, and external providers and are continuing to improve our Safeguarding in Schools Model. We're establishing Care Teams for all children in Out of Home Care to ensure they receive the support that they need and have a say in decisions that affect them and are safe from harm.

In youth justice, we have made substantial progress in improving the safety and wellbeing of children and young people in detention as we transition to a therapeutic youth justice system. We're focused on continuously improving culture, workforce, governance, and safety at the Ashley Youth Detention Centre until it is closed.

Looking ahead, the Independent Review of Education in Tasmania presents us with a valuable opportunity to continue to shape the future of learning in our state, ensuring we achieve the best possible outcomes for every student in Tasmania.

As I near the end of my tenure as Secretary, I am filled with a deep sense of pride and gratitude. Leading such a capable and dedicated workforce has been an honour, and I am confident that the foundations that we have built together will support our continued success into the future.

I look forward to witnessing the ongoing impact of our collective efforts to create meaningful and lasting change for all Tasmanians.

Tim Bullard

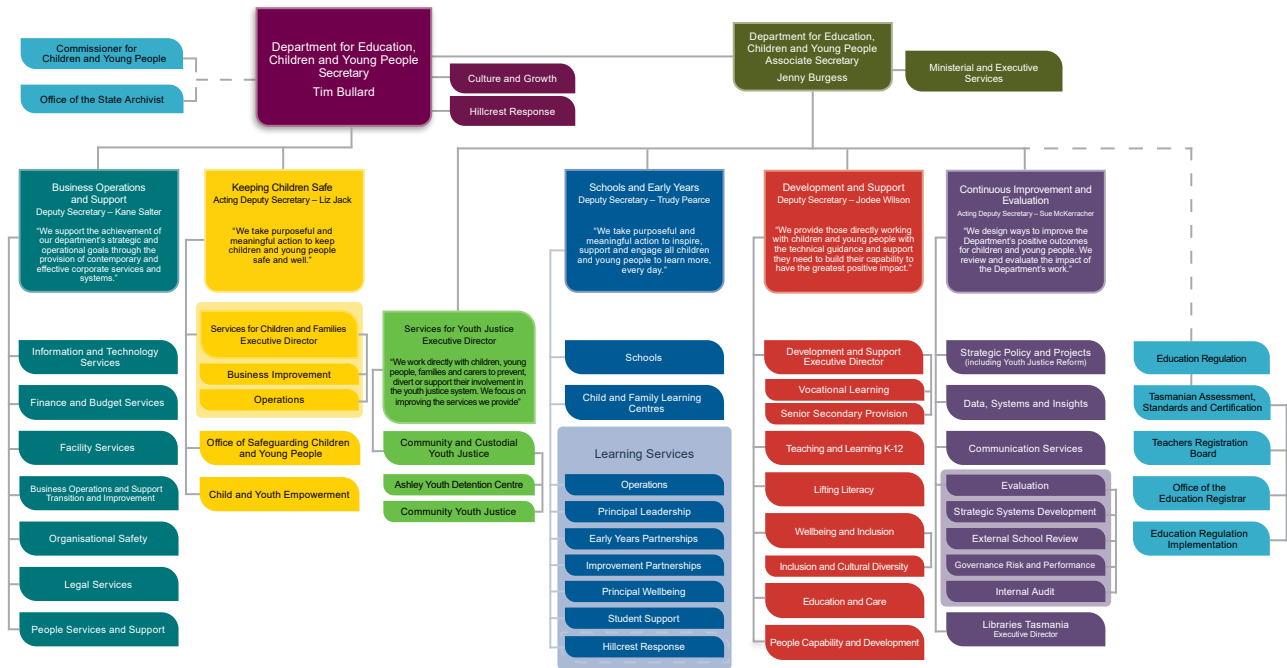
Secretary



01

Our department

Department for Education, Children and Young People



STRUCTURE AT 1 MARCH 2024

Our structure

The department provides a range of services to support children and young people so they can be known, safe, well, and learning.

Our service areas include:

- Schools and Early Years
- Development and Support
- Keeping Children Safe
- Services for Youth Justice
- Libraries Tasmania.

These service areas are supported by business units responsible for corporate support, policy development, regulation, and assessment and review. Many of the department's business units contribute to more than one service area.

The department is supported by our Executive Board. The Board sets our priorities, makes decisions on our direction, monitors risks, and checks in on how well we are meeting our goals for supporting children and young people.

The Office of the Secretary and Ministerial and Executive Services provide administrative support to the Secretary and the Board.

Department for Education, Children and Young People Strategic Plan 2024 – 2030

OUR WHY **Bright lives. Positive futures.**

OUR HOW **Every child and young person is:**

Known, heard and included **Safe** in all environments **Well** and thriving **Learning** more every day

OUR BELIEF **The rights of children and young people are upheld in all that we do, particularly the right to an education, to influence decisions that affect them, and to be safe from harm.**

OUR VALUES

 Connection Building positive relationships and a sense of belonging. The Connection value icon was illustrated by Tange Harper.	 Courage Accepting challenges and embracing opportunities.	 Growth Aspiring to learn, and improving, even when it is tough.	 Respect Caring for ourselves, each other, and our environment.	 Responsibility Stepping up and doing what is right.
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OUR FOUNDATIONS

A valued and capable workforce	Strong partnerships with children and young people, families and community	Improvement informed by inquiry and evidence
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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Tasmanian Aboriginal Community as the traditional and continuing custodians of Lutruwita, where Palawa have cared for their children and prepared them for life since the beginning of time. We honour Elders, past and present. We are committed to ensuring every Aboriginal and Torres Strait Islander child and young person is known, safe, well and learning.

Department for Education,
Children and Young People



Our strategic plan

The department's inaugural *Strategic Plan 2024–2030* was launched in September 2023 and took effect from 1 January 2024. It outlines a shared vision for children and young people in Tasmania and provides strategic direction for the department.

The Plan is a guide for planning, making decisions and working together to achieve better outcomes for our children and young people, and is the result of wide-ranging consultation across the department, including with more than 2,500 children and young people since the department was formed on 1 October 2022.

The Strategic Plan connects the work of everyone in the department to 'our why' (*Bright Lives. Positives Futures*) and 'our how' (every child and young person is *known, safe, well* and *learning*). It describes a shared belief, values and foundations.



02

Our year

Schools and Early Years

The Schools and Early Years portfolio consists of all government schools and Child and Family Learning Centres across Tasmania.

The focus for this portfolio is to ensure schools and Child and Family Learning Centres have the support and guidance required to ensure quality educational and wellbeing outcomes of all learners. The portfolio also facilitates the delivery of early learning programs and services to support children and families in their local communities, including the Early Childhood Inclusion Service and Working Together – supporting early learning.

Leadership teams within schools, Child and Family Learning Centres, and early learning services are supported to create environments where our children and young people are known, safe, well, and learning.

This is achieved through the following business areas:

- Operations
- Principal Leadership and Principal Wellbeing
- Early Years Partnerships
- Improvement Partnerships
- Student Support.

Key achievements

- Differentiated principal leadership support through principal induction, targeted professional learning, improved alignment of universal supports and provisions to develop and monitor high-quality Principal Performance and Development Plans to ensure alignment with school and system priorities.
- Improved principal wellbeing through targeted supports, professional learning and cross-business unit coordination.
- Provision of intensive support to 32 schools and collaboration cross-portfolio and with principals to develop a Differentiating Support for Schools Model, including redefining 'intensive support' and utilising key system data to broaden the eligibility criteria.
- Community Liaison Sport Coordinators commenced in September 2023. The Coordinators aim to enhance out-of-hours use of school sports facilities. Two pilot projects are underway – one project aims to increase access to netball training facilities in the Clarence municipality, and the other, supported by the Launceston Basketball Association, benefits from the Tasmanian Active Infrastructure Grants Program.
- The construction of our newest schools, Legana Primary School and Brighton High School are on track for completion in early November 2024, with students due to commence in Term 1, 2025. Principals have been working with their communities, with recruitment well underway for leadership and teaching positions. Regular community engagement activities have been held for families to contribute to school direction and planning.
- Efforts to manage classroom teacher shortages have included updating our staffing escalation matrix with short-term supports and strategies for affected schools, identifying medium- and long-term strategies for future departmental planning, and implementing a staffing dashboard to monitor teacher vacancies.

- Developed sustainable strategies to address the immediate and longer-term challenges associated with recruitment and retention of teachers and leadership positions in West Coast schools. Comprehensive statewide consultation occurred to understand the barriers associated with working on the West Coast with feedback informing recommendations to address the challenges.
- Delivered resources to schools, providing guidance for implementation of a multi-tiered system of supports (MTSS) for attendance. SEAT have also worked with identified schools seeking to understand and improve attendance and begin implementation of a MTSS. An external organisation, 3P Advisory, was engaged to consult with staff, students, families, and the community to better understand the barriers to attendance.
- Worked to embed MTSS approaches to system priorities such as attendance and Literacy across the social work, school psychology and speech and language pathology disciplines. The School Health Nurse workforce delivered health promotion, education, prevention and brief intervention services to schools and students, while increasing connections with Public Health Services and external service providers to support school-based interventions and actions.
- Provided safeguarding and training support to schools. Workshops for Safeguarding Leads have been conducted across the state, aimed at developing and refining safety risk management plans. Post-workshop surveys indicated that 97 per cent of participants felt more confident in completing their safety risk management plan.
- Targeted approaches successfully re-engaged 21 young people in an Approved Learning Program and facilitated employment for 14 others. Targeted approaches address barriers to learning and supports the transition from Year 10 to Years 11 and 12 through assertive outreach. As at 30 June, 175 young people were being actively case managed as part of this approach.
- Strengthened complex case management processes through the implementation of a consistent Care Team structure for students with highly complex needs.
- Developed inclusive practice action plans with 89 per cent of schools, prioritising those receiving intensive support, and provided ongoing advice for individual students with disabilities or complex behaviours.
- Launched the *Child and Family Learning Centres Quality Improvement Tool*, to provide a nation-leading approach to guiding and assessing the quality and efficacy of the core elements known to have the greatest impact on child and family outcomes within integrated child and family centres. It emphasises the importance of child, family and community voice, partnerships, and flexible place-based responsiveness to local community needs.
- Under *It Takes a Tasmanian Village: Child and Youth Wellbeing Strategy*, an outreach model from Child and Family Learning Centres has been established. Family engagement workers are working with communities in Dorset, Latrobe, Circular Head and Clarence. On the West Coast, parent navigators are being engaged to deliver baby and parent yoga, coordinated through the Queenstown Child and Family Learning Centre.
- In 2023, Working Together supported 131 children to access early learning through the department's 19 Early Childhood Education and Care sector partners. In 2024, Working Together expanded to support up to 220 children, introducing the program to a range of new communities across Tasmania, including the East Coast, Midlands and Circular Head.

Keeping Children Safe

The Keeping Children Safe portfolio is comprised of Services for Children and Families, the Office of Safeguarding Children and Young People, and Child and Youth Empowerment.

Services for Children and Families works with children, young people, families and their networks to help them reach their goals so that children and young people are known, safe, well, and able to engage in learning.

We take purposeful and meaningful action to keep children and young people safe and well.

The services that make up this business area are:

- Adoption, Permanency and After Care Support
- Child Safety Service
- Out of Home Care
- Strong Families Safe Kids Advice and Referral Line.

The *Office of Safeguarding Children and Young People* leads, designs and evaluates initiatives to strengthen the department's culture, compassion, and ability to keep children and young people safe.

The Office is charged with overseeing the implementation of *Safe. Secure. Supported. Our Safeguarding Framework* which outlines the department's approach to meeting Tasmania's *Child and Youth Safe Standards*.

Child and Youth Empowerment provides independent individual advocacy support to children and young people in Out of Home Care to participate in decisions that affect them – both at the individual and systemic level – as well as supporting the empowerment of all children and young people to influence system design and delivery.

Key achievements

- Launched new compulsory safeguarding training for all staff, volunteers, and external providers. This training covers the obligation for workers to report and respond to any concerns or suspicions of child abuse, and builds awareness and knowledge of child sexual abuse, including grooming.
- Launched the *Tell Someone* website (tellsomeone.tas.gov.au) and community education campaign in August 2023 to raise awareness of child sexual abuse. The website is where children, young people, and members of the community can get information and advice if they have any concerns about child abuse.
- Continued to support the implementation and expansion of the Safeguarding in Schools Model. The department has introduced Safeguarding Leads in every Tasmanian Government school, Child and Family Learning Centre, Tier 4 Engagement site, and Safeguarding Champions in our Libraries. Safeguarding Leads and Safeguarding Champions have a specific focus on creating a culture where all children and young people are believed and supported. They do this by helping staff build their skills and knowledge in understanding, preventing, and responding to child abuse.
- Released the *Safeguarding Risk Management Procedure for Schools* and supporting resources for Safeguarding Leads, principals, and leadership staff. All schools are using the resources to build their risk assessment and management skills to put in place risk management plans that focus on preventing, identifying, and mitigating the risks of child sexual abuse in the future.

- Coordinated the development of a new online 'Concern Notice' for staff to report a concern relating to the neglect or abuse of a child by a staff member, volunteer, or external provider. This was launched in January 2024 and allows the department to record concerns, responses, and outcomes, and monitor patterns and trends. This will identify areas for improvement where resources can be targeted accordingly.
- Developed and implemented *Feel Safe. Are Safe. Our Practice Approach*, which sets out the practice we will uphold as we work together to put the needs and rights of children and young people first. It is designed to provide consistency in the quality of practice by explicitly stating standards, expectations and accountabilities for staff and how these are demonstrated.
- Released the *Sure Start Action Plan* in March 2024, which will make a difference to our children and young people in Out of Home Care.
- Launched the Foster Carer recruitment campaign – *The Difference is You* – to increase community awareness and interest in being a foster carer.
- Launched a child safety recruitment campaign, with the aim of attracting, recruiting and retaining Child Safety Officers and Child Safety and Wellbeing workers to the sector.
- Implemented Care Teams for children in Out of Home Care as the key mechanism for all planning and decision making for children and young people – particularly their right to influence decisions that affect them, and to be safe from harm.
- Signed a new Service Level Agreement with Homes Tasmania to improve the supply of housing for young people in Out of Home Care and increase access to accommodation and supports for young people under youth justice supervision.
- Continued to provide advice and referrals to the community through the Strong Families Safe Kids Advice and Referral Line (ARL) to ensure the safety and wellbeing of children and young people. The ARL has seen a strong increase in demand due to increasing awareness in the community of the need to keep children safe. The ARL has been bolstered with additional resources to meet demand for services.

Child Advocate for Out of Home Care

The Child Advocate provides an independent mechanism to facilitate children's participation in decisions that affect them – both at the individual and systemic level.

The Child Advocate oversees and monitors the experiences of children and young people in Out of Home Care, ensuring their rights are upheld and promoted, supporting the resolution of complaints, and advocating for, as well as advising on, child-centered practice and decision making.

Key achievements

The Child Advocate has engaged in work that seeks to improve the capacity of the service system to uphold the rights of children in service design and delivery.

This work has focused on:

- Progressing changes in response to the Commission of Inquiry with the Child Advocate function. An additional two positions have been created during this period, bringing the team to four.
- The Child Advocate Liaison position across northern Tasmania that commenced in early 2022 has also been created in the south. This has grown the capacity to respond to the advocacy needs of children and young people in the south. Demonstrating commitment to youth voice and shared decision-making, we included a young adult with a lived care experience on the recruitment panel for this position.
- To support systemic advocacy work, a Principal Policy and Project Officer has been added to the team. This has been key in being able to progress work such as the Youth Voice Survey during this period.
- The implementation of the Youth Voice Survey commenced, enabling young people aged 12–17 years to share their views directly into care team and care planning processes. This survey was designed by 20–30 young people with a care experience in 2020–2021. A survey for 5–11-year-olds will roll out later in 2024.
- Streamlining the referral process to make it easier for people to access individual advocacy, through the development of online forms for young people and professionals/carers.
- Training developed to support the capacity of professionals to uphold children's rights was adapted into a more flexible and accessible online format in 2023–2024, supporting a higher number of professionals to participate.
- Further adaptation of this training has been provided to the department's Executive Board, as well as at a leadership forum. Five young people were supported to participate in a forum panel, so that department leaders could hear directly from young people about children's rights, and the barriers that can exist to children's participation in decision making.
- Work is underway to develop a participation and empowerment strategy to bring lived experience of children, young people and families into the department's culture, governance, policies, practices and service delivery.

Services for Youth Justice

Youth Justice provides services to young people from their point of engagement with Tasmania Police if they are referred for a community conference, through the court process and any subsequent orders.

The portfolio includes the following business areas:

- Ashley Youth Detention Centre – provides secure care and custody for young people who are detained or remanded by the courts.
- Community Youth Justice – works with young people to reduce offending behaviour through community-based diversion and rehabilitation programs.

Services for Youth Justice also work closely with the Youth Justice Reform team who are progressing the Tasmanian Government's strategic direction for Tasmania's youth justice system.

Key achievements

- In support of the Government's Response to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings, Services for Youth Justice have completed the following work:
 - Implemented a new body scanner and associated policies and procedures to improve safety and security at Ashley Youth Detention Centre without the need for physical searches of young people.
 - Implemented Body Worn Cameras on a trial basis. This has improved transparency around incidents and interactions at Ashley Youth Detention Centre for the benefit of young people and staff.
 - Strengthened the role and independence of the Incident Review Committee. The Committee now has an experienced external Chair, and provides an independently led, documented review of all Ashley Youth Detention Centre incidents every week. The Independent Review Committee also provides recommendations for practice improvement and/or for referral to Workplace Relations.
 - Implemented a *Connection with Family and Community Policy* and *Financial Assistance Procedure* to support visits to young people at Ashley Youth Detention Centre.
 - Facilitated ongoing site clinical services through the Australian Childhood Foundation whose staff regularly attend Ashley Youth Detention Centre to support young people.
 - Recruited, inducted and trained 22 new youth workers at Ashley Youth Detention Centre to improve support to young people and their ability to fully engage in education and programs while ensuring the centre's safety and security.
 - Appointed additional leaders and staff to contribute to further work towards Commission of Inquiry recommendations.

- Services for Youth Justice have also completed additional actions under *Keeping Kids Safe: A plan for Ashley Youth Detention Centre until its intended closure*, which was provided to the Commission of Inquiry. This includes:
 - Installing CCTV cameras to cover additional blackspots.
 - Developing an *Ashley Youth Detention Centre Risk Register* – an active document that forms a basis for sound decision making and subject to the changing risks and challenges at Ashley Youth Detention Centre.
 - Procuring an external supplier to develop a new use of force model and training package, founded on relational security principles and therapeutic practices. The new model and training package will be delivered in full by mid-2025.
 - Implemented an electronic access control re-keying system on all bathroom viewing panels to support the safety and dignity of children and young people at Ashley Youth Detention Centre.
 - Run group life-skills sessions for up to six young people on the North West Coast, including getting a learner driver license, applying for documents (such as a birth certificate), how to access Centrelink services, and an introduction to gym and exercise skills.
 - Purchased workshop equipment to upskill young people and assist them with pathways into trade training. We have also helped with emergency food, health assessments, driving lessons and psychological and cognitive testing that would otherwise be out of reach for young people working with Youth Justice services.
 - As part of an ongoing collaboration with the Rob Fairs Foundation, we have provided football tickets and other discretionary items and experiences to young people.
 - Continued to operate an on-call evening and weekend service to support young people who come before the Magistrate's Court out-of-hours. The on-call service assists with bail arrangements and transport to ensure that young people avoid being remanded in custody wherever possible.
 - Staff have participated in ongoing professional development including family violence training for prevention and healing, and drug and alcohol awareness training led by a trainer with lived experience.
 - Supported young people to obtain their motorbike licenses and undertake advanced driver safety skills training via the Full Gear program.
 - Worked with a range of partner organisations including Child and Adolescent Mental Health Service (CAMHS), the National Disability Insurance Scheme (NDIS) and other non-government services to provide integrated support for young people with complex needs and to ensure young people receive ongoing support beyond their engagement with the Youth Justice system.

Business Operations and Support

The Business Operations and Support portfolio supports the achievement of the department's strategic and operational goals through the provision of contemporary and effective corporate services and systems.

The portfolio includes the following business areas:

- Business Operations and Support – Transition and Improvement
- Facility Services
- Finance and Budget Services
- Information and Technology Services
- Legal Services
- Organisational Safety
- People Services and Support.

Key achievements

- Purchased and commissioned the new southern student residence at Rosny (formerly the City View Motel) and upgraded 11 teacher residences.
- Managed 430 fleet vehicles, with 86 per cent of our operational vehicles now either hybrid or fully electric.
- Resolved 120 student transport matters including emergency management support related to the Cam River Bridge closure, Coles Bay fires, and the Huonville flooding event.
- Delivered 44 Safer Student bathroom compartments at schools, with another 56 under construction.
- Installed 21 new solar arrays at schools, with another 10 under construction.
- Upgraded 85 switchboards as part of the *Switchboard Upgrade Program*.
- Delivered 60 outdoor learning projects, with the final 24 currently in progress. This will see a total of 145 outdoor learning projects delivered through the \$10.5 million program.
- Progressed new Brighton and Legana school builds, and supported foundation principals to initiate transition to operations in 2025.
- Completed construction of new Larapi, Blue Gum, The Nest, and Saltbush Child and Family Learning Centres.
- Completed school oval upgrades at Mount Nelson Primary School and Woodbridge School.
- Installed two additional modular classrooms at Dodges Ferry Primary School.
- Completed Years 11–12 program works at Ulverstone Secondary College.
- Completed works at Springfield Gardens Primary School, St Marys District School, and Hillcrest Primary School.

- Completed the \$2 million agricultural facilities upgrade at Bothwell District School.
- Commenced construction works at Cambridge Primary School, Exeter High School, and Lauderdale Primary School.
- Completed concept planning and related school consultation for Montello Primary School.
- Completed fibre cabling, early works at Cosgrove High School – tender process completed for building contractor and construction works about to begin.
- Delivered the \$10 million *Contemporary Classrooms Program* for 12 schools – with seven now completed and five in progress.
- Commenced consultation for a new site for the North West Support School in Devonport and established community references groups.
- Supported the announcement of Pontville as the preferred site for a new fit-for-purpose youth justice facility to replace the Ashley Youth Detention Centre, subject to undertaking preliminary site assessments, planning and scoping works.
- Delivered over 5,500 new laptops to teachers, all pre-configured to minimise downtime.
- Implemented improved technology governance processes to ensure a consistent approach across the department to reduce agency risks associated with systems and information.
- Completed a range of Information Technology (IT) improvements at Ashley Youth Detention Centre that included:
 - Network redesign and upgrades including high speed fibre connectivity uplift, improved Wi-Fi coverage and support for body worn cameras.
 - IT infrastructure upgrades to support CCTV replacement and increased retention capacity.
 - Installation of a new phone system.
- Delivered a new department-wide Safety Reporting System for reporting safety incidents and hazards.
- Established the Emergency Operations Group (EOG) for emergencies that affect multiple sites or have high consequence at a single (or small number of) sites.
- Delivered the first regional emergency exercise series with the Emergency Operations Group (EOG). Approximately 50 staff participated across three exercises, including external emergency partners from Tasmania Police, Tasmania Fire Service, Ambulance Tasmania, and the State Emergency Service.
- Established new arrangements to be able to employ teachers from overseas where Australian skill shortages exist.
- Reviewed and streamlined our graduate teacher recruitment national campaign introducing online webinars via mainland universities to showcase Tasmania to teaching graduates.
- Established employment commencement and exit surveys to gather information from employees to inform attraction and retention strategies.
- Conducted the second annual Staff Wellbeing Survey to collect information related to staff and their wellbeing. Survey results have informed the development of a two-year *Staff Wellbeing Action Plan*.

Development and Support

The Development and Support portfolio exists to build a skilled, knowledgeable and supported workforce that is responsive to the diverse needs of children, young people and their families.

The portfolio includes the following business areas:

- Lifting Literacy
- Wellbeing and Inclusion
- Education and Care
- People Capability and Development
- Teaching and Learning
- Senior Secondary Provision
- Vocational Learning
- Improvement Consultants
- Partnerships, Projects and Engagement.

Key achievements

- Significantly progressed implementation of the recommendations of the Literacy Advisory Panel, guided by the *Lifting Literacy Implementation Plan 2024–2026*. This included the introduction of structured, systematic and explicit teaching of Reading to all students in all school years by 2026. Key to building strong foundations for this change was the development, launch and participation by over 6,000 staff since the start of Term 1, 2024 in the Qualiteach training to build system-wide knowledge and skills. These training modules were also made available by the department to the non-Government school sector.
- Administered the National Year 1 Phonics Check in Term 3, 2023, with 95 per cent of eligible students participating.
- Provided students in Out of Home Care with educational supports through the *Sure Start Learner Wellbeing Fund*. This includes providing one hour per week of one-to-one Literacy tutoring for 346 individual students, over 400 laptops for high school students, seven UTAS scholarships for students entering university, and 30 approved applications for driver training.
- Established a 12-month pilot of the Interagency Care Team Governance Model from April 2024 to prioritise access to critical government services for children and young people in care as part of the *Sure Start Action Plan*.
- Supported the continued delivery of the *Trauma-informed Practice in Schools* professional learning. Since 2022, a total of 3,650 staff members have participated in online foundational training, while approximately 2,000 have attended live workshops delivered by the Australian Childhood Foundation.
- Captured the voice of 28,750 students across Years 4–12 who completed the *2023 Student Wellbeing and Engagement Survey* to help us better understand whether students in Tasmanian Government schools feel they are known, safe, well, and learning.
- Released four updated *Respectful Relationships* Education Teaching and Learning packages aligned to Version 9 of the Australian Curriculum. The resources cover topics such as consent education, understanding gender-based violence and abuse.

- Directly supported Aboriginal and Torres Strait Islander students in 51 focus schools and in Child and Family Learning Centres.
- Implemented refinements to the Educational Adjustments Disability Funding Model following the independent KPMG Review in 2023.
- Supported Tasmanian Autism Diagnostic Services to increase the number of autism assessments undertaken to reduce wait-times for families.
- Delivered 20 Gifted Online courses to over 80 schools involving more than 1,200 students and 635 teachers and parents.
- Regulated 242 education and care services against the requirements of the *National Quality Framework for Early Childhood Education and Care*, and 22 services under the *Child Care Act 2001*.
- Continued to grow workforce capability through partnerships with tertiary education providers to offer the Teacher Assistant Development Program, Teacher Intern Placement Program, Social Work Student Placement Program, and a new scholarship program, Teach Tasmania, offered to full-time initial teacher education students.
- Implemented the First Year Teacher Specialised Professional Learning Program, an expansion on and replacement of the Welcome to the Profession Day from January 2024 onwards.
- Continued delivery and enhancement of the induction, training and professional development programs suite to support and build employee capability.
- Delivered a range of professional learning and resources to support teachers to implement Version 9 of the Australian Curriculum, with a focus on enhancing curriculum planning, assessment, moderation and reporting practices in our schools.
- Developed initiatives, including Launching into Learning, the Passport to Learning project, and pre-Kindergarten resources to encourage Tasmanian families to attend early years sessions that support children's learning and development. A total of 6,771 children aged Birth to 4 years attended Launching into Learning sessions in Tasmanian Government schools during 2023.
- Provided six new Applied Capability Qualifications options to Year 9 and above students, teaching young people employability and real-life skills. On successful completion, these qualifications contribute points towards their Tasmanian Certificate of Education.
- Provided schools with advice and support to safely and responsibly utilise Generative Artificial Intelligence in school settings in line with the national approach to AI in schools.
- Supported 1,213 students to undertake an apprenticeship, with 267 Australian School-based Apprenticeships, 898 full-time apprenticeships, and 48 part-time apprenticeships (active enrolments as at June 2024).
- Streamlined the Vocational Education and Training (VET) student enrolment and resulting processes in schools. DECYP currently has 2,449 students enrolled in a VET in Schools Program across 35 schools.
- Supported 203 international students from a diverse range of countries, enriching the cultural diversity of our schools, and creating lifelong connections and friendships for students.

Continuous Improvement and Evaluation

The Continuous Improvement and Evaluation portfolio is responsible for designing ways to improve the department's outcomes for children and young people, as well as reviewing and evaluating the impact of our work.

The portfolio includes the following business areas:

- Communication Services
- Data Systems and Insights
- Evaluation
- External School Review
- Governance Risk and Performance
- Internal Audit
- Strategic Policy and Projects
- Strategic Systems Development.

Key achievements

- Supported negotiations and signing of the new Federation Funding Agreement Schedule for Consent and Respectful Relationships Education.
- Updated and released policies and resources for schools and school communities, including the *Supporting Sexuality, Sex and Gender Diversity in Schools Policy*, the *Guide and Expectations for Our Approach to School Improvement*, Collaborative Inquiry resources, and the *School Association Handbook*.
- Continued co-designing the *Early Learning for Three Year Olds* (EL3) trial sites across five communities, with guidance from the EL3 Advisory Group and input from local enabling groups and the Early Childhood Education and Care sector.
- Released the *Youth Justice Blueprint 2024-2034*, which outlines the Tasmanian Government's plan and strategies to develop a system that improves outcomes for children and young people and their families, and keeps our community safe.
- Implemented a three-year pilot therapeutic residential model of care focused on family restoration, through Mission Australia. The residential service, Kingston House, commenced in September 2023 following collaborative design and development by the department, Mission Australia, and Homes Tasmania.
- Supported the tabling of the *Tasmanian Assessment, Standards and Certification (Fees) Regulations 2023* in both houses of Parliament.
- Successfully delivered NAPLAN in March 2024 to over 24,000 students in line with Education Ministers' commitment to delivering results earlier to schools.
- Completed the initial discovery and design phase of the Essential Data and Information Renewal Project (EDI 2.0), which will deliver essential and timely data using contemporary technology.
- Published a new data and statistics portal on the departmental website which discloses data in a more timely, accessible, and modernised way.
- Commenced the third cycle of External School Reviews (2023–2026), reviewing 25 per cent of our schools within this four-year review cycle.

- Refined and updated the External School Review process to ensure reviews focus on evidence-based practices, align with the updated ACER School Improvement Tool, and identify schools needing priority support above the universal system supports.
- Designed and delivered new integrated systems solutions, including:
 - Learning Plan module – adopted by over 60 schools in the first half of 2024.
 - Work-based Learning module – supporting schools in managing and reporting on students' off-site learning opportunities.
 - Emergency Plan Administration System – for collating and reviewing schools' emergency plans.
 - Safety Reporting System – for staff to report safety incidents and hazards.
 - Notice of Concern module – for staff to record concerns about worker conduct related to child abuse.
- Implemented a new department-wide risk management framework aligned with international risk management standards (AS/NZS ISO 31000:2018) and completed an assessment of whole-of-agency strategic risks and portfolio-level risk assessments to identify risk exposures and develop risk treatment/management plans.
- Completed the Risk Management and Audit Committee's internal audit program and established a process to support management's implementation of agreed audit recommendations.
- Progressed the implementation of recommendations from the *Auditor-General's Report No.1 of 2020–2021: Effectiveness of Internal Audit*.

Education Regulation

The *Education Legislation Amendments (Education Regulation) Act 2022* commenced on 1 July 2023, following the acceptance of all 24 recommendations arising from the Review of Education Regulation Steering Committee Report (the Review). This legislation provides a modern regulatory framework for education regulation in Tasmania.

The Teachers Registration Board and Non-Government Schools Registration Board transitioned to skills-based rather than representative Boards on 1 July 2023. Concurrently, the Tasmanian Assessment, Standards and Certification (TASC) Board was established, also under the skills-based model, and the role of Director, Education Regulation was established. The majority of recommendations arising from the Review have now been implemented.

The annual reports for all education regulators considered in the Review will be tabled separately from the department to reflect the independence of education regulation.

Other matters

Independent Inquiry into the Department of Education’s Responses to Child Sexual Abuse

On 27 August 2020, the Tasmanian Government announced an Independent Inquiry into the (then) Department of Education’s Responses to Child Sexual Abuse (Inquiry).

The Inquiry Report’s main findings and recommendations – which were tabled in the Tasmanian Parliament on 9 November 2021 – made 21 recommendations.

Noting that recommendations 11 and 15 are duplicates, the department accepted all 20 recommendations in full, and immediately commenced implementation.

Inappropriate behaviour of any nature towards children and young people is neither condoned nor accepted within the department.

We recognise and regret our past failings, and the lasting, negative impact these failings have had on the lives of victims and survivors—and for this we are truly sorry. We will continue to work hard to correct the wrongs of the past and put in place measures to safeguard and protect the children in our care.

By implementing the recommendations of the Inquiry Report, we will strengthen our systems, policies, processes, and procedures, and embed a culture in which child safety is everybody’s responsibility – where no child or young person is put at risk of the pain, suffering and trauma that has been inflicted on victims and survivors in the past.

As at 30 June 2024, 19 out of 20 recommendations have been addressed.

RECOMMENDATION	IMPLEMENTATION UPDATE
Safeguarding records	
1. All sexual abuse concerns, complaints, responses, and outcomes be systematically recorded by DoE and that these records are periodically analysed to monitor patterns and trends.	UNDERWAY <i>A new, online Concern Notice for completion by staff who have a concern relating to the neglect or abuse of a child by a departmental worker was rolled out in January 2024.</i> <i>This allows the department to record concerns, responses and outcomes and analyse the data to monitor patterns and trends and target resources accordingly.</i> <i>Work is underway to capture and analyse all other forms of child sexual abuse across the department, including child sexual exploitation and harmful sexual behaviour.</i>

Best interests of students

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| <p>2. DoE's <i>Learners First</i> philosophy be extended to all aspects of student safeguarding, so that the principle of 'acting in the best interests of students' is embedded in all considerations, decisions and actions concerning student safeguarding.</p> | <p>COMPLETED</p> <p><i>Work is ongoing through implementation of Our Strategic Plan, Our Safeguarding Framework and the Child and Youth Safe Organisations Framework.</i></p> |
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Embedding prevention

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| <p>3. DoE's student safeguarding systems are designed to prevent student sexual abuse from occurring, as well as to respond promptly, sensitively, and effectively to known concerns or allegations.</p> | <p>COMPLETED</p> <p><i>Work is ongoing through implementation of the department's Safeguarding Framework, the Child and Youth Safe Organisations Framework, and training for all staff.</i></p> |
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Student Safeguarding Policy

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| <p>4. DoE develop and implement a comprehensive, integrated Student Safeguarding Policy.</p> | <p>COMPLETED</p> <p><i>Implementation of Our Safeguarding Framework: Safe. Secure. Supported. is continuing throughout 2024 and is aligned with implementation of the Child and Youth Safe Standards.</i></p> |
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Director of Safeguarding

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| <p>5. DoE establish a new permanent full-time position of Director of Safeguarding to report directly to the Secretary, DoE to lead the development, coordination, monitoring, and evaluation of a comprehensive student safeguarding system.</p> | <p>COMPLETED</p> |
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Local Safeguarding Assessments

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| <p>6. Every government school principal be required to undertake a safeguarding risk assessment and to develop a risk management plan. DoE to develop guidelines and resources to assist schools for this purpose.</p> | <p>COMPLETED</p> <p><i>Training has been completed and resources developed and distributed to all Safeguarding Leads/schools.</i></p> <p><i>Initial risk assessments were completed in 2023 and will be reviewed and updated annually.</i></p> |
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School Safeguarding Officers

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| 7. Every government school principal be required to appoint a school staff person as the school Student Safeguarding Officer. The induction and training for persons appointed to these roles be overseen by the Director of Safeguarding. | COMPLETED |
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Teacher Training

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| 8. DoE to enter into negotiations with the School of Education, UTAS, to introduce into the BEd and MTeach programs substantive content and assessment of understanding, preventing, and responding to sexual abuse in schools. | <p>COMPLETED</p> <p><i>UTAS has developed two modules – 'Introduction to Children's Rights and Safety' and 'Child Safety: Child Abuse Awareness and Prevention.'</i></p> <p><i>UTAS Education students are required to undertake these modules from 2024 (noting many will have already completed the modules on a voluntary basis).</i></p> |
| 9. Information about understanding, preventing, identifying, and responding to sexual abuse be included in inductions, and in annual training, for all principals, teachers, and teacher aides. | <p>COMPLETED</p> <p><i>DECYP staff are required to complete safeguarding training annually. In 2024, this comprises a Mandatory Reporting training module and a Child Sexual Abuse Awareness training module. All volunteers and contractors must complete a simplified, online video version before working with any children or young people in the department.</i></p> <p><i>All training will be regularly reviewed to ensure it is meeting its intended outcomes.</i></p> |

Early Intervention

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| 10. DoE develop instructions, guidelines and training for teachers and student support staff for the purposes of responding to, reporting, and recording concerns about staff and student behaviour that may be relevant to preventing sexual abuse, but that falls below the threshold required by DoE's Mandatory Reporting Procedures. | <p>COMPLETED</p> <p><i>Step-by-step guidance for concerns, information, and incidents of child sexual abuse, along with a set of flowcharts for staff, is available to all staff, and are covered in the mandatory Safeguarding Training for all staff.</i></p> <p><i>Work will continue in this space.</i></p> |
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RECOMMENDATION

IMPLEMENTATION UPDATE

11. DoE's Mandatory Reporting Procedures, and particularly its training in these procedures, should situate mandatory reporting within the wider context of a comprehensive safeguarding system – one that aims to prevent, and not just respond to, sexual and other abuse.

COMPLETED

Training will be reviewed annually to ensure it remains relevant and current.

Code of Conduct

12. A formal Code of Conduct for DoE personnel be introduced to elevate the status of safeguarding obligations for DoE employees and volunteers and so create schools-specific disciplinary measures.

COMPLETED

Updated Conduct and Behaviour Standards, Professional Standards for Staff Policy and Professional Standards for Staff Guidelines were finalised in October 2023.

Integrating Safeguarding Policies

13. The *Duty of Care Policy* be reviewed so as to more explicitly include safeguarding as a central duty of care consideration, and to better integrate this policy with DoE's other safeguarding policies and procedures.

COMPLETED

14. The *Conditions of Use Policy* for all Users of Information and Communications Technology be reviewed so as to more explicitly include student safeguarding as a key consideration, and to better integrate this policy with DoE's other safeguarding policies and procedures.

COMPLETED

15. Mandatory Reporting Procedures, and particularly the annual staff training in these procedures, should situate mandatory reporting within the wider context of a comprehensive safeguarding system – one that aims primarily to prevent, and not just respond to, sexual and other abuse.

COMPLETED

REPEAT OF RECOMMENDATION 11

Response Protocols

16. DoE develop and implement a suite of protocols for responding to concerns or complaints about a) teacher-student abuse; b) student-student abuse; c) staff involved in non-school abuse; e) abuse involving the Internet and related technologies; and f) abuse incidents involving visitors or strangers.

COMPLETED

Resources to be regularly reviewed and revised in response to feedback.

17. DoE to enter into negotiations with Tasmania Police to develop a Memorandum of Understanding (MoU) for preventing and responding to sexual abuse in government schools. The MoU to include agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored.

COMPLETED

Work is ongoing to ensure the MoU remains up to date.

Partnership with Department of Communities

18. DoE enter into negotiations with the Department of Communities to develop an MoU for preventing and responding to sexual abuse in government schools. The MoU to include agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored.

COMPLETED

Superseded by the creation of DECYP.

Work is ongoing to ensure that outcomes for child complainants and their guardians are monitored.

Accessibility of Policies

19. DoE review and re-organise its official website so as to improve public accessibility to relevant information about student safeguarding.

COMPLETED

Work is ongoing to ensure resources remain up to date and relevant.

Response Protocols

20. DoE review its complaints and grievances procedures and processes so as to improve access by students, their parents, or other concerned persons.

COMPLETED

Following a review of existing complaints management processes across DECYP, a new centralised Complaints Management Oversight unit (CMO) has been established.

The CMO is developing DECYP's Complaints Management Framework, which will communicate best-practice across the department, and support business units to review their processes and policies against best-practice. The CMO will also support internal reviews of complex complaint matters that have been escalated.

Systems Reviews

21. Systems reviews be conducted at the earliest appropriate opportunity following all significant sexual abuse incidents or episodes. The aim should be to identify strengths and weaknesses in abuse prevention and response systems at school level and at department level and where appropriate to revise and improve these systems.

COMPLETED

System review process established, and first review undertaken in December 2021.

The process will be reviewed and prioritised as required to ensure alignment with best practice.

Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse

The Tasmanian Government acknowledges the trauma that continues to affect people with lived experience of child abuse. We are committed to being sensitive to this trauma as we use the learnings from past wrongs to protect the rights of current and future generations of children and young people and keep them safe from harm.

On 31 August 2023, the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (Commission) concluded.

The Commission's final report was released on 26 September 2023, with 191 recommendations outlined by the Commission for systemic reforms that will fundamentally change the way child sexual abuse in institutions is addressed in Tasmania.

On 1 December 2023, the Government released *Keeping Children Safe and Rebuilding Trust* – our response to the *Final Report of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings*.

This response reaffirms the Tasmanian Government's commitment to each of the 191 recommendations and sets out a phased approach for implementing the recommendations, largely consistent with the timeframes set out in the Commission's report.

DECYP is the lead agency responsible for implementing 79 (41 per cent) of the recommendations and is supporting other agencies in delivering a number of other recommendations.

Of the recommendations for which DECYP is lead, seven recommendations must be delivered by July 2024, 53 by July 2026, and the remaining 19 by July 2029.

In March 2023, the department appointed a senior team to lead the planning of 16 programs of work that will deliver on the reform the department is responsible for.

The department has also been working intensively with the Department of Premier and Cabinet in the development of the whole-of-government child sexual abuse reform strategy, *Change for Children Strategy and Action Plan*. This will outline how the Tasmanian Government, including DECYP, will deliver on the recommendations made by the Commission.

Work is well underway to ensure that the Commission's recommendations are incorporated into business planning across portfolios and the implementation of our strategic plan.

As at 30 June 2024 the following recommendations led by DECYP have been implemented:

RECOMMENDATION	IMPLEMENTATION UPDATE
6.2 The Office of Safeguarding should focus primarily on safeguarding children in the education context, with a particular focus on prevention, risk identification, policy development and related workforce development.	The Safeguarding in Schools Unit has been established within the Schools and Early Years portfolio of the department. The Unit is focused on safeguarding children and young people in the education context.

6.3 DECYP should make its child safeguarding policies publicly available and ensure it establishes a regular review process for these policies.

Safeguarding policies are publicly available on the Department for Education, Children and Young People's website at www.decyp.tas.gov.au/safe-children/safeguarding-children/

The department has established a regular policy review schedule to ensure policies are up to date and provide best-practice advice to workers, children and young people, and the community.

6.4 DECYP should develop a separate professional conduct policy, with appropriate mechanisms to ensure compliance, for staff who have contact with children and young people in schools, which sets out expected standards of behaviour for volunteers, relief teachers, contractors and sub-contractors.

The department has drafted a professional conduct policy, with supporting conduct and behaviour standards for workers in schools. It puts in place a clear structure and practice for safeguarding children and young people. The policy will apply to employees, relief teachers, volunteers, contractors and sub-contractors.

6.14 DECYP and the Teachers Registration Board should continue to advocate at a national level for an Automatic Mutual Recognition scheme which considers the risks to child safety and imposes measures to address these risks.

The department and the Teachers Registration Board will continue to advocate for a national approach that considers the risks to child safety and imposes measures to address these risks.

Advocacy to ensure that the Automatic Mutual Recognition scheme considers risks to child safety will be ongoing through the relevant Ministerial Councils and Senior Officer Forums.

9.1 The Tasmanian Government should provide one-off and increased ongoing funding for Out of Home Care reforms.

This recommendation is being considered in the 2024–2025 Budget, which is due to be handed down on 12 September 2024. Project resources are being established to progress the significant body of work required to deliver the Commission's recommendations related to Out of Home Care.

12.10 DECYP should develop a separate professional conduct policy, with appropriate mechanisms to ensure compliance, for staff who have contact with young people in detention facilities and other residential youth justice facilities, which sets out expected standards of behaviour for volunteers, contractors and sub-contractors.

The department has drafted a professional conduct policy, with supporting conduct and behaviour standards for workers at the Ashley Youth Detention Centre and in residential youth justice. It will put in place a clear structure and practice for safeguarding children and young people. The policy will apply to employees, volunteers, contractors and sub-contractors.

12.23 DECYP should ensure young people in detention have ways to build and maintain connection with their family and community, including assistance to Aboriginal families or community members to enable them to visit the child or young person frequently.

A new policy and procedure have been developed in relation to building and maintaining connections with family and community. Consultation with key stakeholders, including capturing the voice of children and young people currently in detention was undertaken.

The new policy and procedure provides for:

- Increased financial assistance for families and Aboriginal (and other) community group members to visit children and young people in youth detention.
- Clear direction to staff that visits and access to visits that are therapeutically important cannot be denied on the basis of behaviour.
- Increased technology-facilitated access for children and young people in detention.

Premier's Economic and Social Recovery Advisory Council (PESRAC)

The PESRAC interim and final reports identified recommendations for supporting students in areas that the department had already recognised in the design of its response to COVID-19.

The recommendations strongly align with our priorities to deliver improved educational opportunities in Tasmania and help vulnerable students to remain engaged in learning.

Final Report Recommendations

F-11

STATUS: COMPLETED

The Year 9 to 12 Project vocational learning elements have been finalised and implemented with ongoing consultation with industry.

These elements include:

- career education
- work-based learning, vocational education, and training
- apprenticeships and traineeships for school-aged learners
- industry engagement.

In consultation with industry, the department has strengthened the four elements of vocational learning in Tasmanian Government schools.

Vocational Learning helps secondary students explore the world of work, identify career options and pathways, and build career development skills.

We developed a *Vocational Learning in Tasmanian Schools Framework* for the delivery of career education, work-based learning, VET for school students, and apprenticeships and traineeships for school-aged learners.

We also developed requirements and guideline documents in each of these areas. These documents contain information on best-practice program support and delivery for teachers and school staff.

The formation of seven industry advisory groups have been instrumental in ensuring that the four elements of vocational learning have been strengthened.

We have a Vocational Learning team dedicated to this work program in schools and the department's engagement with industry is ongoing.

Additional funding should be provided to the Department of Education to support implementation of vocational learning elements in F-11.

Consultation with industry, education and training stakeholders was undertaken in 2018–2019 to inform the direction of a work program to be delivered over two years to July 2023.

This included initiatives to optimise work-based learning, a Vocational Placement Pilot Program, high quality career education programs and services in schools and communities, and strengthened apprenticeships, traineeships, VET opportunities and industry engagement.

The following actions are underway:

- Career education programs and services in schools will continue. This includes transition planning support and reporting, and career information resources such as *Careerify*.
- Strengthened apprenticeships, traineeships, VET opportunities and industry engagement will continue and need to increase to deliver on increasing opportunities for students to experience VET.
- To support VET delivery and increase the accessibility of VET in Schools statewide, the Vocational Learning team has expanded to incorporate the DECYP Registered Training Organisation, Vocational Programs and the Apprenticeships and Traineeships Unit.
- Apprenticeship and Traineeship opportunities have been strengthening with the launch of an Australian School-based Apprenticeship video series, professional learning for Apprenticeships and Traineeships for School-aged Learner school facilitators, updated marketing materials, closer collaboration with apprenticeship service providers, and initiation of a forum for external Registered Training Organisations that deliver training to our young people.
- Increased VET in Schools opportunities are being enabled through the development of a VET 'teacher under supervision' arrangement, VET teacher training, an Authority to Deliver initiative for external training providers to deliver VET, and dedicated Communities of Practice engaging and supporting schools with VET delivery.
- Increased support to schools through centralised administrative support and assessment resources is helping to increase consistency and meet compliance requirements.
- Industry engagement will need to be extended. A dedicated Industry Engagement Project Officer has been committed to supporting and expanding engagement with industry and stakeholders across the VET sector.
- The current Work-based Learning Service grant deed delivered by Beacon Foundation has been extended to the end of 2024. The Deed Variation was based on a grant underspend that has enabled a continuation of service delivery with no additional grant payments in 2024.
- Additional funding will be required to continue to support the Government's commitments to increase VET delivery.

This recommendation is expected to be completed in December 2024.

The State Government should prioritise access to Trade Training Centres for vocational training for both school-age and adult learners.

The following actions are underway:

- Under the new Vocational Learning business unit, the Vocational Learning Network Leader role is being carried out by the Senior Project Manager with the same responsibilities.
- Information kiosks have been made available in Trade Training Centres.
- Vocational Learning oversees a centralised governance model of the Trade Training Centres
- As part of the review of all Vocational Learning Policy and Procedure documents to improve efficiency and reflect the new structure, the Trade Training Centre Policy and Procedures are currently under review and will be updated to include relevant information relating to the *Child and Youth Safe Organisations Act 2023*.

This recommendation is expected to be completed in December 2024.

Interim Report Recommendations

The State Government should accelerate existing strategies to deliver improved educational opportunities that meet individual student needs as well as providing clearer pathways to jobs in identified post-COVID-19 industry priority areas, the training system and university.

Packages of Learning – Pilot – Health and Community Services

The department commenced Health and *Community Services Packages of Learning* in a pilot with two schools in 2021.

This Pilot is completed and this is now part of a suite of five Packages of Learning being delivered to Years 9–10 students.

Scoping Work – Careers Pathways Maps and Career Selection Guides

Scoping work for the development of career planning resources including Career Pathway Maps and Career Selection Guides has been completed.

The approach will be integrated into development of career pathway resources.

Six General Capabilities Short Qualifications

Six General Capabilities Short Qualifications were granted Formal Recognition of Learning Status by the Office of the Tasmanian Assessment, Standards and Certification until the end of 2022.

The qualifications were available for all Tasmanian government and non-government schools in 2021 and in 2022 for Years 11 and 12 students. Three schools delivered the short qualifications in 2021.

Vulnerable Students panels across all sectors should be continued, appropriately resourced, embedded within the education system and bolstered by a comprehensive case management system.

Recommendation 51 delivery includes a cross-agency view of learners facing vulnerability, where appropriate officers can capture and update a learner's vulnerability level, and relevant indicators, in real time.

Noting the department is currently the only user of the case management system, this was delivered to Government at the end of Term 1, 2021.

Building upon this capability, additional functionality was developed to add cases and notes for individual learners. This was delivered at the end of Term 2 in 2021.

All Tasmanian Government schools have been required to use the Vulnerability Management Module to record learner's vulnerability information from Term 3, 2022.



03

Improvement and performance

Along with information published in this Report, we also publish a range of additional departmental data on our website at <https://www.decyp.tas.gov.au/about-us/policies-legislation-data/data-and-statistics/>

Our approach to school improvement

External School Review is an integral part of our *Approach to School Improvement*.

The External School Review Framework underpinning the Review provides an external perspective to verify or challenge key levers for school improvement and has been shaped and informed by ACER's National School Improvement Tool in 2023 and School Improvement Tool in 2024.

The Review outlines aspects of the school's performance verified through the review process and provides recommendations for key improvement strategies.

Each school receives approximately three recommendations that outline improvement priorities for the next three to four years.

In 2023–2024, reviews were conducted in 52 schools, with 157 recommendations made for inclusion in school improvement planning.

Improvement partnerships

Through Improvement Partnerships, intensive support is provided to eligible schools and Child and Family Learning Centres to improve learner and child and family outcomes.

Intensive support is a proactive and transparent level of agency support. It is part of a broader Differentiating Support for Schools Model, designed to ensure equitable supports and resources are prioritised where and when they are needed most.

The Model was an agency priority in 2023–2024.

Schools and Child and Family Learning Centres can be eligible for intensive support through:

- Measuring school progress overall trend and achievement data.
- External School Review recommendations.
- Learning Services and/or Principal referral.

An Intensive Support Plan is co-designed with school leadership and other stakeholders. The plan is based on analysing and discussing system data and priorities, school context and School Improvement Plan priorities. This enables the collaborative identification of key actions and timelines and ensures that specific, customised and timely support from the agency is provided directly to schools.

Examples of focus areas addressed through intensive support include:

- Building school leadership capacity.
- Ensuring the development of effective systems and processes in priority areas.
- Developing an explicit improvement agenda.
- Developing orderly learning environments.
- Building an expert teaching team.
- Targeting school resources.
- Ensuring appropriate staffing provision.

In 2023–2024 there were 32 Intensive Support Partnerships with schools, and none with Child and Family Learning Centres. This was an increase of an additional 11 schools from 2022–2023.

Number of Education and Care Services

The Education and Care Unit approve the registration of education and care providers and services against the requirements of the *National Quality Framework for Early Childhood Education and Care*, and licence child care services under the *Tasmanian Child Care Act 2001*.

Education and Care and Child Care services are regulated using a risk based regulatory approach.

SERVICE TYPE	NUMBER OF SERVICES ON GOVERNMENT SCHOOL SITES		TOTAL NUMBER OF SERVICES
Services registered under <i>National Quality Framework for Early Childhood Education and Care</i>	Education and Care Services	88	242
Services licensed under the <i>Child Care Act 2001 (Tasmania)</i>	Child Care Services	1	22
Total		89	264

Assessment and rating of Education and Care Service

Assessment and rating is a key component of the *National Quality Framework* (NQF).

The NQF provides a national approach to regulation, assessment and quality improvement for early childhood education and care and outside school hours care services across Australia.

Approved early childhood education and care services are assessed by their state or territory regulatory authority and receive a quality rating.

In Tasmania, the Education and Care Unit performs these functions.

The *National Quality Standard* (NQS) sets a high national benchmark for early childhood education and care and outside school hours care services in Australia, and includes seven quality areas that are important outcomes for children.

The NQS promotes continuous improvement and helps families make informed decisions about their child's education and care.

The Education and Care Unit awards a quality rating to services who have been assessed.

New services are provided time to establish and demonstrate practice before they are assessed and rated.

	SIGNIFICANT IMPROVEMENT REQUIRED	WORKING TOWARDS NQS	MEETING NQS	EXCEEDING NQS	TOTAL
Number of services with a final rating	0	35	135	47	217¹
Percentage of services at rating level	0%	16.13%	62.21%	21.66%	100%

1. 89.66 per cent (217 of 242 NQF services) have a quality rating.

Early years school improvement measures

Kindergarten students in our schools are assessed by teachers against the *Kindergarten Development Check* (KDC), involving 21 developmental markers in the areas of Gross Motor Skills, Fine Motor Skills, Personal and Social Behaviour, Listening, Speaking and Understanding, and Cognitive Development.

Significant work has been undertaken in response to the current and historical data. This includes targeted training for teachers in child development, resources to support program delivery and guidance and supports for families to support children at home.

Professional learning is also provided to understand each student's and each school's KDC results.

MEASURE	2021	2022	2023
Percentage of children meeting the 21 Kindergarten Development Check markers	61.5	60.1	59.1
Percentage of children meeting the 20 Kindergarten Development Check markers	78.1	76.8	76.0

Note: Students were assessed twice each calendar year. These measures are based on assessments at the end of the school year.

Students – Government (as at mid-year Census 2023)^{1, 2}

SCHOOL TYPE	FTE	HEADCOUNT
Combined	6,370.8	6,561
Primary	30,062.6	31,534
Secondary	13,656.9	13,685
Senior Secondary only	6,173.5	6,287
Support	651.7	1,290
Total	56,915.5	59,357

1. Student fulltime equivalent enrolment (FTE) and headcount from the mid-year Census conducted on the first Friday in August. If a student is enrolled in more than one school type, they are only included in the headcount and FTE of the school where the majority of the program is delivered.
2. Note that national enrolment statistics, published by the Australian Bureau of Statistics are based upon the National Schools Statistics Collection, which is a subset of states' and territories' mid-year Census.

Students by school and region (as at mid-year Census 2023)¹

SCHOOL TYPE	NORTHERN REGION	SOUTHERN REGION
Combined	3,959	2,606
Primary	15,405	16,129
Secondary	7,484	6,201
Senior Secondary only	2,992	3,295
Support	798	492
Total	30,638	28,719

1. Student headcount from the mid-year Census conducted on the first Friday in August. If a student is enrolled in more than one school type or across regions, they are only included in the headcount of the school where the majority of the program is delivered.

Class sizes (as at first-term Census 2024)¹

YEAR LEVEL	2022	2023	2024
Kindergarten	18.1	17.6	17.0
Prep–Year 6	22.9	22.4	22.3
Year 7–10	23.1	22.6	23.7

1. Class size is based on FTE for Prep to Year 10 and headcount for Kindergarten. The FTE of students in classes containing the relevant year levels is divided by the number of classes containing those year levels. Secondary school students are not organised into classes which exclusively undertake a complete education program, therefore, the department has adopted the English class size as a proxy measure. Class size is only calculated at the start of the school year. It is based on the first term Census conducted on the third Friday following the commencement of Term 1.

Literacy and numeracy measures

National Assessment Program – Literacy and Numeracy (NAPLAN)

Students from Years 3, 5, 7 and 9 across Australia are tested on Literacy and Numeracy using a common test in Reading, Writing, Conventions of Language (spelling, grammar and punctuation) and Numeracy known as NAPLAN.

From 2023, performance measures reporting against minimum standards were discontinued nationally, with new proficiency levels introduced that will inform our future reporting.

Refer to the Australian Curriculum, Assessment and Reporting Authority website for state-level results: <https://www.acara.edu.au/reporting/national-report-on-schooling-in-australia/naplan-national-results>

Progress Achievement Testing (PAT) – Reading and Mathematics

Progressive Achievement Testing (PAT) is used across Tasmania Government schools to monitor student progress in Reading and Mathematics from Prep–Year 10.

YEAR LEVEL	% OF STUDENTS ACHIEVING YEAR-LEVEL APPROPRIATE STANDARDS FOR PAT READING	% OF STUDENTS ACHIEVING YEAR-LEVEL APPROPRIATE STANDARDS FOR PAT MATHEMATICS
Prep	83.3	79.9
Year 1	77.6	78.1
Year 2	77.1	76.5
Year 3	79.1	78.4
Year 4	82.0	75.3
Year 5	79.7	78.1
Year 6	81.4	80.1
Year 7	70.4	69.9
Year 8	72.5	74.9
Year 9	73.8	77.2
Year 10	74.4	72.8
Prep to Year 10	77.8	76.7

Note: System rates may not be representative of all students because participation rates, while high, do vary by school and year level. Proportions across year levels or tests are not directly comparable, as standards differ slightly due to the nature of tests at each year level.

Aboriginal education outcomes

Improving Aboriginal and Torres Strait Islander students' educational outcomes is an essential part of ensuring we meet our commitment to inspire and support all our learners to succeed, and that Aboriginal and Torres Strait Islanders are active members of our community.

YEAR LEVEL	% OF FIRST NATIONS AUSTRALIANS STUDENTS ACHIEVING YEAR-LEVEL APPROPRIATE STANDARDS FOR PAT READING	% OF FIRST NATIONS AUSTRALIANS STUDENTS ACHIEVING YEAR-LEVEL APPROPRIATE STANDARDS FOR PAT MATHEMATICS
Prep-Year 10	64.0	64.3

Student attendance and retention measures

We report various measures of attendance, include attendance rates across the school years.

Student retention performance reporting includes both Direct Retention Rates (DRR) and Apparent Retention Rates (ARR) from Years 10–12 among Tasmanian Government schools.

The DRR is based on tracking individual students from the mid-year Census of Year 10 in government schools, to the mid-year Census of Year 12 in government schools.

ARR for Years 10–12 measure the number of Year 12 students in government schools divided by the number of Year 10 students in government schools two years prior, without tracking individual students.

The Australian Bureau of Statistics notes that care should be exercised in the interpretation of ARR as the method of calculation does not take into account a range of factors, such as movement between the government and non-government sector and interstate/international migration.

MEASURE	2021 ¹	2022	2023
<i>Tasmanian Government school students whose attendance is 90 per cent or more</i>			
Prep-Year 6	63.4	45.1	53.5
Years 7–10	43.4	28.0	30.9
<i>Direct Retention Rate Years 10–12 among Tasmanian Government schools</i>			
Percentage retained to Year 12 (Census 1)	76.1	71.6	66.8
Percentage retained to Year 12 (Census 2)	66.4	63.2	58.4
<i>Apparent Retention Rate Years 10–12</i>			
Rate among Tasmanian Government schools	79.9	76.1	71.8
Rate among all Tasmanian schools	74.5	71.7	69.0

1. Attendance data for 2021 was adversely impacted by COVID-19.

Children, Youth and Families

PERFORMANCE MEASURE ^{1,2}	UNIT OF MEASURE	2021-22 ACTUAL	2022-23 ACTUAL	2023-24 ACTUAL
Children Services				
Contacts to the Strong Families Safe Kids Advice and Referral Line	Number	15 039	19,119	21,632
Children in notifications (per 1,000 of population)	Rate	15.5	20.7	25.9
Contacts to the Strong Families Safe Kids Advice and Referral Line resolved with a referral to family support or other services	Number	1 025	1,144	1,313
Referrals to the Child Safety Service for Assessment	Number	717	991	787
Average daily children pending Child Safety Service assessment	Number	87.6	83.7	39.6
Assessment outcome determined within 28 days ³	Percentage	25.5	36.5	27.8
Children who were the subject of a substantiation during the previous year, who were the subject of a subsequent substantiation within 12 months ⁴	Percentage	11.9	15.2	15.1
Average daily children in Out of Home Care	Number	1049.4	1009.1	953.3
Children with approved case and care plans ⁵	Percentage	96.7	99.4	98.9
Foster care households with five or more foster children as at 30 June	Percentage	4.7	4.7	5.3
Children in Out of Home Care who had 3+ non-respite placements in the last 12 months	Percentage	3.5	3.1	4.4

1. The continual entry of data means some figures above may be retrospectively updated from those previously published.

2. The 2023-2024 actuals are preliminary and may differ from figures published in national reports.

3. This measure has been revised to reflect a change in Tasmania's reporting of response times under the Report on Government Services. From 2024, Tasmania no longer reports data for 'Response time to complete investigation from notification date,' instead reporting data for 'Response time to complete investigation from commencement date,' which is considered more comparable across jurisdictions. Data has been updated retrospectively to reflect the revised indicator, and as such, data will not match that previously reported in Budget Papers or Annual Reports.

4. The 2023-2024 actual for this measure is preliminary and may be revised in future periods.

5. The measure reports the proportion of children on care and protection orders who have a case and care plan developed and approved. The measure is different to the Report on Government Services case and care plan indicator.

Child Advocate

The Child Advocate received a total of 145 referrals in 2023–2024. Of these, 87 were from the South, 24 from the North and 34 from the North West.

NATURE OF REFERRALS	2021–22	2022–23	2023–24
Amplifying the child's view	27	37	47
Capacity building and consultation with child	25	51	33
Direct advocacy	18	30	26
General enquiry and seeking advice	55	61	39
Total	125	179	145

Custodial and Community Youth Justice

PERFORMANCE MEASURE ^{1,2}	UNIT OF MEASURE	2021–22 ACTUAL	2022–23 ACTUAL	2023–24 ACTUAL
Custodial Youth Justice				
Average daily young people in Youth Justice detention	Number	9.1	13.6	16.3
Distinct number of young people in Youth Justice detention ³	Number	43	58	77
Community Youth Justice				
Average daily young people in Community Youth Justice	Number	145.1	151.5	175.4
Distinct number of young people in Community Youth Justice	Number	347	349	419
Community Service Orders completed before the statutory expiry date	Percentage	92.5	86.5	91.1
Youth Justice Community conferences held within six weeks of receipt of referral for conference	Percentage	70.5	80.2	61.6

1. The continual entry of data means some figures above may be retrospectively updated from those previously published.
2. The 2023–2024 actuals are preliminary and may differ from figures published in national reports.
3. Young people aged 18 and over in Custodial Youth Justice during the year are excluded from this indicator due to small numbers to maintain consistency with nationally published figures.



04

Libraries Tasmania

Libraries Tasmania

Libraries Tasmania has a number of functions with differing enabling legislation catering to diverse audiences and goals.

Libraries Tasmania comprise the State Library and Archives of Tasmania (including the Allport Library and Museum of Fine Arts), 46 public libraries, the Risdon Prison library service, and the Office of the State Archivist.

In 2023–2024, Libraries Tasmania was guided by the department's *Strategic Plan 2022–2024*, including the commitment, values, system goals, priorities and approach to improvement.

Key initiatives to support the department's safeguarding children framework included:

- Appointing library network Safeguarding Champions who work with the broader safeguarding network of schools and Child and Family Learning Centres.
- Appointing four Children and Young People's Services Coordinators to enhance early years Literacy, develop programs, services and coordinate spaces for children and young people across a Library Collective or region.
- Strengthening organisational policies to align with best practice, including reviewing and updating relevant policies and procedures with a focus on child safety.

Libraries Tasmania played a crucial role in the *Lifting Literacy Implementation Plan 2024–2026* to position ourselves as pivotal community centres supporting Literacy development for Tasmanians of all ages.

Key contributions in 2023–2024 included:

- Implementing the new adult Literacy service delivery model to emphasise one-to-one Literacy skills learning and provide more flexible options including remote tutoring to boost learner engagement and outcomes.
- Building on the Literacy Extension Pilot for prisoners and Risdon Prison with three additional staff to facilitate more one-to-one tutoring support, complementing existing small group learning opportunities, the Books on CD program, and events to engage prisoners in Literacy-building activities.
- Building Literacy foundations through early years Literacy initiatives such as Little Explorer book packs, Story Box Library, and BorrowBox and Libby applications, Easy Reads, and bilingual books for young learners.
- Hosting the second annual *Tasmania Reads* weeklong celebration of reading and Literacy, with a focus on school involvement, sharing resources with teachers and school librarians, inviting students to events, and distributing Tasmania Reads bookmarks to Tasmanian Government primary schools to promote the Sora eBook platform.
- Connecting with Tasmanian Government school libraries to enhance student reading and library engagement, offer professional development for staff, share resources, provide advice and support and administer the library management system.
- Supporting lifelong learning with free online homework and study help through Studiosity for students with Libraries Tasmania membership, enabling live, interactive chat and collaborative whiteboard sessions with subject specialists.
- Planning for two new school libraries at Brighton High and Legana Primary Schools, including shelf-ready collection items, physical library spaces and training school library staff in preparation for the schools' opening in February 2025.

Key achievements

The following key achievements encompass Libraries Tasmania's progress against our 2022–2024 strategic priorities, highlighting achievements in 2023–2024 in:

- Engaging communities.
- Enabling universal access to our collections.
- Connecting people to information.
- Championing lifelong learning.
- Strengthening organisational effectiveness.

Engaging communities

- Ran a statewide Family History Month program for newcomers and seasoned history buffs attracting 460 in-person and live-streamed registrations including practical workshops, Geilston Bay Tasmanian Archives repository tours, and talks from local historians, authors, researchers, and State Library and Tasmanian Archives staff.
- Hosted exhibitions in the State Library building in Hobart including:
 - *Duck Trousers, Straw Bonnets, and Bluey* featuring stories of fabrics and clothing from Tasmania's clothing history, filled with colourful and unique garments and characters.
 - *Treasures of the State Library: The History of a Tasmanian Cultural Icon* officially opened by Tasmanian author and activist Bob Brown, who spoke about the role libraries played in his life and career. The exhibition showcases the State Library of Tasmania's history as a major cultural institution from 1943 to the present, featuring rarely shown collections made available for public viewing.
 - *Youth Speak Out* at the Allport Library and Museum of Fine Arts, showcasing artwork from Youth Speak Out (Reconciliation Tasmania) providing a space for Tasmanian students from Years 5–12 to express their thoughts and ideas on Aboriginal affairs and reconciliation. The exhibition toured various libraries across Tasmania.
- Implemented actions to respect cultural sensitivity for First Nations peoples, including updating the History and Reading Rooms at 91 Murray Street, displaying new Acknowledgement of Country signage across library sites and adopting a new dual name for Kinimathatakinta / George Town Library in collaboration with local community.
- Offered free events for the annual Beaker Street Festival celebrating science and art in Lutruwita / Tasmania. State Library events aligned to the festival theme, *The unseen*, and included a *Braille Storm!* display and activities at Hobart Library, and a behind-the-scenes tour of the State Library building where visitors were able to see delicate nineteenth-century whaling documents, 20-kilogram books, and original thylacine photos.

- Inspired a love of reading during the second annual *Tasmania Reads* week in March 2024 with the theme *Try something new*. Public libraries and community partners hosted 66 events for 2,153 attendees, including author talks, palawa kani storytellers, readings, pop-up libraries, outreach events, and Book Chats. Highlights included:
 - *We Love Country* Story Walk at Dru Point Park, Margate, based on the book by Tasmanian Aboriginal authors Leanne Pelikan, Kylie Dickson, and Nicole Smith.
 - Author panel – palawa Reads – held in Devonport celebrating the diverse storytelling talents of local Aboriginal authors Uncle Rex Greeno (Old Dar, My Grandfather), Dave mangenner Gough (luwa tara luwa wapa) and Leanne Pelikan, Kylie Dickson and Nicole Smith (We Love Country).
 - Re-established the Book Box on Bruny Island’s school bus filled with Libraries Tasmania selected titles and children title requests.
 - Hosted pop-up libraries at Launceston Harvest and Hobart Farm Gate Markets and at the Hobart Writers Festival.
- Joined 55 cities worldwide securing Hobart as a designated UNESCO City of Literature, in partnership with Fullers Bookshop, TasWriters, University of Tasmania, Hobart City Council, and Brand Tasmania. The designation recognises Hobart for its vibrant reading and storytelling culture, literature and Tasmanian authors. As part of a four-year action plan, Libraries Tasmania will establish a writing hub at the State Library.
- Delivered on our commitment to make our libraries and archives more accessible by:
 - Making it easier to become and stay a Libraries Tasmania member and introducing new online only membership, non-expiring membership and extended gender field selections for new registrations.
 - Displaying rainbow symbols on public library circulation desks, prioritising wheelchair-user accessibility for site renovations, redeveloping our website to meet WCAG 2.0 accessibility requirements and including website language translation functionality.
 - Celebrating Tasmania’s diversity with multilingual and LGBTIQ+ Storytimes, as well as facilitating many English Conversation Group sessions.
- Recognised for Excellence in LGBTIQ+ Inclusion in Tasmanian Government Agencies/ Departments winning the Working it Out Encouragement Award in this year’s annual Dorothy Awards. The award acknowledged our efforts to support LGBTIQ+ inclusion through collections, policies, events, programs, and displays.

Universal access to collections

- Awarded State Library Fellowships to two recipients – out of 65 submissions. Valued at \$10,000 each, the Research Fellowship was awarded to Dr Richard Tuffin and the Creative Fellowship awarded to Dr Margaret Woodward. The recipients will use Tasmanian Archive collection items to explore Tasmanian convict sites and to create an artistic response to an 1868 Semaphore Code Dictionary, respectively.
- Completed the three-year government-funded Preservation and Digitisation Project ensuring long-term public access to our Tasmanian audio-visual collections. A total of 2,885 items were digitised prioritising the high-risk magnetic tape collection, including Betacam, VHS tapes, and audio cassettes. These digitised items will become accessible over time via our online catalogue.
- Digitised 5,663 physical items including selected colonial gallery artworks, Lantern Slides mostly of the Nielson Alonso's voyages to the Antarctic in 1927 and 1930, photographic albums of Beattie Jordan's dance school and drama performances with the Hobart Repertory Society (c1920–40), and Registers of Rations issued to Prisoners at the Prisoners Barracks, Hobart (1841–1851).
- Purchased culturally significant items for the State Library of Tasmania heritage collections including:
 - A ship carpenter's copy of detailed blueprint plans of the *Terra Nova* Expedition, from Robert Falcon Scott's Antarctic expedition of 1910–13.
 - The Glover Albums: two albums from the 1850s to the 1870s containing photographs collated by the Glover Family, including studio portraits of Tasmanian ex-convicts, John Dell and James Cooper. The album's focus is on Henry Glover's family (1803–1860), son of renowned artist John Glover (1767–1849). The albums are especially significant as photographs from the 1850s and early 1860s, an early period in photography history, are rare.
- Received the following significant donations to the State Library of Tasmania heritage collections:
 - Over 300 late-twentieth-century political posters by the Socialist Alliance.
 - A miniature leather-bound book measuring 52 x 54 mm with marbled endpapers titled *Sketches in Van Diemen's Land taken from the authorities of that place* by John Callaghan (1834). The 233-page book includes ink drawings of Tasmanian Aboriginal people and was donated by the Clare Christopher Cormac Lowther family formerly of Coburg, Victoria,
 - *The feminine monarchie or historie of bees* by Charles Butler, third edition (1634) of the first substantial work on the science of beekeeping. The work includes four pages of sheet music mimicking bee piping sounds and extensive handwritten notes on beekeeping, seasonal observations, and swarm collections. This was part of a donation of family records and letters from Thomas Lewis, Henry James Brock, James Tulloch, the Smith family, and their descendants in Tasmania.
- Conserved and rehoused approximately 893 physical items damaged or at risk due to age or condition including objects from the Miss Tasmania Quest, cased photographs of the Lord family (1850s) and the Cherry Dress and Frog Costume donated after the *Fancy Dress: from Tutus to Cosplay* exhibition held in the Allport Gallery in early 2023.

Connecting people to information

- Helped over 380 students with their studies through the free online homework help service, *Studiosity*. Year 11 students were the highest users, seeking support in Mathematic, Physics, and Writing feedback. Additionally, we supported students during end-of-year exams by extending library opening hours in some locations.
- Ran over 30 *Youth Week* events statewide attracting over 800 attendees who enjoyed escape rooms, tabletop role-playing games, a filmmaking workshop, and costume competitions. Our events program centred around this year's slogan, *Our Community, Our Voice*, and included a survey to inform future youth programming.
- Provided government school students with free access to 5,475 age-appropriate eBooks and eAudio books, and 772 eMagazine titles through the SORA reading app. At 30 June 2024, more than 7,560 unique users at 206 schools borrowed items 67,276 times since the initiative started in November 2023.
- Promoted the pop-up digital kiosk *Your Library Online* across eight southern libraries during *Get Online Week*. The kiosks featured TVs, OSCARs (on-shelf catalogue system), tablets and computers and highlighted the breadth of our free eResources collections and generated new library memberships.
- Hosted *Science on the Move* travelling exhibition across 15 libraries in partnership with Hydro Tasmania, Inspiring Tasmania, and the University of Tasmania enabling over 3,200 participants to experience Questacon's (National Science and Technology Centre) hands-on science activities.
- Enhanced prison library services through the Prison Library Service Improvement Plan, resulting in a 44 per cent increase in items borrowed compared with the previous year. Improvements included an accessible loan system, better data collection, prisoner library orientation, criteria for services and programs, new collection development policies, and wellbeing measures for Libraries Tasmania staff in collaboration with the Tasmania Prison Service.

Championing lifelong learning

- Implemented the Digital Skills for Families Program under the Department's *Digital Inclusion for the 21st Century Learners Framework* (Action 2) that:
 - Empowered 118 adults to support their children's digital learning at home through 40 drop-in sessions with Neighbourhood Houses, five workshops with CFLCs and Neighbourhood Houses, and eight school-based events.
 - Sponsored the Migrant Resource Centre to deliver a 10-week Digital skills for families program at Glenorchy, Launceston, and Burnie Libraries for 89 adults to learn skills to help them support their child's online learning at home.
 - Developed and distributed copies of the *Being online in the early years* flyer to Child and Family Learning Centres, Launching into Learning groups, libraries and other community locations.
- Implemented a new adult Literacy model, leveraging 14 years of experience to emphasise one-to-one instruction and enhance the frequency and range of services to boost learner engagement and outcomes. We created new professional learning resources and remote tutoring guidelines to support staff to provide flexible and accessible Literacy instruction online, phone, or by email. In 2023–2024, our Literacy staff supported 216 volunteer Literacy tutors who contributed 8,134 hours to support 417 clients improve their Literacy and Numeracy skills.
- Delivered a program of free events for *Safer Internet Day* across libraries in the south to highlight the importance of staying safe online, with session topics including avoiding scams and tricks, managing passwords, and paying safely in shops and online.
- Introduced Little Explorers packs at 19 locations for children aged 4–8 years, themed on Kindergarten–Year 2 curriculum learning areas, and available across the library network via hold placement. Each pack contains five story and information books along with reading tips for parents and activities based on one of the four topics – Living things, Our planet, Space, and You, me, everyone. Since the launch in November 2023, 983 unique borrowers have borrowed a pack.
- Implemented and evaluated a pilot project at Risdon Prison, funded by the Department of Justice, to expand adult literacy services by appointing three additional staff to provide more structured and intensive prisoner Literacy support. The evaluation showed significant improvements in Literacy skills, learning goals, and prisoner confidence, and recommended continuing this approach, noting that Literacy improvement for this cohort requires time, intensive support, and persistence.
- Celebrated *Adult Learner's Week* at Risdon Prison with organised events that formally recognised prisoners who had engaged with learning, running a general knowledge quiz hosted by local personality John X. We also supported *Mental Health Week* with Libraries Tasmania staff hosting a stall at the *Prison's Mental Health Expo*, sharing useful information and resources available to support prisoners' mental health.

Strengthening Organisational Effectiveness

- Conducted a public library census to guide planning through valuable insights into library visitor experiences, their demographics, visit purpose and experience. The Census revealed positive attitudes towards libraries:
 - 99 per cent of respondents felt safe at the library
 - 91 per cent of respondents felt part of the local community at the library
 - 67 per cent of respondents said the library helps improve their reading
 - 89 per cent of respondents said the library improves their wellbeing
 - 49 per cent of respondents said the library helps with the cost of living (42 per cent said this was not applicable).
- Continued to expand and embed the workforce planning approach to deliver an effective and contemporary single statewide network of public library services and established a Northern Library Collective, uniting 15 public libraries in the north and northeast complementing the already established Southern Collective.
- Continued to invest in staff professional learning, establishing a new Learning and Development Coordinator role to seek and promote professional learning opportunities for Libraries Tasmania staff and staff from Tasmania's broader library, information and archives sector. A library studies 'Taster' course was run for Libraries Tasmania, University of Tasmania, and department staff, taught by University of South Australia leading library practice academics.
- Commenced the 91 Murray Street Hobart ground floor redevelopment with contractors appointed and made other library building improvements such as installing a return chute and new shelving at Swansea Library and upgrades to the Ulverstone Library digital hub.
- Established a Safeguarding Children's network with seven staff appointed who are part of the department's Safeguarding Leads/Champions' network. Safeguarding Champions received training to foster a child-safe culture and collaborate effectively across the library network, emphasising shared responsibility for child safety.

Office of the State Archivist

During 2023–2024 the Office of the State Archivist (OSA):

- Launched a new website – in January 2024, a new website was launched which enabled stakeholders to search for advice, disposal schedules and standards more easily on the user-friendly site structure.
- Published several standards and tools in our whole-of-government *Information Management Framework* including:
 - The Digitisation Toolkit – a suite of documents to help our clients dispose of paper records after digitisation. The Toolkit includes:
 - Digitisation Standard for Permanent Paper Records
 - Digitisation Standard and Digitisation Toolkit – Overview
 - Digitisation Toolkit FAQs
 - Digitisation Projects: Plan Before you Scan
 - Sustainable Digital File Formats for Creating and Using Records (CAARA)
 - Three Steps for Better Scans – staff educational poster
 - Application to Dispose of Permanent Source Records – Checklist
 - *Council Records: Advice for Councillors* – FAQs that outlines what records are, what Councillors need to do and the importance of good recordkeeping
 - Information and Records Management Standard (version 1.1).
- Authorised and published several disposal schedules and authorities, including:
 - Disposal Schedule for Source Records (DA2159)
 - Disposal Schedule for the Office of the Tasmanian Economic Regulator (OTTER) (DA2565)
 - Disposal Schedule for Functional Records of Health Administration (DA2525)
 - Transfer of Custody (DA2330) – allows for the transfer of personnel records when employees move between government organisations, when they return to government employment after a break in service and when they move because of machinery of government change.
- Provided client training, including:
 - Published *Information Management Foundations eLearning*, a five-minute video, on our website. The video is supported by several training plan ideas.
 - Client education sessions introducing the Digitisation Toolkit.
 - Online and face-to-face introductory training on recordkeeping.

26TEN

In 2023–2024, 26Ten enhanced its efforts to support Tasmanian adults to lift their Literacy and Numeracy skills through the *26Ten Tasmania Strategy* by:

- Revamping the 26Ten brand style and website to better share information and tools for helping Tasmanians gain the essential skills needed for daily life at work, home, and in their communities.
- Welcoming 20 new organisations to the 26Ten Member Network, bringing the total number of member organisations to 253 organisations.
- Evaluating the *26Ten Communities: Local Literacy for Work and Life Program* after 18 months in its first four communities (Huon Valley, Glenorchy, Clarence Plains, and Launceston northern suburbs). The evaluation confirmed that these communities were meeting their initial objectives and highlighted the complexities of the collective impact approach in community-led projects with vulnerable, low socio-economic groups. The program was also expanded to add a fifth community at Circular Head.
- Awarding over \$500,000 in 26Ten Workplace Grants to support employers to build Literacy and Numeracy skills in their workplaces, and recruited new six adult Literacy practitioners to support the *Workplace Grants Program*.
- Engaging Numeracy specialists, Dave Tout and Dr Damon Whitten, and Literacy specialist Anne Bayetto to deliver workshops to build Literacy practitioner workforce skills.
- Launching the third edition of *Communicate Clearly: A guide to plain English from 26Ten* and delivering 58 Plain English workshops to over 700 participants including a new online Plain English workshop for people and organisations in regional Tasmania.

Performance information

PERFORMANCE MEASURE	2021–22 ACTUAL	2022–23 ACTUAL	2023–24 TARGET	2023–24 ACTUAL	% OF TARGET REACHED
Percentage of people satisfied with Libraries Tasmania services	93.1	93.2	95	90.3 ¹	95.1
Percentage of people who used Libraries Tasmania services and programs in the last 12 months	40	40	35	40	114.3
Percentage of people who found what they were looking for in Libraries Tasmania collections	92.6	91	93	91	97.8
Percentage of people who found the information they were looking for using Libraries Tasmania's information service	N/A	N/A	75	94.3	125.7
Percentage of people who learnt something new after receiving support or participating in library programs	N/A	79.1	75	86.3	115.1

1. The satisfaction rate of 90.3% slightly exceeds the 90% national standard (Australian Public Library Association/Australian Library and Information Association). The decrease compared to the previous year can partly be attributed to survey layout issues with not all satisfaction options being displayed on some mobile devices. No common theme was found among the genuine dissatisfied responses.



05

Our People

Our culture

A strong culture based on the values of Connection, Courage, Growth, Respect and Responsibility, will be the foundation on which we achieve a valued and capable workforce and bright lives and positive futures for children and young people.

The Culture and Growth team was created in July 2022 as a dedicated resource to support the establishment and ongoing development of the department. The team's purpose has been to shape departmental culture by empowering our people to adopt values-based ways of working and supporting leaders to implement positive change for the future.

This is done by delivering work against three outcome areas:

Leadership: *Leaders who have the skills and capabilities to lead positive change and values-based ways of working.*

Work to achieve this outcome includes delivery of a comprehensive departmental leadership program aimed at equipping and empowering leaders to model the behaviours and ways of working required to lead a valued and capable workforce and deliver our Strategic Plan.

Cultural growth: *A values-based culture that is evident in our behaviours, ways of working and systems.*

Work to achieve this outcome includes working across departmental sites and providing tools and resources to support them to embrace and embed our values.

Organisational maturity: *Structures, processes, and ways of working that empowers our organisation to implement with integrity.*

Work to achieve this outcome includes establishment of a change and implementation function for the department, positioning us to deliver, measure and evaluate the transformational change required to meet our Strategic Plan.

Culture and Growth aligns its programs with other streams of work being delivered across the department to support a child-safe culture and supports this work through guidance and advice.

Recruitment for our services

One of the department's priorities is to ensure we have the workforce we need to deliver high quality education and improve outcomes for Tasmanian children and young people.

We continue to work hard towards attracting, retaining and supporting the right people into our workforce.

Schools

The department has a range of Tasmanian and national initiatives in place to support our education workforce recruitment.

The National Teachers Campaign in 2023 resulted in 100 teachers accepting offers for permanent employment, of which 39 were new to the department. This campaign is focused on attracting new teachers from outside of the department and across all school sectors, and continues to include a focus on attracting teachers to priority regional/remote and specialist subject areas.

In partnership with the University of Tasmania, the department launched a Graduate campaign in 2023. The campaign successfully appointed 52 teachers – an increase of 23 graduate teachers appointed in 2022.

A fast-track Early Progression to Permanency campaign enables fixed-term teachers assessed as suitable to be made permanent on completion of 12 months service. In 2023, the first year of this campaign, 91 fixed-term teachers became permanent employees. The campaign will continue in 2024.

The partnership with Teach for Australia (TFA), contributes to building our foundation of a valued and capable workforce. The partnership advances a key action from the *More Teachers, Quality Teaching Action Plan* – an important output from the Education Workforce Roundtable. The TFA Program seeks to attract mid-career professionals to consider a career in education as a specialist teacher. The 2023 and 2024 programs have yielded 29 teachers who have been allocated across 18 Tasmanian schools. The retention rate of this teacher cohort is increasing and is anticipated to continue to rise. The 2024 cohort is the largest group of associates who reside in Tasmania at the beginning of their program.

In 2024, and in addition to the ongoing partnership with UTAS, the department commenced collaboration with five other tertiary institutions identified as having a large cohort of Tasmanian-based students. The interstate universities included Curtin University (Western Australia), Charles Sturt University and the University of New England (New South Wales), Deakin University and Swinburne University of Technology (Victoria). Over 80 university students participated in a series of information webinars to learn more about working and living in Tasmania. The ongoing collaborations will focus on building an early career teacher pathway, particularly focusing on securing teachers with subject specialisations in Mathematics and Science.

New scholarships were launched in 2024 for both graduate Speech and Language Pathologists, and School Psychologists. These scholarship programs provide \$25,000 towards the costs associated with completing an accredited speech pathology or psychology study program. Scholarships will be offered again in 2025, with an advertising campaign commencing in July 2024.

An International Visa Pilot Project has delivered a visa sponsorship arrangement in February 2024. The arrangement allows the department to employ education professionals from overseas holding specialist skills in identified shortage areas and/or for employment in regional locations. This project was initiated as an additional strategy to expand the available candidate pool of teaching and allied health professionals. The project is linked to the Australian Government's Department of Education, and Department of Home Affairs' *National Migration Strategy*.

Services for Children and Families

The department undertakes continuous recruitment activity in its efforts to ensure the Child Safety Service is sufficiently staffed across the state.

In late 2023, the Make a Difference campaign was launched to raise the status of child safety officers and child safety wellbeing workers. The campaign highlights the rewarding and diverse nature of this work and the positive impacts for Tasmanian children and young people. The campaign is continuing in 2024 as part of a range of attraction and recruitment activities for the Child Safety Service, ARL and Youth Justice workforce.

During 2024, a series of Child Safety Services career and information events will be launched. Events will help promote key attraction messages such as 'Make the Switch – discover the career possibilities,' and 'Work that Matters – come and hear from the people doing the work'.

Youth Justice Services

To support young people in a safe and secure custodial environment, the department has maintained a rolling recruitment campaign as part of our *Keeping Kids Safe Plan* to attract youth workers to Ashley Youth Detention Centre.

During 2023–2024, we recruited, inducted, and trained 22 new youth workers to improve support to young people and their ability to fully engage in education and programs while ensuring the safety and security of the centre.

In 2024, we also recruited to various positions including Operations Coordinators, Incident Review Coordinator, Program Coordinator, and Manager Case Management and Programs to ensure we have the appropriate levels of competencies, leadership and support.

Along with Child Safety Services, in 2024, the Make a Difference campaign will continue, including incentives to attract and retain people in the Youth Justice workforce, particularly in the North West.

Performance and Development Framework

Our *Performance and Development Framework* guides all employees to understand how their role contributes to achieving our system goals and priorities.

The Framework includes a four-stage annual performance and development cycle aimed at fostering regular communication between employees and managers and promoting continuous improvement by the alignment of goals to our strategic priorities.

The work to develop a new single integrated performance management policy and associated processes for all staff and line managers continues. The new policy will draw on the strengths of both the former agencies and will be developed using recognised best practice elements of performance management systems both nationally and worldwide, as well as remaining aligned to Tasmanian State Service Frameworks.

The development and implementation of *MyCareer* – the department’s online performance, learning and workforce capability system – has continued as part of a staged rollout plan.

School-based principals have had access to targeted professional learning modules within *MyCareer* and have been developing and maintaining their performance and development plans (PDP) in the system since late 2022. They are now moving into their second annual PDP cycle using the online performance functionality.

In addition to online performance and development plans and learning modules related to the Framework, *MyCareer* functionality provides the department with workforce capability data, particularly teacher subject specialisations. This data will be used to inform system-level decision making such as workforce planning, strategic recruitment and targeted learning strategies.

During 2024 and 2025, *MyCareer* implementation will expand from school-based principals to all areas of the department to provide functionality to all of our workforce.

School Leader Capability and Performance

School leaders continue to have one of the biggest impacts on student outcomes.

Throughout 2023–2024, we remained committed to enhancing principal capabilities within our schools.

Our continued focus was on building principal capability through professional growth while ensuring clear expectations regarding its potential impact on student outcomes. This effort was supported by the Principals Agreement 2023 (signed in January 2024).

Key areas of emphasis included:

- Establishing baseline capability through prerequisites on school leadership and management covering what principals must know and do to be high performing within the Tasmanian context.
- An improved performance and development process that supports the growth of principals and aims to enhance collective accountability and impact in improving learner outcomes.

Staff wellbeing

The department's approach to staff wellbeing, guided by our *Staff Wellbeing Framework*, allows all staff to be seen as individuals, and collectively feel safe and well at work.

As an organisation we know that when staff are supported to achieve their full potential, it enables us to deliver the best outcomes for children and young people.

Our *Staff Wellbeing and Inclusion Plan* for 2023–2024 sets out the key actions to achieve priorities within the Framework. These actions build on and connect to existing initiatives which commenced in 2022.

Actions have been informed by best practice and insights gained from annual staff wellbeing surveys and include:

- Continuing to raise awareness, knowledge and understanding of staff wellbeing and inclusion.
- Developing capability of staff and leaders to support their own and others' wellbeing.
- Establishing and embedding coordinated staff wellbeing responses for early intervention, prioritising at-risk individuals and teams.
- Monitoring staff wellbeing and evaluating key initiatives, applying the evidence to inform continuous improvement.
- Increasing the availability and accessibility of systems and resources supporting staff wellbeing and inclusion.

Principal and leader wellbeing

Our principals are at the forefront of our efforts to create a positive environment for teaching and learning and to ensure that every child and young person is known, heard and included, safe, well and thriving, and learning more every day.

The department is committed to supporting principals' mental health and wellbeing, so that they can be healthy and thriving and be their best in their complex role.

There are many strong intersections between a principal's leadership, capability and their wellbeing.

Two Principal Wellbeing Leaders continued to work across the department to support the wellbeing of our principals and Child and Family Learning Centre leaders. Their work is guided by the *Principal Wellbeing Action Plan 2022–2024 that focuses on the following areas:*

- Managing workload.
- Managing challenging behaviours.
- Supporting principal preparation and development.
- Embedding and expanding systems and supports.

Feedback received through the Principal Wellbeing Survey and other avenues, demonstrated that workload balance remains the biggest wellbeing challenge for our principals. During 2023–2024, the focus of actions has included:

- The management of a range of existing wellbeing supports, including:
 - Mentoring Program.
 - Proactive Wellbeing Supervision.
 - A suite of professional learning opportunities designed for leading, understanding and managing wellbeing.
- The building and maintenance of connections with internal and external stakeholders at the local, state and national levels.
- The capturing of principal voice through various channels, including the Principal Wellbeing Working Group, the Principal Wellbeing Community of Practice site, and formal and informal meetings.
- The development and launching of a new phase of the Respectful Schools campaign, focusing on respectful online behaviour and the creation of toolkits for schools.
- The provision of leadership and expertise for programs and initiatives that could impact principal and Child and Family Learning Centre leader wellbeing.
- Conducting check-ins with principals who have begun new roles.
- Providing timely support to principals on an as-needs basis.

The department continues to explore new ways and initiatives to support principals and Child and Family Learning Centre leaders in their important roles.

Principal wellbeing support utilisation figures (1 July 2023–30 June 2024)

SUPPORT	REGISTRATIONS
Principal Wellbeing professional learning opportunities for school and Child and Family Learning Centre leaders	175 registrations across 12 programs 145 attendees across 17 sessions
Mentoring	40 active mentees 20 active mentors
Proactive Wellbeing Supervision	67 individuals 235 sessions 242 hours
WorkWell wellbeing survey	144 individuals

Employment

Employment Status

EMPLOYMENT STATUS ¹	FEMALE (FTE)	FEMALE (HEAD-COUNT)	MALE (FTE)	MALE (HEAD-COUNT)	OTHER ² (FTE)	OTHER ³ (HEAD-COUNT)	TOTAL (FTE)	TOTAL (HEAD-COUNT)
Full-Time Fixed Term	417.01	420	227.17	230	6.00	6	650.18	656
Full-Time Permanent	3,244.80	3,266	1,508.87	1,513	6.00	6	4,759.67	4,785
Part-Time Fixed Term	995.38	1,756	273.20	483	1.21	3	1,269.79	2,242
Part-Time Permanent	2,638.47	4,139	490.87	720	3.43	5	3,132.77	4,864
Totals	7,295.66	9,581	2,500.11	2,946	16.64	20	9,812.41	12,547

1. Excludes relief

2,3. Includes Non-Binary, Different Term and Undisclosed

Staff employed by Portfolio

PORTFOLIO	FTE	HEADCOUNT
Portfolio Services for Schools and Early Years	8,190.84	10,726
Portfolio Services for Business Operations and Support Services	385.01	407
Portfolio Services for Continuous Improvement and Evaluation	128.46	146
Portfolio Services for Development and Support	277.75	321
Portfolio Services for Keeping Children Safe	353.84	382
Portfolio Services for Youth Justice	142.12	152
Libraries Tasmania	278.52	351
Office of the Secretary ¹	55.87	62
Total	9,812.41	12,547

1. Office of the Secretary includes staff in the following areas Culture and Growth, Complaints Management Oversight, Commissioner for Children and Young People and Child Advocate

Staff employed by front line service areas

AREA	FTE	HEADCOUNT
Schools		
Primary Schools	3,732.20	5,080
Combined Schools	1,055.62	1,373
Secondary Schools	1,823.60	2,240
Senior Secondary Schools (Colleges)	707.94	910
Support Schools	308.51	428
School Total	7,627.87	10,031
Child and Family Learning Centres	73.51	89
Child Safety		
Advice and Referral Line	46.25	50
Child Safety Service	213.52	230
Child Safety Total	259.77	280
Youth Justice		
Community Youth Justice	20.55	23
Custodial Youth Justice	104.79	111
Services to Youth	2.40	3
Youth Justice	7.80	8
Youth Justice Reform	6.58	7
Youth Justice Total	142.12	152
Totals	8,103.27	10,552

Teaching Award classified employees

POSITIONS ¹	FTE	HEADCOUNT
Base Grade Teaching	3,566.51	4,419
Advanced Skills Teacher	685.01	734
Principals & Assistant Principals	536.64	542
Education Support Specialist	79.60	86
School Psychologist	78.70	104
Totals	4,946.46	5,885

1. Includes school and non-school based positions

Support staff employed

SUPPORT STAFF	FTE	HEADCOUNT
Teacher Assistant	1,502.99	2,631
School Admin	550.11	654
Library Technicians ¹	55.88	89
Laboratory Technicians	50.88	70
Professional Support ²	285.33	375
Totals	2,445.19	3,819

1. In school library technicians only

2. Includes school psychologists, speech pathologists, social workers and nurses

Average age of Teaching Award classified employees

POSITIONS	FEMALE	MALE	OTHER ¹	TOTAL
Base Grade Teaching	43.12	42.52	38.75	42.96
Advanced Skills Teacher	45.19	44.22	0.00	44.93
Principals & Assistant Principals	50.34	45.96	38.00	48.81
Education Support Specialist	49.89	41.50	0.00	49.30
School Psychologist	41.52	42.70	0.00	41.63
Totals	44.05	43.15	38.67	43.81

1. Includes non-binary, different term and undisclosed

Age distribution of principals and assistant principals

AGE GROUPING	HEADCOUNT
25-34	21
35-44	163
45-54	201
55-64	145
65+	12
Total	542

Total number of employees paid by age profile

AGE GROUPING	HEADCOUNT
15-19	108
20-24	552
25-29	960
30-34	1,258
35-39	1,560
40-44	1,759
45-49	1,562
50-54	1,647
55-59	1,495
60+	1,646
Total	12,547

Separation numbers for staff aged less than 55 years

CLASSIFICATION GROUP	HEADCOUNT
Allied Health	47
Facility Attendant	15
Nurse	7
Education Support Specialist	1
Teacher Assistant	58
Teaching Service	153
HaHSA General	19
Health Services Officer	2
School Psychologist	3
TSSA General	60
Totals	365

Teacher separation with 5 or less years' service

SEPARATION REASON	HEADCOUNT	PERCENTAGE
Resignation	68	22.97%
Retirement - Voluntary	10	3.38%
Workforce Renewal Incentive Program (WRIP)	1	0.34%
Total	79	26.69%

Note: Percentage is of the total number of permanent teaching separations

Note: Includes teaching classified employees in non-school areas

Gender diversity

Total number of employees by gender

YEAR	FEMALE	MALE	OTHER*	TOTAL
2022	8,484	2,664	0	11,148
2023	9,093	2,818	10	11,921
2024	9,581	2,946	20	12,547

* Includes non-binary, different term and undisclosed

Gender distribution in promoted positions

POSITIONS	FEMALE	MALE	OTHER ¹	TOTAL
Advanced Skills Teacher	538	196	0	734
Principals & Assistant Principals	354	187	1	542
Totals	892	383	1	1,276

1. Includes non-binary, different term and undisclosed

School based teaching award classified employees by gender

CLASSIFICATION GROUP	FEMALE	MALE	OTHER ¹	TOTAL
Principal	137	78	0	215
Assistant Principal	165	83	0	248
Advanced Skills Teacher	499	190	0	689
Teachers	3,196	1,110	8	4,314
School Psychologist	1	0	0	1
Education Support Specialist	80	6	0	86
Totals	4,078	1,467	8	5,553

1. Includes non-binary, different term and undisclosed

All other employee classification by gender

CLASSIFICATION GROUP	FEMALE	MALE	OTHER ²	TOTAL
Non-School Based Teaching	86	19	0	105
Non-School Based Advanced Skills Teacher	39	6	0	45
Non-School Based Principals ¹	55	28	1	84
School Psychologist	94	10	0	104
Social Workers	122	12	0	134
Speech Pathologists	52	1	0	53
Teacher Assistant	2,208	421	2	2,631
School-Based Trainee	1	0	0	1
Education Facility Attendants	477	383	0	860
HaHSA Allied Health Professional	198	34	2	234
Senior HaHSA Allied Health Professional	11	1	0	12
HaHSA General Band 1 - 3	86	10	0	96
HaHSA General Band 4 - 6	75	75	1	151
HaHSA General Band 7 - 8	17	11	0	28
Health Services Officer	4	3	0	7
Nurse Grade 4	69	6	0	75
Nurse Grade 6	3	0	0	3
Nurse Grade 7	5	0	0	5
Nurse Grade 8	1	0	0	1
ICT Technician	8	69	2	79
TSSA General Band 1 - 3	899	88	4	991
TSSA General Band 4 - 6	745	200	0	945
TSSA General Band 7 - 8	185	70	0	255
TSSA General Band 9	2	1	0	3
TSSA Professional Band 1	2	3	0	5
TSSA Professional Band 2	24	6	0	30

CLASSIFICATION GROUP	FEMALE	MALE	OTHER ²	TOTAL
TSSA Professional Band 3	5	0	0	5
TSSA Professional Band 4	2	0	0	2
Totals	5,475	1,457	12	6,944

1. includes non-school based Band 4

2. includes non-binary, different term and undisclosed

Senior Executive by gender

POSITIONS	FEMALE	MALE	TOTAL
SES 1	14	10	24
SES 2	7	8	15
SES 3	2	2	4
SES 4	4	1	5
Totals	27	21	48

Senior Executive salary equivalents by gender

CLASSIFICATIONS	FEMALE	MALE	TOTAL
Head of Agency	0	1	1
Associate Secretary	1	0	1
Commissioner	1	0	1
Non-School Based Band 4	3	2	5
Principal Level 2	32	14	46
Principal Level 3	43	20	63
Principal Level 4	19	11	30
Principal Level 5	17	20	37
Principal Level 6	6	5	11
Principal Non Teaching Band 3A Level 3	0	1	1
Principal Non Teaching Band 3A Level 4	5	1	6
Principal Non Teaching Band 3A Level 6	15	7	22
Principal/Manager Non Teaching Band 3 Level 5	6	2	8
TSSA General Band 9	2	1	3
HaHSA Allied Health Professional Level 5	9	1	10
Nurse Grade 8	1	0	1
Totals	160	86	246

Note – SES 1 base salary is \$147,116 as at 30 June 2024

Health and Safety

We are committed to leading a department where everyone works together to make people feel safe and well at work.

Actions during 2023–2024 include:

- Increased staff numbers of our Organisational Safety team (includes work, health, safety, security and emergency management) to improve the delivery of health and safety advice and guidance to support our people across the department.
- Delivered a new department-wide Safety Reporting System for reporting safety incidents and hazards.
- Established a new Organisational Safety and Wellbeing Executive Committee which has oversight of all health, safety and wellbeing functions.
- Reviewed and updated hazard and risk registers for major service functions.
- Established organisational safety as the focal point of contact for managing psychosocial hazards and developed an Action Plan for facilitating improvements in their management.
- Commenced the department's first Protective Security program, starting with a baseline agency-wide assessment aligned with the Tasmanian Government Protective Security Policy Framework.
- Established the Emergency Operations Group as part of de-commissioning the Emergency Management Steering Committee which had operated since 2017. The new group has a more streamlined membership and is only active for emergencies that affect multiple sites or have high consequences at a single (or small number of) sites.
- Delivered the first regional emergency exercise series, delivering discussion exercises in northern and southern regions and with the Emergency Operations Group – approximately 50 staff participated across the three exercises, including external emergency partners from Tasmania Police, Tasmania Fire Service, Ambulance Tasmania, and the State Emergency Service.

Our Work Health and Safety (WHS) Management System details the statutory compliance requirements for working safely and proactively applies hazard-reduction strategies across all of our work sites, aimed at preventing, mitigating and reducing work-related injuries and protecting employees from harm.

The WHS Management System provides a portal to enable employees to access information on WHS topics including office ergonomics, working at heights, preventing slips, trips and falls, and hazardous chemical management.

The WHS Management System is maintained and regularly updated to ensure current and accurate information is available.

We undertake a range of activities to continuously improve WHS awareness, increase compliance and mitigate risks. All employees are encouraged to contribute to the ongoing development of the WHS Management System through workplace consultation on WHS matters.

There is a strong emphasis on the support and rehabilitation of injured workers and the removal of the hazards that may have caused or contributed to their injuries. This assists employees to return to work in the shortest possible timeframe after a work-related injury or illness.

Workers compensation

NATURE OF INJURY	NUMBER OF CLAIMS 2022-2023	NUMBER OF CLAIMS 2023-2024	INJURY MANAGEMENT 2023-2024
Physical/Other	400	433	109
Psychological	133	140	140
Total	533	573	249

1. Injury management by definition refers to significant injuries that require the appointment of an Injury Management Coordinator and the development of a formal return to work plan.

Employee conduct

We are committed to safeguarding the rights of all children and young people to be kept safe from harm and to upholding high professional standards among all of our employees.

The department's *Ethical Conduct Framework* provides a range of policies and procedures, information and tools to support employees and officers to undertake their duties and fulfil their responsibilities, providing guidance regarding behaviour and acting in a professional manner.

The Framework supports employees to uphold the reputation of the department and provide an environment in which children and young people are known, safe, well, and learning.

Code of Conduct and Conduct and Behaviour Standards

All allegations of employee misconduct are treated very seriously and may result in an employee being investigated in accordance with *Employment Direction No.5* (ED5) and a sanction being imposed pursuant to the *State Service Act 2000* Code of Conduct (the Code).

Alleged breaches of the Code or contraventions of the Conduct and Behaviour Standards are investigated through a structured process that upholds the principles of procedural fairness for employees and a trauma informed approach to ensure the safest possible environment for children and young people.

Across 2023–2024, there have been 54 active investigations, of which 14 were brought forward from 2022–2023 (having commenced prior to 30 June 2023).

In addition to ED5 matters, investigations were commenced in relation to allegations of misconduct against 14 former or current relief employees. Of those 14 investigations, seven remain ongoing.

Reportable Conduct Scheme

A new Reportable Conduct Scheme was introduced on 1 January 2024 for all department workers including employees, volunteers, contractors and subcontractors, trainees or students over the age of 18 on work placement.

The scheme requires the Secretary to notify the Office of the Regulator of a reportable allegation or conviction against a worker.

Any person may disclose reportable conduct in relation to a worker either directly to the department or the Office of the Regulator via a Concern Notice.

The department has implemented processes to assess and act upon all Concern Notices and provide information to and liaise with the Office of the Regulator, particularly in relation to the investigation of any worker as a result of a reportable allegation or conviction.

Grievance resolution

Our Grievance Policy and Grievance Procedures detail the process employees can follow when they are dissatisfied with a work situation that results from an action, omission, situation or decision which is perceived by the complainant to be unfair, unjustified or a violation of their rights.

In 2023–2024, two matters were received by Workplace Relations for consideration as a formal grievance.

Employee participation in industrial matters

Unions and employees were represented on a range of departmental consultative committees and processes in relation to various professional, industrial and operational matters and specifically in relation to the negotiation and approval of several new industrial agreements including the *2023 Child Safety Industrial Agreement* and *2023 Principals Agreement*.

During the latter half of 2024, a range of new or improved arrangements and associated commitments that emanated from existing industrial agreements, particularly the Public Sector Union Wages Agreement 2022 and the Teachers Agreement 2023 have been progressed. Regular consultation has occurred with unions in relation to these matters along with other new or proposed industrial agreements that will be subject to negotiation.



06

Compliance, legislation and transparency

New (organisational) arrangements for 2024

- Restructured Early Years Partnerships and Projects as Branch with new Sections Early Years Projects and Working Together
- Restructured Education Regulation to include: Office of the Education Registrar, the Office of Tasmanian Assessment Standards and Certification, Teachers Registration Board
- Create the George Town Child and Family Learning Centre
- Restructure the State Library and Archive Service under Collections
- Rename Children & Families Integrated Client Information Program to Children & Families and Youth Justice Application Support and Development
- Restructure Children & Families under Keeping Children Safe including Safeguarding Children and Young People and Youth Justice
- Rename Children & Young People to Schools & Early Years
- Rename Education Performance and Review to Data Systems and Insights
- Rename Strategic Marketing Communications and Media to Communication Services
- Create Evaluation under Continuous Improvement and Evaluation and move Strategic Systems Development, Governance Risk and Performance & Internal Audit
- Rename Collections to Collections & State Archivist, rename Collection Development to Acquisition & Collection Management, rename Government Archives and Preservation to Tasmanian Archives & Special Collections
- Merge Strategy Performance and Partnerships into Programs Services and Client Experience and rename to Policy and Strategic Improvement
- Create Schools (Northern Region) & Schools (Southern Region) Sections
- Rename Wellbeing and Engagement to Child and Youth Wellbeing
- Rename East Tamar Child and Family Learning Centre to muylatina Child and Family Learning Centre
- Rename Kingborough Child and Family Learning Centre to Saltbush Child and Family Learning Centre
- Rename Early Childhood Intervention Service to Early Childhood Inclusion Service
- Create Legana Primary School and Brighton High School
- Restructure Children & Families
- Create Library Description and Access under Collections and State Archivist
- Create Library Network – North East Catchment
- Create Library Network – Southern Collective
- Restructure Child Advocate under Keeping Children Safe
- Restructure Libraries Tasmania under Continuous Improvement Evaluation
- Rename Libraries (various) to Catchments
- Rename Registered Training Organisation to Vocational Learning

Risk management

In 2023–2024, a new department-wide risk management framework aligned with *AS/NZS ISO 31000:2018 Risk Management Guidelines* was approved by the Executive Board.

The new framework will be progressively implemented and aims to further embed risk management throughout the department to support achieving the Strategic Plan.

Key work in 2023–2024 has focused on assessment of whole-of-agency strategic risks, as well as portfolio-level risk assessments to identify risk exposures and treatment/management plans.

Work has also commenced on development of communication and training strategies to support change management and capability.

A key element of our risk management activities is governance by the Risk Management and Audit Committee (RiMAC).

RiMAC provides independent assurance and advice to the Secretary on the department's risk, control and compliance framework. The work of RiMAC included the monitoring of the department's educational, corporate, financial and business risks including fraud.

Six meetings were held during the year.

RiMAC also approved and monitored the implementation of the *Internal Audit Annual Work Plan*.

Pricing policies

Department fees and charges are subject to the *Fee Units Act 1997*. The value of the fee unit is published annually in the Tasmanian Government Gazette.

We have a responsibility for some service delivery activities which in accordance with the Government's policy on fees and charges requires that fees and charges should be set at a level which ensures the full cost of providing a good or service can be accounted for explicitly and recovered at an appropriate level.

Concessions are provided for some fees as determined by the Minister.

Details on concessions are available at www.concessions.tas.gov.au.

Superannuation

I, Tim Bullard, Secretary of the Department for Education, Children and Young People, hereby certify that the Department for Education, Children and Young People Tasmania has met its obligations under the *Australian Government's Superannuation Guarantee (Administration) Act 1992* in respect of those employees of the department who are members of complying superannuation schemes to which this department contributes.

Tim Bullard

Secretary Department for Education, Children and Young People,
June 2024

Asset management

Assets are managed within whole-of-government policies and guidelines.

Key strategies for the effective and efficient use of assets include:

- Optimising the use of built resources to support the provision of a range of educational and support programs, accommodate new ways of teaching and learning, and foster better educational outcomes for students and young people, manage capital funding for building improvements equitably and according to priorities, ensuring appropriate standards of accommodation to support best practice to deliver quality and functional school and support infrastructure.
- Optimising maintenance efforts through the use of condition data, work management requests and ranking key infrastructure components. Managing resources in accordance with statutory obligations, occupational health and safety, optimum service delivery and asset retention.
- Undertaking industry best practice in procurement practices and full compliance with Treasury requirements.
- Managing asset management information to inform both short- and long-term strategic decisions and maximising funding.
- Maximising the responsible use of facilities, facilitating partnership agreements for sharing facilities, and using community and shared facilities where appropriate.
- Supporting the Asset Strategy Executive Committee to provide strategic oversight and direction in asset management.
- Development and management of the *Strategic Asset Management Plan*.

Climate Change

The Department is supporting Tasmanian Government Schools to be environmentally sustainable, with students having the opportunity to participate and learn as part of a whole school approach to sustainability.

The Department supports schools to deliver the curriculum through maintaining the operations of the Sustainability Learning Centre located at Mt Nelson, with a dedicated Sustainability Manager for this facility.

Our goal is to support the Tasmanian Government's approach to climate change and contribute to the reduction of greenhouse gas emissions from our operations.

We are doing this by encouraging recycling within our portfolio, electrifying our transport fleet, installing solar arrays to support renewable energy use by facilities, and undertaking green building initiatives where practicable in moving towards low or carbon-neutral facilities.

Through these actions, the Department aims to:

- Use less energy
- Reduce transport/travel related emissions while maintaining continuity of business operations
- Reduce our levels of waste to landfill.

The Department works with partners like Renewables, Climate and Future Industries Tasmania (ReCFIT) in identifying opportunities and risks in development of a low carbon approach and how to build understanding and resilience within the Department and communities more broadly.

As part of the 2021 Tasmanian Government's election commitments, a \$5 million Renewable Energy Schools Program was established. The intent of the Program is that the savings generated from the installation of solar panels at our school sites will be captured and reinvested to fund further solar installations and sustainability improvements.

17 schools now have had 810 kW of renewable energy generating capacity installed and commissioned under the Program. A total of 47 schools are projected to have new solar arrays installed and commissioned by the end of the 2024-25 financial year.

This investment in renewable energy infrastructure is expected to significantly reduce the need for and reliance on electricity from the grid and provide substantial reduction in greenhouse emissions for these schools. Funding for the Program continues in to the 2025-26 financial year.

In addition, some of the other sustainability elements already in place or being progressed by the Department are:

- The selection whenever possible of hybrid or fully electric vehicles to replace internal combustion engine vehicles
 - As at 30 June 2024, the Department has four fully electric vehicles (EV) and 245 hybrid or plug-in hybrid vehicles in its fleet, and has installed EV charging stations at three Department sites.
- Continuing the use of the innovative Sustainability Learning Centre (SLC) on the site of the Hobart College at Mount Nelson to promote and provide broad understanding of sustainability practices across the education sector. The SLC was the first building in Tasmania to be awarded a 6-star accreditation from the Australian Green Building Council. The Centre operates as a unique partnership between the Department, Hobart College, Greening Australia, EPA Tasmania, the Tasmanian Catholic Education Office and Independent Schools Tasmania.
- As part of its extensive building and construction program funded by the Capital Investment Program, opportunities to re-use existing materials in the building projects are progressed when feasible. Additionally, with all building works, the requirement to incorporate energy saving components are in each architectural commissioning brief. The Department's Built Environment Guide requires compliance with sustainable design principles that minimize environmental impacts and consumption of resources through the construction process and over the life of a building.
- To promote the importance of effective waste management, the Department re-entered into a state-wide waste management contract with Veolia Environmental Services in December 2022. A key feature of the contract is the ability to report on different waste streams, their volumes and associated greenhouse gas emissions, which enables identification of opportunities for reducing waste to landfill and improvements in recycling.
- This contract will also support the Department and schools to efficiently use and access the Container Refund Scheme; the Scheme being developed and managed by the Department of Natural Resources and Environment. The Scheme is being designed to further encourage recycling and reduce impacts on the environment. Many details about the scheme, including the commencement date, will be announced once the governing bodies have been selected and contracts are finalised.

Measuring and Reporting

In 2019-2020 the Tasmanian Government purchased and implemented a new whole-of-government energy and emissions reporting system provided by software as a service provider Envizi.

The Department is using data derived from the Envizi system for annual reporting purposes to ensure accuracy and alignment with the whole-of-government approach.

Greenhouse gas emissions during the financial year 2023–24 were approximately 11,609 tonnes. Major factor contributing to the decrease is the change in the factor used to calculate electricity emissions as detailed in note 2 to the table below.

The following is a breakdown of 2023–24 figures, along with 2022–23 figures for comparison.

USE	VOLUME	2023-2024		2022-2023	
		EMISSIONS (T CO2E) ¹	VOLUME	EMISSIONS (T CO2E) ¹	
Electricity (kWh) ²	60,533,874	7,264	58,895,917	10,012	
Natural gas (MJ) ³	305,029	16	1,988,937	102	
Transport fuel (litres) ⁴	505,375	1,240	456,961	1,119	
Air travel (passenger kms) ⁴	893,330	244	487,678	120	
Waste (tonnes) ⁵	4,427	2,845	4,327	2,878	
Emissions total		11,609		14,231	

Notes

- 1 t CO2e = Tonnes of carbon dioxide equivalent.
2. Greenhouse gas emissions are calculated using emissions factors and methods from the National Greenhouse and Energy Reporting (Measurement) Determination 2008 and published in the National Greenhouse Accounts Factors for 2019 and 2020. Note that these emission factors are calculated and updated each year. The factor for scope 2 emissions from grid delivered electricity in Tasmania is 0.12 kg CO2-e/kWh for 2023-24, which is lower than for 2022-23 (0.16 kg CO2-e/kWh). Tasmania's scope 2 emission factor fluctuates from year to year due to the operation of the Tamar Valley Power Station and the imports of emissions-intensive electricity from Victoria.
3. Ownership of a property at South Burnie which relied on natural gas for its major plant operations for heating and cooling was transferred to the Tasmanian Minerals Council. This was a major contributor to gas consumption and the reduction is directly related to that transfer.
4. Where data is available, fuel use is recorded as diesel, ethanol blend and unleaded petrol. Each fuel type has its own emissions factor calculation. Fuel figures are derived from fleet vehicles, vehicle hire and bulk fuel purchases on whole of government contracts managed by Department of Treasury and Finance.
5. Air travel has continued to increase following the removal of COVID-19 restrictions placed on travel in prior periods. It remains well under pre-COVID levels with the increased abilities to meet and interact using technology rather than in-person.
6. Waste data is not contained in Envizi. The data in this table has been extracted from the Veolia Sustainability Reporting Platform. The GHG emissions are direct greenhouse gas emissions generated from the degradation of organic waste and notional offsets due to electricity generated from organic waste. The data excludes other emission sources such as transport, fuel and electricity use at waste processing operations and other emissions generated in the delivery of the waste collection and disposal process.

Loss and damage

The *Tasmanian Risk Management Fund* (TRMF) covers the department's insurable risks including workers compensation, general liability and property damage and loss.

The department's contributions to the fund in 2023–2024 totalled \$25.7 million (excluding GST). The contributions included \$19.8 million for workers compensation and \$5.1 million for property loss and damage.

In addition, the department purchased legal liability insurance from a commercial insurer to protect hirers of our facilities against legal liability claims being made against them.

The potential exists for general liability claims to be brought against the department. Facilities, contents and motor vehicles are subject to loss and damage arising from various causes, including vandalism.

Under the department's asset management policy, responsibility for the day-to-day management of facilities rests with individual site managers.

The department also operates the *Property Protection Scheme* which is a self-funded pool that covers the cost of damage and losses incurred by schools, libraries and Child and Family Learning Centres up to \$56,000. Claims in excess of this amount become TRMF claims.

The following is a summary of insurance claims lodged with TRMF during the year.

Summary of claims lodged with the Tasmanian Risk Management Fund in 2023–2024

ITEM	NUMBER OF CLAIMS	TOTAL VALUE OF CLAIMS \$
General property	21	2,377,491
General liability	12	2,380,682
Motor vehicle	107	268,757
Personal accident (for students engaged in workplace learning activities and volunteers)	3	2,061
Total	143	5,028,991

Property Protection Scheme

SUMMARY OF CLAIMS FOR 2022–23

Number of claims lodged	1,370
Total value of claims	\$4,499,478
Highest valued claim	\$50,000
Number of sites lodging claims	161
Average cost per claim	\$4,169

Statutory Bodies

Tasmanian Assessment, Standards and Certification

Tasmanian Assessment, Standards and Certification (TASC) is an independent statutory body responsible to the Minister for Education, established by the *Tasmanian Assessment, Standards and Certification Act 2003*.

The TASC Board, the Deputy Director of TASC, and TASC staff work to ensure the development of appropriate standards, accreditation of courses, and the assessment and certification of student achievement in the senior secondary years across all educational sectors.

The TASC Board was established in July 2023, replacing the former Framework Advisory Council.

Teachers Registration Board

The Teachers Registration Board (TRB) regulates the teaching profession in Tasmania.

The TRB is responsible to the Minister for Education, as established by the *Teachers Registration Act 2000* (the Act).

The TRB's areas of strategic operation are teacher registration, initial teacher education program accreditation, building the profession, professional conduct, governance and accountability, and communication and feedback.

The TRB is responsible for:

- Registering all teachers working in Tasmanian Government, Catholic and Independent schools and TasTAFE to ensure they are appropriately qualified and competent.
- Investigating, making findings, and where appropriate, taking disciplinary action regarding complaints about teacher competence, conduct, character, and fitness to teach.
- Working with teachers and other local and national stakeholders to develop and improve teaching standards.
- Increasing the professional standing of teachers and the desirability of teaching as a profession including through:
 - Supporting teachers to move from provisional to full registration.
 - Promoting the profession of teaching within the Tasmanian community.
 - Approving pre-service teacher education courses and collaborate with other registration authorities on national priorities.

In performing its functions and powers, the TRB must consider the welfare and best interests of students to be of paramount importance.

Office of the Education Registrar

The Education Registrar was established under the *Education Act 2016*.

The Office of the Education Registrar is accountable for administering and implementing parts of the Act and is primarily responsible for:

- The registration and monitoring of home education in Tasmania. The Registrar works closely with home educators to make home education a strong, valued part of our education system.
- Administering the non-government schools' registration process and the operational aspects of the regulatory process. The Registrar then reports to and advises the NonGovernment Schools Registration Board.
- Managing the compulsory conciliation process for non-attendance at school.

Tasmanian Home Education Advisory Council

The Office of the Education Registrar is supported by the Tasmanian Home Education Advisory Council (THEAC), which is responsible for providing:

- Advice to the Registrar in relation to applications for approval of a home education program.
- Advice to the Minister for Education and the Registrar in relation to home education generally.
- A reference point for queries, responding to community concerns and maintaining liaison with other agencies about home education.

Non-Government Schools Registration Board

The Non-Government Schools Registration Board is responsible for the registration of non-government schools in Tasmania with specific standards to be met set out under the *Education Regulations 2017*. Its primary functions are to make decisions on applications for the registration of new non-government schools, and the renewal of registration of existing schools.

The Non-Government Schools Registration Board is supported by the Registrar and their Office, and meets on a regular basis to consider matters relating to the registration of non-government schools.

The Registrar manages the day-to-day operations and the operational aspects of the regulatory process.

Allport Library and Museum of Fine Arts Management Committee

Established under section 19 of the *Libraries Act 1984*, the Committee administers the funds and property of the Allport Library and Museum of Fine Arts and of the Allport Bequest and gives effect to the provisions and general purpose of the will of Henry Allport.

State Library and Archives Trust

Established under section 16 of the *Libraries Act 1984*, the Trust administers property acquired by gift, bequest, or device, and ensures that all applicable conditions are met.

The Trust awards grants aimed at advancing library and archives knowledge in Tasmania, contributing to the sector nationally.

Tasmanian Library Advisory Board

Established under section 11 of the *Libraries Act 1984*, the Board considers and reports on matters referred to it by the Secretary of the department and advises the Minister for Education on any issues relating to library services.

Its focus is service delivery in Tasmania including the public's right of access to information and ideas. It must also report to the Secretary of the department at the end of each financial year.

University of Tasmania Council

Established under section 9 of the *University of Tasmania Act 1992*, the Council is the governing authority of the university and is to act in all matters concerning the university in the way it considers will best advance the university's interests.

The Council appoints the Vice-Chancellor and Principal, who is the Chief Academic and Executive Officer of the University of Tasmania.

The Council also appoints the Deans and the Heads of Schools, on the recommendation of the Vice-Chancellor.

The Council has the power to confer and revoke degrees, diplomas and certificates.

An Academic Senate advises the Council on all academic matters relating to the University.

Legislation administered

- *Adoption Act 1988*
 - Subordinate legislation: *Adoption Regulations 2016*
- *Allport Library and Museum of Fine Arts Agreement Act 1966*
 - Subordinate legislation: *Allport Library and Museum of Fine Arts Regulations 2022*
- *Archives Act 1983*
 - Subordinate legislation: *Archives Regulations 2014*
- *Child Care Act 2001*
 - Subordinate legislation: *Child Care (Fees) Regulations 2023*
- *Child Protection (International Measures) Act 2003*
- *Children, Young Persons and Their Families Act 1997*
- *Children, Young Persons and Their Families (Transitional and Savings Provisions) Act 1998*
- *Christ College Act 1926*
- *Commissioner for Children and Young People Act 2016*
- *Education Act 2016*
 - Subordinate legislation: *Education Regulations 2017*
- *Education and Care Services National Law (Application) Act 2011*
 - Subordinate legislation: *Education and Care Services National Regulations*
- *Libraries Act 1984*
 - Subordinate legislation: *Libraries Regulations 2022*
- *Tasmanian Assessment, Standards and Certification Act 2003*
 - Subordinate legislation: *Tasmanian Assessment, Standards and Certification (Fees) Regulations 2023*
- *Teachers Registration Act 2000*
 - Subordinate legislation: *Teachers Registration Regulations 2021*
- *University of Tasmania Act 1992*
- *Youth Justice Act 1997*
 - Subordinate legislation: *Youth Justice Regulations 2019*

Community awareness of the department and our services

We actively engage with the Tasmanian community to promote the value of public education, along with services we provide that relate to youth justice and child and family services.

Our online presence is integral to how we share important information to the Tasmanian community, with our new and improved website launched in September 2023.

Our social media presence continues to grow, with Facebook followers to our page now totalling over 30,000. Over 95 per cent of Tasmanian Government schools also have their own Facebook page. Growing Instagram and Linked In followers will be the department's focus for the future.

We continue to improve the accessibility and readability of our websites. To further improve the online experience for families and other community members, we are supporting schools to upgrade their websites onto accessible platforms.

Schools also utilise various communication platforms, to help keep their school community informed about things happening at their school, as well as within their child's classroom.

The Libraries Tasmania website is a highly valued information resource. In the year to June 2024 the site received 1.9 million engaged visits. The site provides information about Tasmania's 45 public lending libraries, The State Library of Tasmania, Tasmanian Archives, and the Allport Library and Museum of Fine Arts. The website is a portal to the extensive library catalogue, archive and heritage items, and a wide range of community research, information, literacy and learning services.

Libraries Tasmania's social media is focused across 17 Facebook pages with 38,000 followers, two Instagram accounts with 3,000 followers, and a monthly newsletter with 78,000 subscribers.

Apps have made it easier for clients to access our collections. The Libraries Tasmania lending app allows clients to log in to manage their account and borrow titles. An Australian first partnership between Sora, Libraries Tasmania and the department allows students to access library eResources through their Tasmanian Government school student login.

See Appendices for a list of our publications and the websites we maintain.

Public interest disclosures

The main objective of the *Public Interest Disclosures Act 2002* is to encourage and facilitate disclosures about improper conduct or detrimental action by public officers and public bodies.

From 1 July 2023 through to 30 June 2024, DECYP has not received any public interest disclosures.

Our *Public Interest Disclosures Procedures* are available on our website.

Personal information

In the 2023–2024 year, the Department processed 433 applications for release of personal information received under the *Personal Information Protection Act 2004*.

This was an increase of 16.39 per cent in applications received.

Right to information

The *Right to Information Act 2009* gives members of the public the right to obtain information the department holds, unless that information is exempt.

We are committed to meeting our legal obligations to respond to requests for information under the Act.

The department received 281 applications in 2023–2024 compared to 200 applications in the financial year. This is a 40.5 per cent increase in applications received.

APPLICATIONS RECEIVED, ACCEPTED AND DECIDED	NO.
Applications for assessed disclosure received during 2023–2024	281
Applications for assessed disclosure accepted	226
Applications for assessed disclosure received and not accepted	55
Applications for assessed disclosure determined	241
OUTCOME OF APPLICATIONS	NO.
Applications where the information requested was provided in full	80
Applications where the information requested was provided in part	142
Application where none of the information was provided	19
EXEMPTIONS USED	NO.
s.25 Executive Council information	0

EXEMPTIONS USED	NO.
s.26 Cabinet information	1
s.27 Internal briefing information of a Minister	1
s.28 Information not relating to official business	0
s.29 Information affecting national or state security, defence or international relations	0
s.30 Information relating to the enforcement of the law	3
s.31 Legal professional privilege	1
s.32 Information relating to closed meetings of council	0
s.34 Information communicated by other jurisdictions	0
s.35 Internal deliberative information	13
s.36 Personal information of a person other than the applicant	131
s.37 Information relating to the business affairs of a third party	0
s.38 Information relating to the business affairs of a public authority	1
s.39 Information obtained in confidence	2
s.40 Information on procedures and criteria used in certain negotiations of public authority	0
s.41 Information likely to affect the State economy	0
s.42 Information likely to affect cultural, heritage and natural resources of the State	0
WITHDRAWN OR TRANSFERRED APPLICATIONS	NO.
Number of applications withdrawn by the applicant	65
Number of applications transferred, or part transferred to another public authority	6

REASONS FOR REFUSAL	NO.
s.9 Information requested was already available for inspection or purchase	0
s.10 Information requested cannot be produced using normal computer means and producing it would substantially and unreasonably divert resources	0
s.12 Information requested was or is to be disclosed by other means, e.g. by active or routine disclosure	12
s.19 Providing the information requested would substantially and unreasonably divert resources	1
s.20(a) Information requested is a repeat of a previous application	0
s.20(b) The application for information is vexatious or lacks definition even after negotiation	0
TIME TO MAKE DECISIONS	NO.
1–20 working days of the application being accepted	29
More than 20 working days of the application being accepted	212
INTERNAL REVIEWS	NO.
Internal reviews requested in 2023–2024	5
Internal reviews determined in 2023–2024	3
Original decision was upheld in full	1
Original decision was upheld in part	2
Original decision was reversed in full	0



07

Capital Projects, Contracts and Tenders

Capital projects

Summary of major capital projects completed during 2023–2024

CAPITAL PROGRAM	TOTAL COST \$'000
Capital Investment Program	22,070
Department-funded major projects	2,595
Total	24,665

List of individual major capital projects completed during 2023–2024

SITE/PROGRAM	PROJECT	TOTAL COST \$'000
Campbell Street Primary School	Upgrades to stormwater infrastructure.	315
Hillcrest Primary School	Upgrades to access, signage, external painting, kindergarten playground, landscaping to front entry, upgrade of courts and new shade sails.	1,130
Penguin District School	Redevelopment as a Kindergarten–Year 12 school by consolidating the school on a single site within the existing secondary school site. The project also allowed for an Early Childhood Education and Care Centre.	20,000
Rose Bay High School	Stormwater improvement works.	300
Rosny College	Upgrade works to the fly bridge and theatre to increase safety and amenity.	850
Springfield Gardens Primary School	Extension of the existing multi-purpose hall.	2,070
Total		24,665

List of individual major capital projects ongoing during 2023–2024

SITE/PROGRAM	PROJECT	ESTIMATED TOTAL COST \$'000	TOTAL REMAINING \$'000	ESTIMATED COMPLETION YEAR
Brighton High School	Construction of a new Years 7–12 high school at Brighton.	74,000	24,506	2025
Bowen Road Primary School	Replacement of two general learning areas lost due to fire, and new student amenities.	1,100	1,077	2025
Bothwell District School	Agricultural facilities at Bothwell District School will be upgraded and consolidated to enable the school to increase and expand the agricultural VET programs.	2,000	22	2024
Cambridge Primary School	Provision of additional contemporary learning environments, associated support spaces and amenities for a gymnasium, and traffic and car parking improvements.	15,100	13,401	2026
Campbell Town District School	Agricultural facilities at Campbell Town District School will be upgraded and consolidated to enable the school to increase and expand the agricultural VET programs.	2,000	1,682	2025
Contemporary Classrooms Program	Statewide program to renew and upgrade outdated classrooms, with a focus on schools in low socio-economic areas.	10,000	4,425	2025
Cosgrove High School	Revitalisation of the school to provide a contemporary school providing education to Year 12.	22,300	15,842	2025

SITE/PROGRAM	PROJECT	ESTIMATED TOTAL COST \$'000	TOTAL REMAINING \$'000	ESTIMATED COMPLETION YEAR
Exeter High School	Provision of contemporary learning spaces, associated support spaces and amenities, and specialist facilities such as kitchens, library and arts facilities.	11,000	9,781	2025
Electrical Switchboard Maintenance Program	An initiative to upgrade ageing electrical switchboard infrastructure within schools.	11,000	3,566	2026
Glen Dhu Pool	An initiative for the upgrade and reopening of the Glen Dhu pool.	3,450	2,921	2025
Hobart City Partner Schools	Funding for immediate requirements such as new bathroom amenities and learning area upgrades, with additional works for further priority infrastructure requirements identified through the Hobart City High School masterplan. This will provide for future growth and provide state of the art facilities.	23,100	18,038	2027
Lauderdale Primary School	Provision of additional contemporary learning spaces, associated support spaces and amenities, and the redevelopment of outdoor play areas.	6,500	5,233	2025
Legana Primary School	Construction of a new primary school at Legana.	35,300	12,278	2025
Montello Primary School	Redevelopment to provide students with contemporary learning environments, associated support spaces and amenities.	9,950	6,332	2025

SITE/PROGRAM	PROJECT	ESTIMATED TOTAL COST \$'000	TOTAL REMAINING \$'000	ESTIMATED COMPLETION YEAR
Outdoor Learning Areas	The program will enhance outdoor learning spaces to assist schools to provide rich outdoor learning experiences.	10,000	1,200	2024
Renewable Energy Schools Program	Renewable Energy Schools program that will roll out solar panels to government schools.	5,000	3,056	2027
Six new Child and Family Learning Centres	This project provides for the construction of six new early learning hubs in the Sorell, Kingborough, Glenorchy, East Tamar, West Ulverstone and Waratah-Wynyard communities.	30,000	1,018	2024
Sorell School	Provision of contemporary learning areas.	25,750	729	2024
State Library	Upgrade of high voltage electrical infrastructure.	400	385	2025
Supporting Safer Schools Program	Upgrade of toilets at 42 high schools and district school sites improving the safety of student bathrooms.	6,300	2,606	2027
Support School Package including NW Support School	Construction of a brand new, purpose-built North-West Support School on a new site, including a hydrotherapy pool. Additional funding for remaining works required at the Southern Support School, and for upgrades at the North West support school, Burnie Campus.	20,000	17,009	To be determined
Youth Justice Facilities	New Youth Justice Facilities to replace the Ashley Youth Detention Centre.	50,000	49,770	2027
Total		374,250	194,877	

Contracts and tenders

Summary of contracts and tenders in 2023–2024

TOTAL NUMBER OF CONTRACTS AWARDED	239
Total number of contracts awarded to Tasmanian businesses	207
Total value of contracts awarded	\$78,394,339
Total value of contracts awarded to Tasmanian businesses	\$72,134,285
Total number of tenders called and/or quotation processes run ¹	178
Total number of bids and/or written quotations received	500
Total number of bids and/or written quotations received from Tasmanian businesses	383

1. Some processes result in the awarding of multiple contracts.

Information and communications technology >\$50,000

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Inlogik Pty Ltd	Sydney, NSW	Credit Card Management System	10/23–09/28	454,800
Axon Public Safety Australia Pty Ltd	Tullamarine, VIC	Ashley Youth Detention Centre – Body Worn Cameras and Data Storage Solution	11/23–10/28	192,960
Cloud Paper Group Pty Ltd	South Melbourne, VIC	Multichannel Messaging Solution	01/24–01/29	517,775
FYB Pty Ltd	Sydney, NSW	Content Manager Licensing Support and Professional Services	02/24–01/29	480,002
3Tier Technology	Hobart, TAS	Microsoft Dynamics 365 – External Form Development (Student Learning Plans)	06/23–04/24	95,900
Grindstone Creative Pty. Ltd.	Geelong, VIC	Learner Improvement Tool – Hosting and Support	01/24–12/24	58,891
Keystone Negotiation Pty. Ltd.	Sydney, NSW	Microsoft Enterprise Agreement Negotiation – Consultant	03/24–09/24	172,290
Percisive Pty Ltd	Sydney, NSW	Finance Integration Replacement	02/24–05/24	80,417
Precision Sourcing Australia Pty Ltd	Sydney, NSW	Data Platform Modernisation Uplift	05/24–08/24	80,417
Percisive Pty Ltd	Sydney, NSW	Requirements Gathering for Modernisation and Support	05/24–08/24	75,000
Precisive Pty Ltd	Sydney, NSW	Dynamics 365 Support	05/24–12/24	75,000
CGI Technologies and Solutions Australia Pty Ltd	Hobart, TAS	School and Client Portal	11/23–02/28	2,767,452
Engage Squared Pty Ltd	Melbourne, VIC	Migration of Data	09/23–09/24	108,072
Total				5,158,976

Building and construction >\$50,000

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Luke Crerar Landscaping and Construction	Underwood, TAS	Beaconsfield Child and Family Learning Centre – New Nature Based Play Area – Outdoor Learning Program	07/23–08/23	70,882
R & T Rosier Constructions Pty Ltd	St Leonards, TAS	Lilydale District School – Contemporary Classrooms Upgrade	07/23–01/24	886,030
Skyline Roofing & Sheetmetal Pty Ltd	Invermay, TAS	Zeehan Primary School – New Shade Structure – Outdoor Learning Program	11/23–11/23	76,147
Batchelor Construction Group Pty Ltd	Kingston, TAS	Molesworth Primary School – New Shade Structure – Outdoor Learning Program	09/23–10/23	55,514
All Turf Tasmania	Rokeby, TAS	Woodbridge School – Oval Drainage Works	08/23–10/23	66,157
Batchelor Construction Group Pty Ltd	Kingston, TAS	Swansea Primary School – Library Alterations and Additions	07/23–11/23	370,267
Phil Templeton Building Pty Ltd	West Ulverstone, TAS	Hillcrest Primary School – Entry Landscaping	09/23–12/23	243,416
CDC Development (TAS) Pty Ltd	Derwent Park, TAS	Dodges Ferry Primary School – Covered Outdoor Learning Areas	07/23–10/23	306,346
W A Walker Builder	Bellerive, TAS	Clarence High School – Security Doors Upgrade	08/23–10/23	71,626
Kings Outdoor Living	Sorell, TAS	Parklands High School – New Shade Structure Adjacent to Gym – Outdoor Learning Program	08/23–09/23	96,605

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
R & T Rosier Constructions Pty Ltd	St Leonards, TAS	South George Town Primary School – Contemporary Classrooms Upgrade	08/23–02/24	670,440
Falkner Constructions Pty Ltd	New Norfolk, TAS	Cosgrove High School – Early Works Temporary Administration	08/23–09/23	229,873
Killa Sheds	South Launceston, TAS	Lilydale District School – New Yard Cover – Outdoor Learning Program	09/23–11/23	81,324
SLS Landscape Group	Moonah, TAS	Howrah Primary School Landscaping – Cultural Space	07/23–11/23	95,455
SJE Constructions Pty Ltd	Legana, TAS	Scottsdale Primary School – Window Replacement	10/23–01/24	79,996
Stubbs Construction Pty Ltd	Burnie, TAS	Sprent Primary School – Refurbishment of Existing Covered Area – Outdoor Learning Program	10/23–11/23	68,422
Bassett Building Pty Ltd	Relbia, TAS	Deloraine Primary School – Outdoor Learning Program – New Shade Structure	07/23–09/23	67,425
Tas City Building South Pty Ltd	Cambridge, TAS	South Arm Primary School – Outdoor Learning Area – Outdoor Learning Program	09/23–10/23	85,890
DES Electrical Contactors	Devonport, TAS	Beaconsfield Primary School – Switchboard Replacement	09/23–09/23	79,461
Apex Building & Excavation	Kingston, TAS	Molesworth Primary School – Sorell Creek Bank Stabilisation	08/23–10/23	84,128
DES Electrical Contactors	Devonport, TAS	Miandetta Primary School – New Switchboard and Mains Cables	01/24–01/24	88,386

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Contact Electrical Pty Ltd	North Hobart, TAS	Cosgrove High School – Fibre Backbone Cabling Works	07/23–10/23	682,785
Seastone Landscapes	Glenlusk, TAS	Richmond Primary School – Nature Based Play Area – Outdoor Learning Program	09/23–10/23	97,722
W A Walker Builder	Bellerive, TAS	Professional Learning Institute – Minor Works Reconfiguration	09/23–09/23	76,318
Landscape Now Pty Ltd	Penguin, TAS	Hillcrest Primary School – Stage 2 Kindergarten Play Area Works	10/23–11/23	99,860
Oak Building and Construction	Dodges Ferry, TAS	Dodges Ferry Primary School – Contemporary Learning Areas	09/23–12/23	71,400
Maveric Builders Pty Ltd	Kingston, TAS	Risdon Vale Primary School – Contemporary Learning Areas	09/23–02/24	860,561
Skyline Roofing and Sheetmetal Pty Ltd	Invermay, TAS	Trevallyn Primary School – Shade Structure Replacement – Outdoor Learning Program	01/24–01/24	56,777
Dynamic Maintenance Solutions Pty Ltd T/A DMS Energy	Spreyton, TAS	Strahan Primary School – Main Switchboard Upgrade	01/24–01/24	55,825
Hardings Hotmix Pty Ltd	Ulverstone, TAS	Penguin District School – New School Crossing	09/23–10/23	80,730
Seastone Landscapes	Glenlusk, TAS	Campbell Street Primary School – Nature Based Play Area – Outdoor Learning Program	10/23–11/23	92,280
Ultimate Play	Kings Meadows, TAS	Orford Primary School – Supply and Installation of Playground Equipment	09/23–10/23	57,903

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Deep Earth Sustainable Landscapes	Ranelagh, TAS	Triabunna District School – New Deck, Shade Structure and Seating Area – Outdoor Learning Program	10/23–10/23	83,920
Deep Earth Sustainable Landscapes	Ranelagh, TAS	Orford Primary School – Outdoor Learning Program – New Nature Based Play Area – Outdoor Learning Program	10/23–10/23	99,705
Synthetic Grass Solutions Tasmania	Margate, TAS	Waimea Heights Primary School – Cricket Nets	09/23–10/23	62,024
T & V Mead Pty Ltd T/A Mead Con	Quoiba, TAS	Reece High School – Upgrade of Student Bathroom Facilities – Safer Student Bathroom Program	12/23–02/24	135,171
Tas City Building South Pty Ltd	Cambridge, TAS	Clarence Plains Child and Family Learning Centre – Extension of the Existing Shade Structure – Outdoor Learning Program	11/23–12/23	82,840
Vos Construction & Joinery Pty Ltd	Kingston, TAS	Cosgrove High School – Demolition Works	10/23–01/24	898,784
The One Stop Shed Shop	Mornington, TAS	Bruny Island District School – New Shade Structure – Outdoor Learning Program	11/23–12/23	75,105
Batchelor Construction Group Pty Ltd	Kingston, TAS	Southern Support School – New Shade Structure – Outdoor Learning Program	01/24–01/24	99,848
Batchelor Construction Group Pty Ltd	Kingston, TAS	Bagdad Primary School – New Shade Structure – Outdoor Learning Program	01/24–01/24	96,365

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
The One Stop Shed Shop	Mornington, TAS	Hobart College – Covered Structure and Storage Shed – Outdoor Learning Program	01/24–02/24	58,923
Industrial Fire & Electrical Pty Ltd	Launceston, TAS	Latrobe High School – Switchboard Upgrade and Asbestos Removal	01/24–01/24	54,810
Haven Built Pty Ltd	North Hobart, TAS	East Derwent Primary School – Contemporary Learning Areas	12/23–02/24	408,026
Palmers Hardware and Plumbing Pty Ltd	East Devonport, TAS	Hellyer College – Trade Waste Upgrade	01/24–02/24	226,050
KONE Elevators Pty Ltd	Hobart, TAS	State Library – Lift No. 5 Upgrade	10/23–08/24	263,800
Wayne Walker Builder	Bellerive, TAS	59 Cambridge Road, Bellerive – Internal Refurbishment	11/23–12/23	73,025
R&T Rosier Constructions Pty Ltd	St Leonards, TAS	St Helens District High School – Science Laboratory Refurbishment	10/23–01/24	301,672
Seastone Landscapes	Glenlusk, TAS	Sheffield School – Nature Based Play Area	02/24–02/24	87,640
R&T Rosier Constructions Pty Ltd	St Leonards, TAS	Scottsdale Primary School – New Shade Structure	11/23–12/23	74,576
Seastone Landscapes	Glenlusk, TAS	Bellerive Primary School – Nature Based Play Area – Outdoor Learning Program	01/24–03/24	94,390
Kings Outdoor Living	Sorell, TAS	Lindisfarne North Primary School – New Shade Structure – Outdoor Learning Program	12/23–01/24	71,504

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Wayne Manion Plumbing Services	St Leonards, TAS	Mole Creek Primary School – Priority Plumbing Works	01/24–04/24	65,493
BridgePro Engineering Pty Ltd	Latrobe, TAS	Launceston College – Bathurst Street Pedestrian Bridge	08/23–02/24	486,300
R & T Rosier Constructions Pty Ltd	St Leonards, TAS	Ringarooma Primary School – Contemporary Classrooms Upgrade	03/24–06/24	721,804
Tas City Building South Pty Ltd	Cambridge, TAS	Rose Bay High School – Shade Structure – Outdoor Learning Program	02/24–03/24	96,603
De Jong & Sons Construction Pty Ltd	Ulverstone, TAS	Devonport Hub – Refurbishment	12/23–01/24	93,320
Tascon Construction Pty Ltd	Moonah, TAS	Rosetta Primary School – Contemporary Learning Areas	12/23–02/24	111,465
Vos Construction & Joinery Pty Ltd	Kingston, TAS	Cambridge Primary School – Major Redevelopment	02/24–05/25	6,491,889
Aintree Contracting Pty Ltd	North Hobart, TAS	Ashley Youth Detention Centre – Switchboard Upgrades	04/24–06/24	57,439
Island Recreation	Cambridge, TAS	Oatlands Primary School – Playground	12/23–04/24	93,350
Kings Outdoor Living	Sorell, TAS	Risdon Vale Primary School – Shade Structures – Outdoor Learning Program	01/24–02/24	59,986
MPH Builders	Prospect, TAS	Invermay Primary School – Accessible Bathroom Refurbishment	04/24–04/24	52,300
T & V Mead Pty Ltd T/A Mead Con	Sassafras, TAS	Spreyton Primary School – Building 7 Demolition	12/23–02/24	79,994

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Anstie Constructions (Tas) Pty Ltd	South Launceston, TAS	Campbell Town District High School – Agricultural Upgrade	01/24–09/24	1,700,000
Paul Whelan T/A Earthworm Landscapes	West Hobart, TAS	Austins Ferry Primary School – Nature Based Play Area – Outdoor Learning Program	02/24–03/24	83,633
Tas City Building South Pty Ltd	Cambridge, TAS	Clarence High School – Access Ramp	04/24–05/24	89,609
Batchelor Construction Group Pty Ltd	Kingston, TAS	Mountain Heights School and Rosebery District School – Student Bathroom Works – Safer Student Bathroom Program	03/24–08/24	548,239
BS Tech Electrical Services	Hobart, TAS	Mountain Heights School – Main Switchboard Upgrade	04/24–04/24	87,710
Blacktac N03	Prospect, TAS	St Helens District School – Sports Court Resurface	01/24–03/24	56,815
Tas City Building Pty Ltd	Invermay, TAS	Exeter High School – Major Redevelopment	04/24–08/25	8,144,199
Fairbrother Pty Ltd	Battery Point, TAS	Lauderdale Primary School – Major Redevelopment	03/24–10/25	4,324,422
Groves Construction & Development Pty Ltd	Invermay, TAS	Glen Dhu Primary School – Contemporary Learning Areas	04/24–09/24	670,577
Kings Outdoor Living	Sorell, TAS	Queenstown Child and Family Learning Centre – New Shade Structure – Outdoor Learning Program	03/24–06/24	59,267
Island Recreation	Cambridge, TAS	Trevallyn Primary School – Kinder Playground – Outdoor Learning Program	03/24–07/24	99,800

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Kings Outdoor Living	Sorell, TAS	Claremont College – New Shade Structure – Outdoor Learning Program	03/24–06/24	79,091
T & V Mead Pty Ltd T/A Mead Con	Quoiba, TAS	Port Dalrymple School – Contemporary Classrooms Upgrade	05/24–08/24	712,850
Oak Building and Construction	Dodges Ferry, TAS	Dodges Ferry Primary School – Contemporary Learning Areas (decks) – Outdoor Learning Program	04/24–05/24	77,694
Vos Construction & Joinery Pty Ltd	Kingston, TAS	State Library – Ground Floor Foyer Redevelopment	05/24–08/24	944,792
Akaroa Constructions	St Helens, TAS	St Helens District School – Repairs to Building 1 and 6	05/24–06/24	87,440
T & V Mead Pty Ltd T/A Mead Con	Quoiba, TAS	Ulverstone Secondary College – Years 11–12 Refurbishment	01/24–04/24	780,604
Tas City Building South Pty Ltd	Cambridge, TAS	Clarence High School – Student Bathroom Works – Safer Student Bathroom Program	04/24–07/24	279,101
J A Technical Services Pty Ltd T/A Allen Built	Derwent Park, TAS	Dover District School – Safer Student Bathroom – Safer Student Bathroom Program	05/24–07/24	155,856
T & V Mead Pty Ltd T/A Mead Con	Spreyton, TAS	Yolla District School – Student Bathroom Works – Safer Student Bathroom Program	12/23–04/24	217,215
T & V Mead Pty Ltd T/A Mead Con	Spreyton, TAS	Don College – Shade Structure and Stage Area	01/24–04/24	144,624

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
JA Technical Services Pty Ltd T/A Allen Built	Derwent Park, TAS	Rose Bay High School – Student Bathroom Works – Safer Student Bathroom Program	05/24–08/24	229,096
The Baker Group (Tas) Pty Ltd	Western Junction, TAS	East Tamar Primary School – Oval Drainage Works	01/24–04/24	135,348
Bassett Building Pty Ltd	Relbia, TAS	Launceston College – Heritage Wall Remedial Works	06/24–08/24	89,855
J A Technical Services Pty Ltd T/A Allen Built	Derwent Park, TAS	tagari lia Child and Family Learning Centre – Internal Refurbishment	07/24–11/24	82,975
Meander Valley Construction Pty Ltd	Westbury, TAS	Smithton High School – Refurbishment of Existing Shade Structure – Outdoor Learning Program	07/24–09/24	89,855
Tas City Building South Pty Ltd	Cambridge, TAS	Bridgewater Child and Family Learning Centre tagari lia – Shade Structure – Outdoor Learning Program	07/24–08/24	88,946
R&T Rosier Constructions Pty Ltd	St Leonards, TAS	Mowbray Heights Primary School – Contemporary Learning Areas	06/24–11/24	579,462
Dean Benson	Sisters Beach, TAS	Edith Creek Primary School – Outdoor Learning Area – Outdoor Learning Program	06/24–07/24	137,302
Total				38,640,446

Other >\$50,000

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Pro-Active Training and Assessments Pty. Ltd.	Prahan, VIC	Graduate Certificate in Career Development Qualification	07/23–03/25	152,000
Aintree Contracting Pty Ltd	North Hobart, TAS	Electrical Safety – Testing and Tagging	09/23–08/28	5,132,213
Deakin University	Geelong, VIC	Learner Improvement Reading Tool	09/23–01/24	1,210,253
Showpony Hobart Pty Ltd	Hobart, TAS	Foster Carer Campaign	09/23–02/24	69,500
ABC Healthcare Services Pty Ltd	Moonah, TAS	Early Childhood Intervention Services Kingston – Contract Cleaning Services	11/23–10/28	68,418
Mercury Walch Pty Ltd	Moonah, TAS	Tasmanian Assessment, Standards and Certification – Supply of Printing Services	08/23–07/27	580,648
CEI Pty Ltd TA Raeco	Knoxfield, VIC	Launceston College – Supply and Installation of Furniture	08/23–10/23	146,845
Seattle Services Pty Ltd	Merseylea TAS	Sheffield District School – Supply and Installation of Centre Pivot Irrigator	08/23–11/23	133,635
Lazaro Pty Ltd	Hobart, TAS	Burnie Child and Family Learning Centre – Contract Cleaning Services	10/23–09/28	86,099
Scottsdale Cleaning Services Pty Ltd	Scottsdale, TAS	Scottsdale Trade Training Centre – Contract Cleaning Services	11/23–11/28	89,100
Airmaster Australia Pty Ltd	Latrobe, TAS	Mechanical Services – Maintenance and Repairs – Northwest	10/23–09/28	461,829

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Airmaster Australia Pty Ltd	Latrobe, TAS	Mechanical Services – Maintenance and Repairs – North	10/23–09/28	670,098
TCM Proprietary Limited	Moonah, TAS	Mechanical Services – Maintenance and Repairs – South	10/23–09/28	762,532
Adventure Patch	Blackmans Bay, TAS	Working Together Early Learning Expansion – Adventure Patch Ocean View	08/23–01/29	152,660
BK and LR Wooldrage	Smithton, TAS	Working Together Early Learning Expansion – Giggles Early Learning	08/23–01/29	52,324
Coastal Family Day Care Scheme Inc.	Burnie, TAS	Working Together Early Learning Expansion – Coastal Family Day Care	08/23–01/29	127,574
Glenorchy City Council	Moonah, TAS	Working Together Early Learning Expansion – Benjafield Child Care Centre	08/23–01/29	177,744
Glenorchy City Council	Moonah, TAS	Working Together Early Learning Expansion – Berriedale Child Care Centre	08/23–01/29	152,660
Goodstart Early Learning Ltd	Claremont, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Claremont	08/23–01/29	127,576
Goodstart Early Learning Ltd	Glenorchy, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Glenorchy	08/23–01/29	152,660
Goodstart Early Learning Ltd	Hobart, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Hobart	08/23–01/29	77,408

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Goodstart Early Learning Ltd	West Hobart, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Hobart West	08/23–01/29	77,408
Goodstart Early Learning Ltd	Kings Meadows, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Kings Meadows	08/23–01/29	227,912
Goodstart Early Learning Ltd	Newstead, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Newstead	08/23–01/29	77,408
Goodstart Early Learning Ltd	North Hobart, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – North Hobart	08/23–01/29	77,408
Goodstart Early Learning Ltd	Prospect Vale, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Prospect Vale	08/23–01/29	77,408
Goodstart Early Learning Ltd	Blackmans Bay, TAS	Working Together Early Learning Expansion – Goodstart Early Learning – Blackmans Bay	08/23–01/29	152,660
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Alexander Beetle House Childrens Centre	08/23–01/29	127,576
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Bungawitta	08/23–01/29	127,576

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Dominic	08/23–01/29	127,576
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Green Point	08/23–01/29	378,416
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Illara Preschool	08/23–01/29	77,408
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Lauderdale	08/23–01/29	127,576
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Ravenswood	08/23–01/29	328,248
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Sorell	08/23–01/29	127,576
J&L Enterprise Pty Ltd T/A Discovery Early Learning Centres	Ulverstone, TAS	Working Together Early Learning Expansion – Discovery Early Learning Centre – Ulverstone	08/23–01/29	127,576
Kidbiz Pty Ltd as trustee for the Bennett Family Trust T/A Bagdad Education and Care	Bagdad, TAS	Working Together Early Learning Expansion – Bagdad Education and Care	08/23–01/29	127,576

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie Alanvale ECS	08/23–01/29	202,828
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie Campbell St ECS	08/23–01/29	102,492
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie Gordon Square ECS	08/23–01/29	102,492
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie Oatlands ECS	08/23–01/29	77,408
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie Swansea ECS	08/23–01/29	127,576
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie University Community ECS	08/23–01/29	102,492
Lady Gowrie Tasmania	South Hobart, TAS	Working Together Early Learning Expansion – Lady Gowrie University South ECS	08/23–01/29	102,492
Legana Playcentre	Legana, TAS	Working Together Early Learning Expansion – Legana Early Learning Centre	08/23–01/29	127,576
Devonport Child Care Centres Inc.	Devonport, TAS	Working Together Early Learning Expansion – Malangenna Children's Centre	08/23–01/29	127,576

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Thrive Group Tasmania Inc T/A Northern Children's Network Incorporated	Newstead, TAS	Working Together Early Learning Expansion – Scottsdale Early Learning Service	08/23–01/29	77,408
Thrive Group Tasmania Inc T/A Northern Children's Network Incorporated	Newstead, TAS	Working Together Early Learning Expansion – Bicheno Early Learning Service	08/23–01/29	127,576
Thrive Group Tasmania Inc T/A Northern Children's Network Incorporated	Newstead, TAS	Working Together Early Learning Expansion – Campbell Town Early Learning Service	08/23–01/29	127,576
Thrive Group Tasmania Inc T/A Northern Children's Network Incorporated	Newstead, TAS	Working Together Early Learning Expansion – St Marys Early Learning Service	08/23–01/29	52,324
Thrive Group Tasmania Inc T/A Northern Children's Network Incorporated	Newstead, TAS	Working Together Early Learning Expansion – Triabunna Early Learning Service	08/23–01/29	77,408
Northern Midlands Council	Longford, TAS	Working Together Early Learning Expansion – Cressy Child Care Centre	08/23–01/29	127,576
Northern Midlands Council	Longford, TAS	Working Together Early Learning Expansion – Perth Early Learning Centre	08/23–01/29	127,576
Ackar Pty Ltd T/A Stepping Stones Children's Centre	Ulverstone, TAS	Working Together Early Learning Expansion – Miandetta Children's Centre	08/23–01/29	177,744

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Ackar Pty Ltd T/A Stepping Stones Children's Centre	Ulverstone, TAS	Working Together Early Learning Expansion – Stepping Stones Children's Centre West Ulverstone	08/23–01/29	127,576
Tasmanian Aboriginal Child Care Association	Mowbray, TAS	Working Together Early Learning Expansion – Tasmanian Aboriginal Child Care Association	08/23–01/29	102,492
Lazaro Pty Ltd	Hobart, TAS	South East Trade Training Centre – Contract Cleaning Services	12/23–12/28	112,698
Healthy Business Performance Group Pty Ltd	Moonah, TAS	Health Assessment Program	10/23–10/25	109,050
Insight SRC Pty Ltd	Greensborough, VIC	360° Leadership Survey	01/24–12/26	72,416
Biniris (AUST) Pty Ltd	Hobart, TAS	West Coast Community Hub – Contract Cleaning Services	11/23–11/28	146,536
Lewina Schrale T/A P.A.N.D.A. Physiotherapy	West Hobart, TAS	Consultative Physiotherapy and Occupational Therapy Services for Support Schools	02/24–12/24	178,250
Medecs Australia Pty Ltd T/A Medecs Learning	Glenorchy, TAS	Health Related Training and Competency Based Assessment for School Staff	01/24–12/25	205,177
Lazaro Pty Ltd	Hobart, TAS	Ashley Youth Detention Centre – Contract Cleaning Services	02/24–12/26	153,872
KEH Partnership Pty Ltd T/A School Locker	Cambridge, TAS	Penguin District School – Outsourced Supply of Uniforms	12/23–12/28	210,000
Cassovic Tasmania	Wynyard, TAS	Wynard High School – Outsourced Supply of Uniforms	10/22–09/27	54,000

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Lazaro Pty Ltd	Hobart, TAS	muylatina Child and Family Learning Centre – Contract Cleaning Services	02/24–01/29	151,935
The Ed Institute Pty Ltd	Barton, ACT	Social and Emotional Learning Resources	04/24–08/24	132,817
Emina McLean	Golden Square, VIC	Training and Support for Schools to Implement Structured Literacy	03/24–01/26	195,000
Peak Organization Solutions Pty Ltd	Thirroul, NSW	Supply of Principal Wellbeing Professional Learning Program – Healthy Leadership in Times of Change	03/24–12/25	64,900
Ernst & Young	Melbourne, VIC	Economic Modelling to Inform Approach to Supporting Early Learning for Three Year Olds	05/24–11/24	226,414
Flying Colours (TAS) Pty Ltd	Kings Meadows, TAS	DECYP Signage Replacement – Statewide	06/24–10/24	60,819
Lazaro Pty Ltd	Hobart, TAS	George Street Office Accommodation – Contract Cleaning Services	07/24–06/27	56,500
ABC Healthcare Services Pty Ltd	Moonah, TAS	Launceston Library – Contract Cleaning Services	07/24–06/29	330,652
General and Window Cleaning Pty Ltd	Glenorchy, TAS	Sorell Child Family Learning Centre – Contract Cleaning Services	07/24–06/25	67,934

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Standing Panel arrangement created comprising the following providers:		Supply and Distribution of Toilet Tissue and Paper Towel	10/23–09/28	2,275,000
Officeworks Ltd	Hobart, TAS			
WINC Australia Pty Ltd	Derwent Park, TAS			
On Hobart Pty Ltd T/A Office National Hobart	Glenorchy, TAS			
All-Line (Tas) Pty Ltd T/A Virtue Plus	Kings Meadows, TAS			
Hunters Products (TAS) P/L	Invermay, TAS			
Standing Panel arrangement created comprising the following providers:¹		Chaplaincy and Student Wellbeing Services	01/24–12/28	6,022,668
Hobart City Mission Inc.	Hobart, TAS			
Relationships Australia Tasmania Incorporated trading as Speak Up! Stay ChaTY	New Town, TAS			
SU Australia Ministries Limited	Bellerive, TAS			
Devonport Chaplaincy Inc.	Devonport, TAS			
Total				25,975,912

¹ The value attributed to the standing panel arrangements is an estimated expenditure which may occur over the contracted period, not a committed amount. Actual expenditure against each provider will vary depending on the levels of goods or services required by the department.

Contracts for consultancies >\$50,000

Building and construction

CONSULTANT	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Design Intent Architecture & Management Pty Ltd	South Launceston, TAS	Port Dalrymple School – Contemporary Learning Area – Architectural Consultancy	07/23–08/25	62,650
6TY Pty Ltd	Launceston, TAS	Mowbray Heights Primary School – Contemporary Learning Area – Architectural Consultancy	09/23–11/25	80,810
Matrix Management Group	Hobart, TAS	Ashley Youth Detention Centre – Refurbishments – Quantity Surveyor	03/24–06/25	70,000
Total				213,460

Services

CONSULTANT	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Deloitte Touche Tohmatsu	Hobart, TAS	Evaluation of Services for Work-based Learning Activities	07/23–09/23	90,488
KPMG	Hobart, TAS	Youth Justice – Model of Care	10/23–04/24	424,136
FACTION Consulting Pty Ltd	Hobart, TAS	Statewide Office Accommodation Strategy – Consultancy Services	02/24–05/24	120,007
Purple Infinity	Colebrook, TAS	Driving for Jobs – Program Evaluation	02/24–07/24	51,446
Goanna Energy Consulting Pty Ltd	Sandy Bay, TAS	Energy Consultancy Services	04/24–03/29	145,500
KPMG	Hobart, TAS	Supply of Consultancy Services – Time and Motion Study	05/24–08/24	160,000
OVA Educational Systems Pty Limited T/A Resolution Education	Bowen Hills, QLD	Supply of a Youth Detention Centre Use of Force/Relational Security Model and Training Package	07/24–03/25	79,560
KPMG	Hobart, TAS	Safeguarding Risk Framework and Tools	05/23–03/24	122,395
KPMG	Hobart, TAS	Our People Transformation Consultancy	07/23–08/23	80,659
Standing Panel arrangement created comprising the following providers:²		Standing Offer Panel for Code of Conduct Investigations	11/23–10/28	2,000,000
Delta Workplace Solutions Pty Ltd	Kallangur, QLD			
Dobson Mitchell & Allport Pty Ltd	Hobart, TAS			

² The value attributed to the standing panel arrangements is an estimated expenditure which may occur over the contracted period, not a committed amount. Actual expenditure against each provider will vary depending on the levels of goods or services required by the department.

CONSULTANT	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Edge Legal Holdings Pty Ltd trading as Edge Legal Employment and Safety	Hobart, TAS			
Endswell Consulting	Ranelagh, TAS			
Jansen Consulting Services Pty Ltd trading as Finding Facts & Solutions	North Hobart, TAS			
KordaMentha Pty Ltd	Melbourne, VIC			
Workplace Investigation Services Pty Ltd	Hobart, TAS			
Noble Shore Pty Ltd	Sydney, NSW			
Page Seager Pty Ltd	Hobart, TAS			
Paula Sutherland & Associates	Sandy Bay, TAS			
Peopleworks Pty Ltd	Hobart, TAS			
Technical Assessing Holding Pty Ltd	Hobart, TAS			
TS Factual Consulting	Port Huon, TAS			
Virtuoso Pty Ltd trading as Verity Group	Riverside, TAS			
Total				3,274,191

Contracts awarded because of a direct/limited sourcing process

CONTRACTOR	LOCATION	DESCRIPTION	REASON	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Education Changemakers Pty Ltd	Underwood, QLD	Education Changemakers Premium	Single Supplier	03/24–02/25	75,000
Jenneret Electrical Technologies	Battery Point, TAS	30 Tasman Highway, Rose Bay – Student Accommodation – Urgent CCTV Installation	Urgent Requirements	12/23–01/24	224,016
E-Volve Corporate Technology Pty Ltd	Gosford, NSW	LinkedIn Talent Solutions – Hiring Enterprise	Single Supplier	06/24–07/26	261,714
Heffernan Button Voss	Battery Point, TAS	Campbell Town District High School – Agricultural Upgrade – Architectural Consultancy	Change of suppliers would cause significant inconvenience and substantial duplication of cost	11/22–06/24	167,900
Xsquared Architects Pty Ltd	Hobart, TAS	Ashley Youth Detention Centre – Internal Refurbishment – Architectural Consultancy	Urgent Requirements	03/24–06/25	170,000
Griffith University	Nathan, QLD	Investigative Interviewing Training for Child Safety Staff	Single Supplier	07/23–05/26	90,000
The Learning First Group Pty Ltd	Collingwood, VIC	Australian Curriculum Implementation Project	Single Supplier	07/23–03/26	390,000
Essential Security Tas Pty Ltd	Waverley, TAS	Ashley Youth Detention Centre – Secure Escort Transportation	Exceptional Circumstances	08/23–02/24	165,000

CONTRACTOR	LOCATION	DESCRIPTION	REASON	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Misty Liane Adoniou	Watson, ACT	External Literacy – Inquiry Learning Partnership	Absence of competition for technical reasons	12/22–12/23	56,660
Carteman Pty Ltd trading as Total Turf Care	Old Beach, TAS	Mount Nelson Primary School – Oval Upgrade Works	No tenders submitted to original tender	11/23–02/24	371,947
Tasmac Pty Ltd	East Devonport, TAS	Sheffield District School – Purchase of Tractor	Single Supplier	09/23–09/23	105,000
Australian Childhood Foundation	Richmond, VIC	Supporting Students Impacted by Trauma Training	Seeking submissions outweigh the value for money benefits of seeking submissions	02/24–11/24	71,200
Australian Childhood Foundation	Richmond, VIC	Therapeutic Services at Ashley Youth Detention Centre	Additional services from original representative	09/23–06/24	140,420
Healthy Tasmania Pty Ltd	Evandale, TAS	B4 Storytellers Community of Practice	Additional services from original representative	11/23–12/26	55,700
Save the Children	Hobart, TAS	Hands on Learning (54 reasons)	Single Supplier	06/23–03/24	172,000
Save the Children	Hobart, TAS	Hands on Learning	Single Supplier	04/24–03/26	611,654
Wayne Walker Builder	Bellerive, TAS	30 Tasman Highway, Rose Bay – Urgent Building Works to Enable Student Occupation	Urgent Requirements	11/23–01/24	170,000

CONTRACTOR	LOCATION	DESCRIPTION	REASON	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Warren John Smith and Paul Davey	Chigwell, TAS	Hobart City High School – Parapet Wall Remediation	Urgent Requirements	04/24–06/24	168,500
Meander Valley Construction Pty Ltd	Westbury, TAS	Redpa Primary School – Outdoor Learning Area – Outdoor Learning Program	Exceptional Circumstances	04/24–05/24	124,463
Altura Partners Pty Ltd	Clontarf, NSW	Developing an aligned organisational model	Exceptional Circumstances	05/24–08/24	116,160
Tascon Constructions Pty Ltd	Moonah, TAS	State Library – Parapet Wall Works	Urgent Requirements	05/24–07/24	359,420
Fairbrother Pty Ltd	Devonport, TAS	Ashley Youth Detention Centre – Refurbishment Project	Urgent Requirements	06/24–06/25	432,260
Total					4,499,013

Contract extensions approved by the Head of Agency

CONTRACTOR	LOCATION	DESCRIPTION	PERIOD OF CONTRACT	VALUE OF CONTRACT \$
Capgemini Australia Pty Ltd	Hobart, TAS	Service Desk System – Contract Extension	03/24–03/25	577,840
Human Link Consulting Pty Ltd	Stirling, WA	Mentoring Principals Program	01/24–12/24	54,500
Total				632,340



08

Financial Statements

Statement of Comprehensive Income

for the year ended 30 June 2024

	NOTES	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations				
Revenue from Government				
Appropriation revenue – operating	5.1	1 421 510	1 461 265	1 305 326
Appropriation revenue – capital	5.1	93 785	88 204	43 812
Other revenue from Government	5.1	19 373	31 846	22 165
Grants	5.2	16 333	20 843	23 650
Sales of goods and services	5.3	50 029	47 885	43 781
Interest		151	2 016	1 213
Contributions received	5.4	...	3 739	4 858
Other revenue	5.5	21 568	27 438	25 035
Total income from continuing operations		1 622 749	1 683 236	1 469 840
Net gain/(loss) on non-financial assets	6.1	243	1 845	(3 673)
Net gain/(loss) on financial instruments and statutory receivables/payables	6.2	...	(2 586)	(1 038)
Total income from continuing operations		1 622 992	1 682 495	1 465 129
Expenses from continuing operations				
Employee benefits	7.1	1 146 587	1 157 258	1 046 954
Depreciation and amortisation	7.2	63 999	85 925	75 297
Supplies and consumables	7.3	294 275	340 617	291 434
Grants and subsidies	7.4	62 968	63 416	37 805
Finance costs	7.5	60	235	189
Contributions provided	7.6	...	1 569	1 574
Other expenses	7.7	14 756	19 830	18 849
Total expenses from continuing operations		1 582 645	1 668 850	1 472 102
Net result from continuing operations	12.2	40 347	13 645	(6 973)
Other comprehensive income				
Items that will not be reclassified to net result in subsequent periods				
Changes in property, plant and equipment revaluation surplus	11.1	43 954	109 035	233 001
Total other comprehensive income		43 954	109 035	233 001
Comprehensive result		84 301	122 680	226 028

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Budget information refers to the original budget as published in the 2023-24 State Budget. This budget information has not been subject to audit. Explanations of material variances between budget and actual outcomes are provided in Note 3 of the accompanying notes.

Statement of Financial Position

as at 30 June 2024

	NOTES	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Assets				
<i>Financial Assets</i>				
Cash and cash equivalents	12.1	107 110	102 384	126 677
Receivables	8.1	8 998	18 612	12 714
Other financial assets	8.2	9 381	5 603	2 228
<i>Non-Financial Assets</i>				
Assets held for sale	8.3	4 261	1 804	3 899
Property, plant and equipment	8.4	2 092 549	2 323 125	2 180 436
Infrastructure	8.5	163 141	185 952	174 953
Right-of-use assets	8.6	2 074	2 884	3 114
Library book stock	8.7	3 268	2 620	3 112
Intangible assets	8.8	8 796	9 644	7 199
Inventories	8.9	3 193	3 323	3 108
Other Assets	8.10	4 385	4 075	4 621
Total Assets		2 407 156	2 660 026	2 522 061
Liabilities				
Payables	9.1	17 386	17 916	16 822
Lease Liabilities	9.2	5 797	3 978	4 068
Employee benefit liabilities	9.3	225 957	240 968	226 672
Contract Liabilities	9.4	3 159	3 301	3 417
Other liabilities	9.5	3 444	3 956	3 855
Total Liabilities		255 743	270 119	254 834
Net Assets		2 151 413	2 389 907	2 267 227
Equity				
Reserves	11.1	1 013 109	1 255 918	1 146 883
Contributed capital	11.2	...	8 761	8 761
Accumulated Funds		1 138 304	1 125 228	1 111 583
Total Equity		2 151 413	2 389 907	2 267 227

This Statement of Financial Position should be read in conjunction with the accompanying notes.

Budget information refers to the original budget as published in the 2023-24 State Budget. This budget information has not been subject to audit. Explanations of material variances between budget and actual outcomes are provided in Note 3 of the accompanying notes.

Statement of Cash Flows

for the year ended 30 June 2024

	NOTES	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Cash flows from operating activities				
Cash inflows				
Appropriation receipts - operating		1 421 510	1 461 265	1 305 326
Other revenue from Government		19 373	32 378	21 633
Grants – continuing operations		16 333	13 026	30 561
Sales of goods and services		48 760	46 692	41 879
GST receipts		40 046	60 913	43 358
Interest received		151	1 889	1 246
Other cash receipts		20 568	26 157	26 661
Total cash inflows		1 566 741	1 642 320	1 470 664
Cash outflows				
Employee benefits		(1 135 894)	(1 143 050)	(1 028 865)
Borrowing costs		(60)	(235)	(189)
GST payments		(40 640)	(59 551)	(45 772)
Supplies and consumables		(302 463)	(344 661)	(285 284)
Grants and subsidies		(62 968)	(63 114)	(39 747)
Other cash payments		(14 765)	(19 802)	(18 419)
Total cash outflows		(1 556 790)	(1 630 413)	(1 418 276)
Net cash from (used by) operating activities	12.2	9 951	11 907	52 388
Cash flows from investing activities				
Cash inflows				
Receipts from non-operational capital funding		93 785	88 204	43 812
Proceeds from the disposal of non-financial assets		...	3	(25)
Total cash inflows		93 785	88 207	43 787
Cash outflows				
Payments for acquisition of non-financial assets		(103 419)	(122 685)	(75 867)
Total cash outflows		(103 419)	(122 685)	(75 867)
Net cash from (used by) investing activities		(9 634)	(34 478)	(32 080)
Cash flows from financing activities				
Cash outflows				
Repayment of Lease liabilities (excluding interest)		(1 195)	(1 722)	(1 754)
Net cash from (used by) financing activities		(1 195)	(1 722)	(1 754)
Net increase (decrease) in cash and cash equivalents held		(878)	(24 293)	18 555
Cash and deposits at the beginning of the reporting period		107 988	126 677	108 122
Cash and deposits at the end of the reporting period	12.1	107 110	102 384	126 677

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

Budget information refers to the original budget as published in the 2023-24 State Budget. This budget information has not been subject to audit. Explanations of material variances between budget and actual outcomes are provided in Note 3 of the accompanying notes.

Statement of Changes in Equity

for the year ended 30 June 2024

	NOTES	RESERVES \$'000	CONTRIB- UTED CAPITAL \$'000	ACCUMU- LATED FUNDS \$'000	TOTAL EQUITY \$'000
Balance as at 1 July 2023		1 146 883	8 761	1 111 583	2 267 227
Net Result		...	...	13 645	13 645
Other comprehensive income		109 035	...	...	109 035
Total comprehensive result		109 035	...	13 645	122 680
Balance as at 30 June 2024		1 255 918	8 761	1 125 228	2 389 907
Balance as at 1 July 2022		913 882	...	1 118 556	2 032 438
Administrative restructure	11.2	...	8 761	...	8 761
Net Result		...	...	(6 973)	(6 973)
Other comprehensive income		233 001	...	...	233 001
Total comprehensive result		233 001	8 761	(6 973)	234 789
Balance as at 30 June 2023		1 146 883	8 761	1 111 583	2 267 227

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Notes to and forming part of the financial statements

for the year ended 30 June 2024

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Note 1: Administered Financial Statements

The Department administers, but does not control, certain resources on behalf of the Government as a whole. It is accountable for the transactions involving such administered resources but does not have the discretion to deploy resources for the achievement of the Department's objectives.

1.1 Schedule of Administered Income and Expense

	NOTES	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Administered Income				
Revenue from Government				
Appropriation revenue – operating	15.2	510 021	545 830	496 227
Sales of goods and services		445	...	1
Total administered income		510 466	545 830	496 228
Administered expenses				
Grants and subsidies	15.3	510 021	545 830	496 227
Transfers to the Consolidated Fund		445	...	1
Total administered expenses		510 466	545 830	496 228
Administered net result		...	...	...
Administered comprehensive result		...	...	...

This Schedule of Administered Income and Expenses should be read in conjunction with the accompanying notes. Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 15.1 of the accompanying notes.

1.2 Schedule of Administered Assets and Liabilities

	NOTES	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Administered assets				
<i>Administered financial assets</i>				
Accrued revenue	15.4	...	684	...
Total administered assets		...	684	...
Administered Liabilities				
Administered Payables	15.5	...	684	...
Total Administered Liabilities		...	684	...
Administered net assets		...	...	...
Administered equity				
Accumulated funds		...	...	...
Total administered equity		...	...	...

This Schedule of Administered Assets and Liabilities should be read in conjunction with the accompanying notes. Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 15.1 of the accompanying notes.

Note 2: Departmental Output Schedules

2.1 Output Group Information

In February 2022, the Government announced that the Department of Communities Tasmania would be restructured and abolished. The restructure was undertaken in accordance with State Service Restructuring Orders made during 2022 and resulted in the progressive transfer of functions from the former Department of Communities Tasmania (DCT) to a number of other departments and to the newly established Homes Tasmania. On 1 October 2022, *State Service (Restructuring) Order (No. 6) 2022*, amalgamated the Children, Youth and Families, the Office of the Commissioner for Children and Young People, the Tasmanian Autism Diagnostic Service, the Inquiry Support Unit, and the Child Advocate parts of DCT with the Department for Education, Children and Young People.

Two new output groups, Output Groups 4 - Children Services and 5 - Independent Children's and Young Persons' Review Service, were created within the Department to reflect these changes. Comparative information has not been restated for administrative restructures.

Outputs of the Department for Education, Children and Young People are provided under the following output Groups:

- Output Group 1 – Education;
- Output Group 2 – Libraries Tasmania;
- Output Group 3 – Education Regulation;
- Output Group 4 – Children Services;
- Output Group 5 – Independent Children's and Young Persons' Review Services; and
- Output Group 89 – Public Building Maintenance Program.

Administered output schedule is reported in note 1 – Administered Financial Statements.

Budget information refers to the original budget as published in the 2023-24 State Budget. This budget information has not been subject to audit.

Output Group 1 – Education

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Revenue from appropriation	1 204 941	1 198 063	1 143 242
Other revenue from government	...	12 954	9 555
Interest revenue	150	2 015	1 213
Grants	14 303	16 271	20 086
Sales of goods and services	48 677	45 219	41 252
Contributions received	...	2 141	3 258
Other revenue	19 827	26 517	24 549
Total revenue from continuing operations	1 287 898	1 303 180	1 243 155
Expenses from continuing operations			
Employee benefits	1 050 463	1 052 879	968 698
Depreciation and amortisation	58 905	79 171	69 041
Grants and subsidies	18 278	11 851	17 123
Supplies and consumables			
Communications	2 024	1 896	1 869
Consultants	4 429	2 050	1 093
Covid supplies and consumables	...	1 536	4 239
Information and technology	40 421	41 716	45 597
Lease expenses	4 136	8 605	6 634
Maintenance and property services	68 909	75 277	72 590
Other supplies and consumables	72 880	87 483	76 715
Travel and transport	10 693	6 775	5 124
Other expenses	13 960	17 815	17 255
Total expenses from continuing operations	1 345 098	1 387 054	1 285 978
Net result from continuing operations	(57 200)	(83 874)	(42 821)
Other comprehensive income			
Items that may be reclassified to net result in subsequent periods			
Net gain/(loss) on sale of non-financial assets	243	3 570	(3 963)
Net gain/(loss) on financial instruments and statutory receivables/payables	...	(2 483)	(1 041)
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	41 731	103 641	220 379
Total other comprehensive income	41 974	104 728	215 375
Comprehensive result	(15 226)	20 854	172 552
Expense by Output			
1.1 In School Education	1 318 589	1 362 126	1 265 317
1.2 Early Learning	26 509	24 928	20 659
	1 345 098	1 387 054	1 285 976
Net assets			
Total assets deployed for Education		2 296 557	2 256 257
Total liabilities incurred for Education		(232 417)	(222 981)
Net assets deployed for Education		2 064 140	2 033 276

Output Group 2 – Libraries Tasmania

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Revenue from appropriation	41 846	42 150	41 292
Other revenue from government	...	2 241	1 015
Sales of goods and services	665	950	920
Contributions received	...	1 598	1 600
Other revenue	285	884	446
Total revenue from continuing operations	42 796	47 823	45 273
Expenses from continuing operations			
Employee benefits	31 892	32 308	31 273
Depreciation and amortisation	3 962	5 464	5 184
Grants and subsidies	1 066	1 467	1 295
Contributions provided	...	1 569	1 574
Supplies and consumables			
Communications	196	170	155
Consultants	49	20	77
Covid supplies and consumables	...	1	17
Information and technology	984	1 142	1 075
Lease expenses	...	132	85
Maintenance and property services	2 604	2 311	3 127
Other supplies and consumables	5 890	3 429	3 574
Travel and transport	171	256	240
Other expenses	113	151	156
Total expenses from continuing operations	46 927	48 420	47 832
Net result from continuing operations	(4 131)	(597)	(2 559)
Other comprehensive income			
Items that may be reclassified to net result in subsequent periods			
Net gain/(loss) on sale of non-financial assets	...	(1 724)	291
Net gain/(loss) on financial instruments and statutory receivables/payables	...	6	5
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	1 786	4 287	10 281
Total other comprehensive income	1 786	2 569	10 577
Comprehensive result	(2 345)	1 972	8 018
Expense by Output			
2.1 Libraries Tasmania	46 927	48 420	47 832
	46 927	48 420	47 832
Net assets			
Total assets deployed for Libraries Tasmania		175 320	176 224
Total liabilities incurred for Libraries Tasmania		(9 371)	(9 104)
Net assets deployed for Libraries Tasmania		165 949	167 120

Output Group 3 – Education Regulation

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Revenue from appropriation	10 173	10 455	9 005
Sales of goods and services	609	1 541	1 545
Other revenue	513	5	...
Total revenue from continuing operations	11 295	12 001	10 550
Expenses from continuing operations			
Employee benefits	6 789	9 850	8 775
Depreciation and amortisation	617	568	406
Supplies and consumables			
Communications	63	45	43
Consultants	210	10	45
Information and technology	512	66	34
Lease expenses	...	199	236
Maintenance and property services	24	158	181
Other supplies and consumables	2 954	1 519	1 914
Travel and transport	141	263	231
Other expenses	42	26	30
Total expenses from continuing operations	11 352	12 704	11 895
Net result from continuing operations	(57)	(703)	(1 345)
Other comprehensive income			
Items that may be reclassified to net result in subsequent periods			
Net gain/(loss) on sale of non-financial assets	...	...	...
Net gain/(loss) on financial instruments and statutory receivables/ payables	...	...	...
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	...	1	2
Total other comprehensive income	...	1	2
Comprehensive result	(57)	(702)	(1 343)
Expense by Output			
3.1 Education Regulation	11 352	12 704	11 895
	11 352	12 704	11 895
Net assets			
Total assets deployed for Education Regulation		1 780	2 315
Total liabilities incurred for Education Regulation		(2 824)	(2 740)
Net assets deployed for Education Regulation		(1 044)	(424)

Output Group 4 – Children Services

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Revenue from appropriation	162 842	208 727	110 363
Other revenue from government	4 325	3 913	2 729
Grants	2 030	4 564	3 460
Sales of goods and services	78	175	65
Other revenue	675	46	9
Total revenue from continuing operations	169 950	217 425	116 626
Expenses from continuing operations			
Employee benefits	55 689	60 267	36 802
Depreciation and amortisation	515	626	666
Grants and subsidies	43 623	50 097	19 386
Supplies and consumables			
Accommodation Support, server provider hours and other client services	47 515	89 897	55 435
Communications	670	714	260
Consultants	962	1 081	374
Information and technology	952	3 301	1 648
Lease expenses	704	1 986	507
Maintenance and property services	1 524	2 948	2 630
Other supplies and consumables	15 515	4 890	3 268
Travel and transport	1 118	724	560
Total expenses from continuing operations	168 787	216 531	121 536
Net result from continuing operations	1 163	894	(4 910)
Other comprehensive income			
Items that may be reclassified to net result in subsequent periods			
Net gain/(loss) on financial instruments and statutory receivables/payables	...	(109)	(2)
Total other economic flows included in net result	...	(109)	(2)
Net Result	1 163	785	(4 912)
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	437	1 106	2 337
Total other comprehensive income	437	1 106	2 337
Comprehensive result	1 600	1 891	(2 575)
Expense by Output*1			
4.1 Services for Children and Families	151 155	188 571	104 816
4.2 Services for Youth Justice	17 632	27 960	16 720
	168 787	216 531	121 536
Net assets			
Total assets deployed for Children Services		31 404	23 254
Total liabilities incurred for Children Services		(17 946)	(14 884)
Net assets deployed for Children Services		13 458	8 370

*1. This output was amalgamated with the Department for Education, Children and Young People effective 1 October 2022. 2023 Comparative information reflects payments made since this date.

Output Group 5 – Independent Children’s and Young Persons’ Review Services

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Revenue from appropriation	1 708	1 870	1 423
Grants	...	...	136
Other revenue	268	321	...
Total revenue from continuing operations	1 976	2 191	1 559
Expenses from continuing operations			
Employee benefits	1 754	1 789	1 243
Grants and subsidies	1	...	...
Supplies and consumables			
Communications	33	28	16
Consultants	17	1	3
Information and technology	16	27	12
Lease expenses	...	98	68
Maintenance and property services	85	38	161
Other supplies and consumables	54	206	68
Travel and transport	13	36	18
Other expenses	8	19	19
Total expenses from continuing operations	1 981	2 242	1 608
Net result from continuing operations	(5)	(51)	(49)
Other comprehensive income			
Items that will not be reclassified to net result in subsequent periods			
Changes in property, plant and equipment revaluation surplus	...	...	2
Total other comprehensive income	...	...	2
Comprehensive result	(5)	(51)	(48)
Expense by Output*1			
5.1 Office for the Commissioner of Children and Young People	1 981	2 242	1 608
	1 981	2 242	1 608

*1 This output was amalgamated with the Department for Education, Children and Young People effective 1 October 2022. 2023 Comparative information reflects payments made since this date.

Independent Children’s and Young Persons’ Review Services carry no assets or liabilities.

Output Group 89 – Public Building Maintenance Program

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Grant revenue	...	...	1 758
Total revenue from continuing operations	...	...	1 758
Expenses from continuing operations			
Expenditure program	...	...	1 758
Total expenses from continuing operations	...	...	1 758
Net result from continuing operations	...	...	...
Comprehensive result	...	...	...
Net assets			
Total assets deployed for Public Building Maintenance Program		...	...
Total liabilities incurred for Public Building Maintenance Program		...	...
Net assets deployed for Public Building Maintenance Program		...	...

Funding and expenditure in 2023 represent the final year of Covid related funding in the Public Building Maintenance Program output.

Capital Investment Program

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Income from continuing operations			
Appropriation revenue - works and services	93 785	88 204	43 812
Other revenue from government	15 048	12 413	7 108
Total non-operational capital funding	108 833	100 617	50 920
Expenses from transactions			
Expenditure program*1	8 500	1 901	1 500
Total expenses from transactions	8 500	1 901	1 500
Net result from transactions (net operating balance)	8 500	1 901	1 500
Net result from transactions (net operating balance)	100 333	98 716	49 420
Comprehensive result	100 333	98 716	49 420
Net assets			
Total assets deployed for Capital Investment Program		154 965	64 024
Total liabilities incurred for Capital Investment Program		(7 561)	(4 959)
Net assets deployed for Capital Investment Program		147 404	59 064

*1 Expenditure program relates to maintenance programs and capital expenditure which falls under the Department's capitalisation threshold.

2.2 Reconciliation of Total Output Groups Comprehensive Result to Statement of Comprehensive Income

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Total comprehensive result of Output Groups	84 301	122 680	226 028
Comprehensive result	84 301	122 680	226 028
	...	...	...

2.3 Reconciliation of Total Output Groups Net Assets to Statement of Financial Position

	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Total net assets deployed for Output Groups	2 389 907	2 267 226
Reconciliation to net assets		
Assets allocated to Output Groups	2 660 710	2 522 060
Liabilities allocated to Output Groups	(270 803)	(254 834)
Net assets	2 389 907	2 267 226

Administered output Assets and Liabilities are reported in note 1.2 – Schedule of Administered Assets and Liabilities.

Note 3: Explanations of Material Variances between Budget and Actual Outcomes

Budget information refers to the original budget as published in the 2023-24 State Budget. This budget information has not been subject to audit.

Variances are considered material where the variance exceeds the greater of 10 per cent of Budget estimate and \$2 million.

3.1 Statement of Comprehensive Income

	NOTE	BUDGET \$'000	ACTUAL \$'000	VARIANCE \$'000	VARIANCE %
Appropriation revenue – operating	1	1 421 510	1 461 265	39 755	3
Appropriation revenue – capital	2	93 785	88 204	(5 581)	(6)
Other revenue from Government	3	19 373	31 846	12 473	64
Grants	4	16 333	20 843	4 510	28
Contributions received	5	...	3 739	3 739	...
Other revenue	6	21 568	27 438	5 870	27
Depreciation and amortisation	7	63 999	85 925	21 926	34
Supplies and consumables	8	294 275	340 617	46 342	16
Other expenses	9	14 756	19 830	5 074	34

1. The increase in operating appropriation is detailed in note 5.1 Revenue from Government.
2. The decrease in capital appropriation is detailed in note 5.1 Revenue from Government.
3. The increase in Other revenue from Government relates to an increase in appropriation rolled over under section 23 of the *Financial Management Act 2016* from 2022-23 to 2023-24, including Additional Education Measures to Keep Tasmanians Safe, IT Infrastructure, Student Systems Renewal and Minor Works Program and from revenue received from other Government Agencies including for the 26TEN Adult Learning Strategy.
4. The increase in Grants revenue is predominately due to grants received from the Department of Premier and Cabinet under the Safe Homes, Families, Communities action plan for family and sexual violence.
5. Contributions received relates to the recognition of volunteer services for Libraries and Covid tests supplied by the Department of Health.
6. The increase in other revenue is due to workers compensation refunds.
7. The increase in Depreciation is due to indexation of Buildings and Infrastructure exceeding budgeted estimates.
8. The increase in Supplies and Consumables is primarily due to Out of Home Care services. There was also increased expenditure for Ashley Youth Detention Centre, Additional Education Measures to Keep Tasmanians Safe, IT Infrastructure, Student Systems Renewal and Minor Works Program.
9. The increase in other expenses relates to increases in the cost of Workers Compensation premiums.

3.2 Statement of Financial Position

Budget estimates for the 2024 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2023. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2024. The following variance analysis therefore includes major movements between the 30 June 2023 and 30 June 2024 actual balances.

	NOTE	BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000	BUDGET VARIANCE \$'000	ACTUAL VARIANCE \$'000
Cash and cash equivalents	1	107 110	102 384	126 677	(4 726)	(24 293)
Receivables	2	8 998	18 612	12 714	9 614	5 898
Other financial assets	3	9 381	5 603	2 228	(3 778)	3 375
Assets held for sale	4	4 261	1 804	3 899	(2 457)	(2 095)
Property, plant and equipment	5	2 092 549	2 323 125	2 180 436	230 576	142 689
Infrastructure	5	163 141	185 952	174 953	22 811	10 999
Employee benefit liabilities	6	225 957	240 968	226 672	15 011	14 296

1. The decrease in actuals reflects the requirement to draw down on trust funds as part of management of global budget and also school balances decreasing as a result of cash being used by schools. School balances fluctuate over the course of the calendar year, the end of calendar year is a better reflection of school balances.
2. Increase in receivables predominately due to timing of payments received.
3. The increase in actuals in other financial assets from 2023 to 2024 is due to accrued National Partnership funding reflecting expenses not yet reimbursed at the end of the financial year. The decrease in actuals to budget is predominantly due to the timing of reimbursements received for National Partnership funding and the Crown Lands Administration Fund (CLAF) claim being included in the budget.
4. The decrease in Assets held for sale reflects increased movements in sale of assets held surplus to Departmental requirements.
5. The increase is due to significant capital works as reported in note 12.3, and indexation of land buildings and infrastructure.
6. The increase in employee entitlements relates to increases in staff numbers and related leave balances.

3.3 Statement of Cash Flows

	NOTE	BUDGET \$'000	ACTUAL \$'000	VARIANCE \$'000	VARIANCE %
Other revenue from Government	1	19 373	32 378	13 005	67
Grants – continuing operations	2	16 333	13 026	(3 307)	(20)
Other cash receipts	3	20 568	26 157	5 589	27
Supplies and consumables	4	(302 463)	(344 661)	(42 198)	14
Other cash payments	5	(14 765)	(19 802)	(5 037)	34

1. The increase in Other revenue from Government relates to an increase in appropriation rolled over under section 23 of the *Financial Management Act 2016* from 2022-23 to 2023-24, including for Additional Education Measures to Keep Tasmanians Safe, IT Infrastructure, Student Systems Renewal and Minor Works Program and from revenue received from other Government Agencies including for the 26TEN Adult Learning Strategy.
2. The decrease in Grants is due to the timing of reimbursements from Treasury for National Partnerships expenditure funded by State and Australian Governments.
3. The increase in other cash receipts is due to workers compensation refunds.
4. The increase in Supplies and Consumables is primarily due to Out of Home Care. There was also increased expenditure for Ashley Youth Detention Centre, Additional Education Measures to Keep Tasmanians Safe, IT Infrastructure, Student Systems Renewal and Minor Works Program.
5. The increase relates to increases in the cost of Workers Compensation premiums.

Note 4: Underlying Net Result

Non-operational capital funding is the income from continuing operations relating to funding for capital projects. This funding is classified as revenue from continuing operations and included in the net result from continuing operations. However, the corresponding capital expenditure is not included in the calculation of the net result from continuing operations. Accordingly, the net result from continuing operations will portray a position that is better than the true underlying financial result.

For this reason, the net result from continuing operations is adjusted to remove the effects of funding for capital projects.

	NOTES	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Net Result from continuing operations		40 347	13 645	(6 973)
Less impact of:				
Non-operational capital funding				
Revenue from Government - works and services	5.1	93 785	88 204	43 812
Other revenue from Government	5.1	19 373	31 846	22 165
Contributions received	5.4	...	3 739	4 858
Total		113 158	123 789	70 835
Underlying net result from continuing operations		(72 811)	(110 144)	(77 807)

Note 5: Revenue

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably. Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15.

5.1 Revenue from Government

Appropriations, whether operating or capital, are recognised as revenues in the period in which the Department gains control of the appropriated funds as they do not contain enforceable and sufficiently specific obligations as defined by AASB 15. Except for any amounts identified as carried forward, control arises in the period of appropriation. Revenue from Government includes revenue from appropriations, appropriations rolled over under section 23 of the *Financial Management Act 2016* and Items Reserved by Law.

Revenue from Government includes revenue from appropriations, unexpended appropriations rolled over under section 23 of the *Financial Management Act 2016* and Items Reserved by Law.

Section 23 of the Financial Management Act allows for an unexpended appropriation at the end of the financial year, as determined by the Treasurer, to be issued and applied from the Public Account in the following financial year. The amount determined by the Treasurer must not exceed five per cent of an Agency's appropriation for the financial year.

Budget information refers to the Original budget as published in the 2023-24 State Budget. This budget information has not been subject to audit.

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Continuing Operations			
Appropriation Revenue - operating	1 421 510	1 461 265	1 305 326
Appropriation revenue - capital	93 785	88 204	43 812
Total Revenue from Government from continuing operations	1 515 295	1 549 469	1 349 138
Other Revenue from Government			
Appropriation Rollover under section 23 of the <i>Financial Management Act 2016</i>	19 373	26 891	17 799
Government Stimulus Funding	...	4 955	4 365
Total other revenue from Government	19 373	31 846	22 165
Total revenue from Government	1 534 668	1 581 315	1 371 303

The increase in Appropriation revenue of \$39.755 million compared to budget is as follows:

\$'000

Increase in Appropriation revenue - recurrent compared to budget	
Commission of Inquiry Funding	
To support Youth Justice outcomes and Safeguard Children and Young People	12 575
To prioritise the safety and wellbeing of children in the Ashley Youth Detention Centre	5 000
Request for Additional Funding	
Kirksway Place	1 000
Out of Home Care	30 800
Additional Unit Case Coordinators	1 000
Ashley Youth Detention Centre - Staffing and Reform	5 040
Ashley Youth Detention Centre Legal Costs associated with the COI (Civil Litigation)	1 773
Government Schools Specific Purpose Payments (SPP)	1 679
Funding Rolled Forward	
COI - To prioritise the safety and wellbeing of children in the Ashley Youth Detention Centre	(4 650)
COI - To safeguard Children and Young People	(2 887)
COI - To support Youth Justice Outcomes	(1 034)
Universal Access to Early Learning for Three Year-Olds	(1 370)
Digital Literacy for 21st Century	(1 000)
Out of Home Care: Accreditation and Carers Register	(1 354)
Student Systems Renewal	(2 610)
Minor Works Program	(2 800)
Savings	
Stable Permanent Placements Support	(912)
Tasmanian-Based Therapeutic Program for Young People	(495)
Total	39 755

The decrease in Appropriation revenue - works and services of \$5.581 million compared to budget is as follows:

\$'000

Funding brought forward	
Cambridge Primary School - Major School Redevelopment	(720)
Campbell Town District School - Agriculture in Schools	(1 150)
Glen Dhu Works ¹	(1 220)
New K-12 Sorell School	(730)
Six New Child and Family Learning Centres	(1 260)
Renewable Energy Schools Program	(260)
Savings	
Revitalising Cosgrove High School	(241)
Total	(5 581)

*1 This funding was initially provided for upgrades at Glen Dhu pool. Due to structural issues, the upgrades will not proceed and the pool will be decommissioned with the remaining funds redirected to improvements at Glen Dhu Primary School.

With the exception of savings, the adjustment in appropriation for these projects represents a change in the timing of project expenditures and do not reflect any overall change in the project appropriation.

5.2 Grants

Grants revenue, where there is a sufficiently specific performance obligation attached, is recognised when the Department satisfies the performance obligation and transfers the promised goods or services. The Department typically satisfies its performance obligations when services have been completed and invoiced under contract terms. The Department recognises revenue associated with performance obligations using the input method based on direct measurement of the value of goods or services transferred to date in comparison with the remaining goods or services to be provided.

Grants revenue without a significantly specific performance obligation is recognised when the Department gains control of the asset (typically cash). Note 9.4 outlines the transaction price that is allocated to the performance obligations that have not yet been satisfied at the end of the year and when it is expected to be recognised as revenue.

Grants to acquire/construct a recognisable non-financial asset to be controlled by the Department are recognised when the Department satisfies its obligations under the transfer. The Department satisfies its performance obligations over time as the non-financial assets are being constructed using either the stage-of completion method or as the associated expenditure has been incurred.

	2024 \$'000	2023 \$'000
Grants with sufficiently specific performance obligations		
Grants from the Australian Government		
Specific Grants	2 000	...
National Partnership grants	11 819	17 892
Total	13 819	17 892
Grants without sufficiently specific performance obligations		
Other Grants	7 024	5 758
Total	7 024	5 758
Total revenue from Grants	20 843	23 650

5.3 Sales of Goods and Services

Revenue from Sales of goods are recognised when the Department satisfies a performance obligation by transferring the goods to the customer. The Department recognises revenue associated with performance obligations upon effective provision of the supplies. Rendering of services is recognised at a point in time upon the services being provided.

	2024 \$'000	2023 \$'000
Goods		
School Supplies	10 131	9 614
Services		
Overseas students	11 826	9 646
Adult education fees	250	242
School levies	13 099	12 970
Other student collections	3 259	2 776
Teachers' registration fees	1 524	1 532
TasTAFE service provision and reimbursement of costs	3 328	3 217
Rental properties	1 020	1 061
Other	3 448	2 723
Total	47 885	43 781

5.4 Contributions Received

Services received free of charge by the Department, are recognised as income when a fair value can be reliably determined and when the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Contributions of assets at no cost of acquisition or for nominal consideration are recognised at their fair value when the Department obtains control of the asset, it is probable that future economic benefits comprising the contribution will flow to the Department and the amount can be measured reliably. However, where the contribution received is from another government department as a consequence of restructuring of administrative arrangements, they are recognised as contributions by owners directly within equity. In these circumstances, book values from the transferor Department have been used.

The Department has recognised an inflow of resources in the form of volunteer services as an asset where the fair value of those services can be measured reliably, and the services would have been purchased if they had not been donated.

	2024 \$'000	2023 \$'000
Donations	1 742	1 454
Fair value of volunteer services provided	1 569	1 573
Fair value of Covid supplies provided at no cost	403	1 814
Fair value of library books donated	25	17
Total	3 739	4 858

5.5 Other Revenue

Revenue from other sources, is recognised as revenue when the Department obtains control over the assets comprising the contributions. Control is normally obtained upon their receipt.

	2024 \$'000	2023 \$'000
Workers' compensation refunds	11 580	7 173
Miscellaneous school revenue	8 944	10 193
Paid Parental Leave Funding	2 855	3 013
Salary recovered from external bodies	325	337
Other	3 734	4 319
Total	27 438	25 035

Note 6: Net Gains/(Losses)

6.1 Net Gain/(Loss) on Non-Financial Assets

Gains or losses from the sale of non-financial assets are recognised when control of the assets has passed to the buyer.

Key Judgement

Impairment exists when the recoverable amount of an asset is less than its carrying amount. Recoverable amount is the higher of fair value less costs to sell and value in use.

Specialised non-financial assets are not used for the purpose of generating cash flows; therefore, their recoverable amount is expected to be materially the same as fair value, as determined under AASB 13 *Fair Value Measurement*.

All other non-financial assets are assessed to determine whether any impairment exists, with impairment losses recognised in Statement of Comprehensive Income.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

	2024 \$'000	2023 \$'000
Net gain/(loss) on disposal of physical assets	2 237	(3 375)
Net gain/(loss) on disposal of library / P&E	(392)	(297)
Total net gain/(loss) on non-financial assets	1 845	(3 673)

6.2 Net Gain/(Loss) on Financial Instruments and Statutory Receivables/Payables

Financial assets are impaired under the expected credit loss approach required under AASB 9 *Financial Instruments*. The expected credit loss is recognised for all debt instruments not held at fair value through profit or loss.

Key Judgement

An impairment loss using the expected credit loss method for all trade debtors uses a lifetime expected loss allowance. The expected loss rates are based upon historical observed loss rates that are adjusted to reflect forward looking macroeconomic factors. For other financial instruments that are not trade receivables, contract assets or lease receivables, the Department has measured the expected credit loss using a probability-weighted amount that takes into account the time value of money and forward-looking macroeconomic factors.

	2024 \$'000	2023 \$'000
Impairment of receivables	(2 586)	(1 038)
Total Net Gain/(loss) on Financial Instruments	(2 586)	(1 038)

Note 7: Expenses

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in asset or an increase of a liability has arisen that can be measured reliably.

7.1 Employee Benefits

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation, and any other post-employment benefits.

(a) Employee Expenses

	2024 \$'000	2023 \$'000
Wages and salaries	914 663	827 364
Annual Leave	32 111	30 224
Sick leave	40 400	38 712
Long service leave	31 673	29 242
Superannuation - contribution scheme	125 645	107 880
Superannuation - defined benefits scheme	12 311	13 062
Other employee expenses	455	472
Total	1 157 258	1 046 954

Superannuation expenses relating to defined benefits schemes relate to payments into the Public Account. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution is 12.95 per cent (2023: 12.95 per cent) of salary.

Superannuation expenses relating to contribution schemes are paid directly to superannuation funds at a rate of 11 per cent (2023: 10.5 per cent) of salary. In addition, Departments are also required to pay into the Public Account a "gap" payment equivalent to 3.45 per cent (2023: 3.45 per cent) of salary in respect of employees who are members of contribution schemes.

(b) Remuneration of Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Department, directly or indirectly.

Remuneration for key personnel is set by the *State Service Act 2000*. Remuneration and other terms of employment are specified in employment contracts. Remuneration includes salary, motor vehicle and other nonmonetary benefits. Long-term employee expenses include long service leave and superannuation obligations.

Acting Arrangements

When members of key management personnel are unable to fulfil their duties, consideration is given to appointing other members of senior staff to their position during their period of absence. Individuals are considered members of key management personnel when acting arrangements are for more than a period of one month.

	SHORT-TERM BENEFITS		LONG-TERM BENEFITS		TOTAL
	SALARY \$'000	OTHER BENEFITS \$'000	SUPERAN- NUATION \$'000	OTHER BENEFITS AND LONG SERVICE LEAVE \$'000	
2024					
<i>Key management personnel</i>					
Timothy Bullard, Secretary	508	16	26	9	559
Jenny Burgess, Associate Secretary	368	21	40	9	438
Kane Salter, Deputy Secretary Business Operations and Support	251	36	33	15	335
Jodee Wilson, Deputy Secretary Development and Support	264	27	34	(16)	309
Trudy Pearce, Deputy Secretary Schools and Early Years	283	33	37	(15)	338
Claire Lovell, Executive Director Services for Children and Families	209	26	23	20	278
Liz Jack, Deputy Secretary Keeping Children Safe – commencement 1 January 2024	124	9	16	4	153
Sue McKerracher, Deputy Secretary Keeping Children - commencement 26 January 2024	116	9	13	1	139
<i>Acting key management personnel</i>					
Jason Szczerbanik, Acting Deputy Secretary Continuous Improvement and Evaluation – 1 July 2023 to 25 January 2024	139	...	15	4	158
Liz Jack, Acting Deputy Secretary Keeping Children Safe - 1 July 2023 to 31 December 2023	124	...	16	4	144
Claire Wiseman, Acting Executive Director Services for Children and Families 10 - 17 July 2023, 18 December 2023 - 15 January 2024, 15 April 2024 - 22 April 2024	27	...	3	...	30
Total	2 413	177	256	35	2 881

	SHORT-TERM BENEFITS		LONG-TERM BENEFITS		
2023	SALARY \$'000	OTHER BENEFITS \$'000	SUPERAN- NUATION \$'000	OTHER BENEFITS AND LONG SERVICE LEAVE \$'000	TOTAL \$'000
<i>Key management personnel</i>					
Timothy Bullard, Secretary	458	19	28	27	532
Jenny Burgess, Associate Secretary	333	19	35	22	409
Kane Salter, Deputy Secretary Business Operations and Support	242	19	31	12	304
Jodee Wilson, Deputy Secretary Development and Support	254	19	33	(11)	295
Trudy Pearce, Deputy Secretary Schools and Early Years	272	19	35	20	346
Claire Lovell, Executive Director Services for Children and Families - commencement date 1/10/2022	135	14	14	14	177
Chris Simcock, Executive Director Services for Youth Justice – commencement date 1/10/2022	160	14	17	8	199
<i>Acting key management personnel</i>					
Jason Szczerbanik, Acting Deputy Secretary Continuous Improvement and Evaluation – 4 January 2023 to 30 June 2023	119	9	12	4	144
Liz Jack, Acting Deputy Secretary Keeping Children Safe – 17 March 2023 to 30 June 2023	31	2	4	2	39
Ann Fedyk, Acting Deputy Secretary Support and Development - 6-23 March 2023, 9-30 June 2023	29	2	4	1	36
Trevor Hill, Acting Deputy Secretary Business Operations and Support - 19 October to 4 November 2022, 21 December 2022 to 8 January 2023, 21-30 April 2023	30	2	4	...	36
Craig Woodfall, Acting Deputy Secretary Schools and Early Years - 21-27 September 2022, 19-27 November 2022, 12-16 April 2023, 16-27 June 2023	19	2	3	2	26
Total	2 082	140	220	101	2 543

(c) Related Party Transactions

Macquarie Soul Catering is a related party of the Department as it is owned by a close family member of Minister Nic Street. During the year the Department made purchases of \$1,183 from Macquarie Soul Catering, there was no amount owing at 30 June 2024. There were no other related party transactions during the year.

7.2 Depreciation and amortisation

All applicable Non-financial assets having a limited useful life are systematically depreciated over their useful lives in a manner which reflects the consumption of their service potential. Land, being an asset with an unlimited useful life, is not depreciated.

Key estimate and judgement

Depreciation is provided for on a straight line basis, using rates which are reviewed annually. Major depreciation periods are:

Plant and equipment	3 - 20 years
Buildings and Infrastructure	40 - 75 years
Library Book Stock	10 - 25 years
Right of use assets	2 - 35 years

All intangible assets having a limited useful life are systematically amortised over their useful lives reflecting the pattern in which the asset's future economic benefits are expected to be consumed by the Department. The Department has assessed amortisation for intangible assets as 7 – 10 years. Leasehold improvements are amortised over the expected life of the lease.

(d) Depreciation and amortisation

	2024 \$'000	2023 \$'000
Depreciation		
Plant, equipment and vehicles	3 744	2 911
Buildings	67 359	57 745
Infrastructure	9 212	8 217
Library book stock	1 982	1 984
Right of Use Assets	1 863	2 959
Total	84 160	73 817
Amortisation		
Intangibles	1 276	1 125
Leasehold Improvements	489	355
Total	1 765	1 480
Total depreciation and amortisation	85 925	75 297

7.3 Supplies and Consumables

	2024 \$'000	2023 \$'000
Accommodation Support, server provider hours and other client services ¹	90 042	55 517
Advertising and promotion	1 993	1 535
Audit fees - financial audit ²	255	210
Books & periodicals	3 428	3 176
Communications	2 850	2 346
Consultants	3 732	1 900
Contractors ³	18 539	12 524
Covid supplies ⁴	1 549	4 275
Finance and administration expenses	4 270	2 706
Information technology ⁵	46 253	48 368
Lease expense ⁶	10 790	7 343
Maintenance	27 674	29 015
Materials & supplies	32 706	31 336
Miscellaneous School expenses	20 297	19 939
Postage & freight	1 521	1 422
Property services	54 105	52 299
Training & development	6 322	5 700
Travel and transport	8 060	6 176
Other supplies and consumables	6 231	5 647
Total	340 617	291 434

1. These functions were transferred from the former Department of Communities Tasmania from 1 October 2023. The 2023 comparatives reflect payments since that date, the increase in 2024 represents a full financial year.

2. Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Department's financial statements were \$0.191m (2023 \$0.182m).

3. The increase in Contractors represents service arrangements associated with specific programs. This includes new service contracts with the Early Childhood Education and Care sector supported by the Working together supporting early learning program.

4. Covid supplies includes rapid antigen tests, air purifiers, sanitiser and personal protective equipment.

5. The decrease in Information Technology expense is due to a rollout of replacement devices across the Department in 2023.

6. Lease expense includes lease rentals for short-term leases, leases of low value assets and variable lease payments. Refer to note 9.2 for breakdown of lease expenses and other lease disclosures.

7.4 Grants and Subsidies

Grant and subsidies expenditure is recognised to the extent that:

- the services required to be performed by the grantee have been performed; or
- the grant eligibility criteria have been satisfied.

A liability is recorded when the Department has a binding agreement to make the grants but services have not been performed or criteria satisfied. Where grant monies are paid in advance of performance or eligibility, a prepayment is recognised.

	2024 \$'000	2023 \$'000
Education Grants		
24 Carrot Gardens	250	250
A fairer world – Let's Get Together	141	89
Australian Early Development Census (AEDC)	20	146
Australian Music Examinations Board	115	113
Beacon Foundation	500	1 316
Big Picture Education	141	152
Bravehearts	210	150
Catholic Schools	1 726	3 327
Duke of Edinburgh	20	20
Education and Care	646	663
First aid in Schools	...	81
GETI - International – transfers to TasTAFE	2 415	2 252
Independent Schools	1 106	2 080
Life without Barriers	142	138
North West Youth Career Facilitation Project	...	100
Other grant payments	332	244
Save the Children Australia	249	478
School Food Matters	147	144
School Sports Associations	261	261
Senior secondary accommodation allowance	181	331
Sexual Assault Support Service	106	104
Spectacles and uniforms	408	345
Stay ChatTY - Relationships Australia	250	350
Tasmanian Youth Orchestra	106	104
Tasmanian Association of State School Organisations	219	213
Teacher Intern Scholarships	1 059	697
Schools Engagement Project	155	43
Vision Australia	50	48
Working it out – Program to Combat Bullying	300	250
Working Together for 3 Year Olds ¹	607	2 623
Total	11 862	17 112

	2024 \$'000	2023 \$'000
Libraries Tasmania Grants		
Digital Connections Grants Program	425	425
26 Ten	1 040	923
Total	1 465	1 348
Services for Children and Families Grants²		
Family Intervention and Support Capability	22 294	10 078
Out of Home Care Capability	19 836	5 996
Young People at Risk Support and Intervention Capability	5 345	1 249
Prevention of Family Violence	2 614	2 022
Total	50 089	19 345
Total Grants and Subsidies	63 416	37 805

1. The decrease in payments for Working together for 3 year olds is due to the transition of the original pilot program into service contracts with the Early Childhood Education and Care sector
2. Services for Children and Families Grants were previously paid by the former Department of Communities Tasmania until 1 October 2022. The 2023 comparative reflects the grants paid by DECYP after this date whilst the 2024 figures reflect a full year's payments.

7.5 Finance costs

All finance costs are expensed as incurred using the effective interest method.

	2024 \$'000	2023 \$'000
Interest on lease liabilities	235	189
Total	235	189

7.6 Contributions provided

Contributions provided free of charge by the Department, to another entity, are recognised as an expense when fair value can be reliably determined.

	2024 \$'000	2023 \$'000
Volunteer services provided	1 569	1 574
Total	1 569	1 574

7.7 Other Expenses

Other expenses are recognised when the associated service and supply has been provided.

	2024 \$'000	2023 \$'000
Salary on-costs - Workers' compensation premiums	19 830	18 849
Total	19 830	18 849

Note 8: Assets

Assets are recognised in the Statement of Financial Position when it is probable that the future economic benefits will flow to the Department and the asset has a cost or value that can be measured reliably.

8.1 Receivables

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. An allowance for expected credit losses is recognised for all debt financial assets not held at fair value through profit or loss. The expected credit loss is based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses at each reporting date. The Department has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

	2024 \$'000	2023 \$'000
Central Office receivables	15 541	9 264
Library receivables	3	3
Less: Expected credit loss	(387)	(825)
Total	15 157	8 442
School receivables	8 287	7 385
Less: Expected credit loss	(4 832)	(3 113)
Total	3 455	4 272
Total Receivables	18 612	12 714
Comprising		
Sale of goods and services (inclusive of GST)	14 456	7 221
GST Receivable	4 156	5 493
Total	18 612	12 714
Due to be Settled within 12 months	18 612	12 714
Total	18 612	12 714

A) Reconciliation of movement in expected credit loss and provisions for impairment of receivables

	2024 \$'000	2023 \$'000
Carrying amount at 1 July	3 938	3 169
Amounts written off during the year	(534)	(61)
Increase/(decrease) in provision recognised in profit or loss	1 815	830
Carrying amount at 30 June	5 219	3 938

For ageing analysis of the financial assets, refer to note 13.1. Note 9.4 outlines the transaction price that is allocated to the performance obligations that have not yet been satisfied at the end of the year and when it is expected to be recognised as revenue.

8.2 Other Financial Assets

Other financial assets are classified and measured at amortised cost. Impairment losses are recorded in the Statement of Comprehensive Income. Any gain or loss arising on derecognition is recognised directly in net results and presented in other gains/(losses).

The Department does not recognise an allowance for an expected credit loss for these financial assets that are held at fair value.

	2024 \$'000	2023 \$'000
Accrued Revenue	5 603	2 228
Total	5 603	2 228
Settled within 12 months	5 603	2 228
Total	5 603	2 228

8.3 Assets Held for Sale

Assets held for sale (or disposal groups comprising assets and liabilities) that are expected to be recovered primarily through sale rather than continuing use are classified as held for sale. Immediately before classification as held for sale, fair value assets (or components of a disposal group) are remeasured in accordance with Departmental policy. Upon initial classification to assets held for sale, assets are remeasured at the lower of carrying amount and fair value less costs to sell. An impairment loss is recognised in profit or loss for any initial and subsequent write-down from the carrying amount measured immediately before re-measurement to fair value less costs of disposal. Such assets are no longer amortised or depreciated upon being classified as held for sale.

(a) Carrying amount

	2024 \$'000	2023 \$'000
Land held for sale	244	1 761
Buildings held for sale	1 188	2 026
Infrastructure held for sale	372	112
Total	1 804	3 899
Settled within 12 months	1 804	3 899
Total	1 804	3 899

A) Reconciliation of movement in assets held for sale

	2024 \$'000	2023 \$'000
Carrying amount at 1 July	3 899	3 508
Additions to assets held for sale	42	2 139
Asset sales	(2 137)	(2 530)
Carrying amount at 30 June	1 804	3 899

The assets held for sale consist of land, buildings and associated infrastructure which have become surplus to the Department's requirements. It is intended that these be disposed of by way of sale. Steps have been taken for this purpose and it is likely that the disposals could occur within the next twelve months. Assets sold during the year include land, buildings and associated infrastructure sold due to being surplus to the Department's requirements.

(b) Fair value measurement of assets held for sale (including fair value levels)

Key estimate and judgement

The recognised fair value of non-financial assets is classified according to the fair value hierarchy that reflects the significance of the inputs used in making these measurements.

Level 1 the fair value is calculated using quoted prices in active markets;

Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and

Level 3 the fair value is estimated using inputs for the asset or liability that are not based on observable market data.

The assets held for sale are carried at fair value less costs of disposal.

The building assets are written down against reserves if the building is classified as a specialised building. The non-specialised buildings are retained at their current fair value at the time at which they were transferred to assets held for sale.

Where possible, assets have been valued on the basis of market value with reference to observable prices in an active market, using traditional methods such as sales comparison (level 2 fair value basis). However, due to the nature of some of the Department's assets, including schools, they are unlikely to transact in the market for their existing use. Accordingly, these assets have been valued on a current replacement cost basis (level 3 fair value basis).

	CARRYING VALUE AT 30 JUNE \$'000	FAIR VALUE MEASUREMENT AT END OF REPORTING PERIOD	
		LEVEL 2 \$'000	LEVEL 3 \$'000
2024			
Land	244	244	...
Buildings	1 188	1 188	...
Infrastructure	372	372	...
Total	1 804	1 804	...
2023			
Land	1 761	1 761	...
Buildings	2 026	2 026	...
Infrastructure	112	112	...
Total	3 899	3 899	...

8.4 Property, Plant and Equipment

Key estimate and judgement

(i) Valuation basis

Land and Buildings are recorded at fair value less accumulated depreciation. Heritage and cultural assets are recorded at fair value, these items are not depreciated as they do not have limited useful lives as appropriate curatorial policies are in place.

All other non-current physical assets, including work in progress, are recorded at historic cost less accumulated depreciation and accumulated impairment losses. All assets within a class of assets are measured on the same basis.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The costs of self-constructed assets include the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Fair value is based on the highest and best use of the asset. Unless there is an explicit Government policy to the contrary, the highest and best use of an asset is the current purpose for which the asset is being used or builder occupied.

(ii) Asset recognition threshold

The asset capitalisation thresholds adopted by the Department is \$10,000 for plant, equipment and vehicles, heritage and cultural assets and infrastructure and \$150,000 for the combined land and building value. Assets valued at less than these thresholds are charged to the Statement of Comprehensive Income in the year of purchase (other than where they form part of a group of similar items which are material in total).

(iii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Department and its costs can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

(iv) Revaluations

Assets are grouped on the basis of having a similar nature or function in the operations of the Department. Assets are revalued every five years by independent valuers to ensure they reflect fair value at balance date. The Department's Land and Buildings were valued as at 31 December 2019 and the Heritage and Cultural collections were revalued effective 30 June 2022. These revaluations were undertaken in accordance with relevant Valuation and Accounting Standards and were based on fair value.

Assets are assessed for material value movements regularly and indexed where necessary to reflect movements in fair value. Based on a review of construction costs by the Office of the Valuer General with appropriate allowance for regional influences across Tasmania the preliminary percentage variation in building and infrastructure cost between 1 January 2020 and 30 June 2024 is calculated at 33% increase.

The market movement in value of residential land between 1 January 2020 and 30 June 2024 has shown a significant increase of 75%. Although schools are predominantly zoned "public purposes" their location is normally within residential areas and the market change in value of surrounding residential land is considered the best evidence of value for land under school buildings.

Where possible, assets have been valued on the basis of market value with reference to observable prices in an active market, using traditional methods such as sales comparison (level 2 fair value basis). However, due to the nature of some of the Department's assets, including schools, they are unlikely to transact in the market for their existing use. Accordingly these assets have been valued on a current replacement cost basis (level 3 fair value basis).

These valuations take into account market prices for construction costs, the economic life of the buildings, the condition of the buildings and any design aspects which would alter their value.

All heritage assets are considered to be level 2 in the fair value hierarchy. A significant component of these assets relate to the Allport Library and Museum of Fine Arts and the Crowther Library. The State Library of Tasmania is the beneficiary of the Crowther Collection through the donation of the WL Crowther Library, and of the Allport collection by bequest of the Allport Library and Museum of Fine Arts. The Allport library, donated by the late Henry Allport,

comprises books, pamphlets, prints, historical maps and charts relating to Australia and the Pacific including art works by convict and colonial landscape artists. Dr (later Sir) William Edward Lodewyk Hamilton Crowther donated his large collection of books, manuscripts, pictures and objects to the State Library of Tasmania in 1964. This generous gift shows his passion and determination for saving records that now paint a rich picture of colonial life, including important evidence of the mistreatment of Tasmanian Aboriginal people. Crowther descendants were instrumental in the return of land at Oyster Cove to the Tasmanian Aboriginal community in the 1980s.

As a cultural institution, the State Library of Tasmania respectfully acknowledges the lasting trauma experienced by palawa / Tasmanian Aboriginal people that has resulted from the actions of W L Crowther, Morton Allport and other individuals in the name of scientific research.

(v) Assets in respect of leases where the Department is the lessor

The Department leases buildings under operating leases with rental payments payable monthly in advance. Lease payments include a CPI component.

(a) Carrying amount

	2024 \$'000	2023 \$'000
Land		
At fair value	456 219	427 510
Total	456 219	427 510
Buildings		
At fair value	4 060 098	3 800 329
Less: Accumulated depreciation	(2 170 988)	(1 949 718)
Less: Accumulated impairment losses	(265 118)	(265 721)
Total	1 623 992	1 584 890
Leasehold improvements		
At cost	19 763	15 282
Less: Accumulated amortisation	(2 961)	(2 472)
Total	16 802	12 810
Plant, equipment and vehicles		
At cost	62 848	53 422
Less: Accumulated Depreciation	(37 451)	(33 707)
Total	25 397	19 715
Heritage and cultural assets		
At fair value	70 029	70 029
Total	70 029	70 029
Work in progress		
Buildings at cost	130 225	60 031
Leasehold Improvements at cost	...	4 168
Plant, equipment and vehicles at cost	461	1 283
Total	130 686	65 482
Total Property Plant and equipment	2 323 125	2 180 436

(b) Reconciliation of movements (including fair value levels)

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current and previous financial year are set out below. Carrying value means the net amount after deducting accumulated depreciation and accumulated impairment losses. In accordance with advice by the Office of the Valuer General, land has been indexed by 6% (27% in 2023) to reflect the movement in value of residential land. Buildings have been indexed by 5% (10% in 2023) to reflect increases to costs of construction. Capital works carried out in the current year are excluded from the indexation as they reflect current replacement cost.

2024	NOTE	\$'000	(LAND WITH NO ACTIVE MARKETS AND/OR SIGNIFICANT RESTRICTIONS)	BUILDINGS LEVEL 2 (GENERAL OFFICE BUILDINGS)	BUILDINGS LEVEL 3 (SPECIFIC PURPOSE / USE BUILDINGS)	LEASE-HOLD IMPROVEMENTS	PLANT AND EQUIPMENT	WORK IN PROGRESS	TOTAL
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying value at 1 July		33 279	394 231	43 432	1 541 457	12 811	19 715	65 481	2 110 406
Additions		...	2 760	...	2 701	...	7 874	100 335	113 671
Assets transferred to held for sale	8.3	...	...	(49)	...	...	...	...	(49)
Capitalised works to assets		...	...	...	28 300	4 480	1 567	(34 347)	...
Change in asset class*1		...	...	...	...	...	(15)	(784)	(799)
Gains/(losses) recognised in operating result									
Depreciation and amortisation	7.2	...	...	(530)	(66 829)	(489)	(3 744)	...	(71 592)
Gains/losses recognised in other comprehensive income									
Revaluation increments (decrements)	11.1	1 752	24 197	1 693	73 213	...	...	...	100 855
Reversals of impairment losses		...	...	604	...	...	...	...	604
Carrying value at 30 June		35 031	421 188	45 150	1 578 842	16 802	25 397	130 686	2 253 096

*1 Changes in asset class include assets transferred to infrastructure assets

	NOTE	\$'000	LAND LEVEL 2 (VACANT LAND IN ACTIVE MARKETS)	LAND WITH NO ACTIVE MARKETS AND/OR SIGNIF- ICANT RESTRI- CTIONS	\$'000	BUILDINGS LEVEL 2 (GENERAL OFFICE BUILDINGS)	BUILDINGS LEVEL 3 (SPECIFIC PURPOSE / USE BUILD- INGS)	LEASEHOLD IMPROVE- MENTS	PLANT AND EQUIP- MENT	WORK IN PROGRESS	TOTAL \$'000
2023											
Carrying value at 1 July		27 048	315 536	41 111	1 410 077	13 142	14 083	48 077	1 869 074		
Additions		...	1 150	...	...	...	4 089	60 534	65 773		
Assets acquired through administrative restructure ¹		...	725	...	19 389	...	161	...	20 275		
Assets transferred to held for sale	8.3	...	(49)	...	(2 089)	...	...	...	(2 138)		
Disposals		...	...	...	...	...	...	...	...		
Capitalised works to assets		...	...	...	38 813	24	4 102	(42 939)	...		
Change in asset class		...	...	...	...	...	191	(191)	...		
Gains/losses recognised in operating result											
Depreciation and amortisation	7.2	...	...	(1 643)	(56 102)	(355)	(2 911)	...	(61 011)		
Gains/losses recognised in other comprehensive income											
Revaluation increments (decrements)	11.1	6 231	76 869	3 964	131 369	...	...	...	218 433		
Carrying value at 30 June		33 279	394 231	43 432	1 541 457	12 811	19 715	65 481	2 110 406		

*1 Land and Buildings acquired through the administrative restructure reflect the Ashley Youth Detention center

(c) Level 3 significant valuation inputs and relationship to fair value

DESCRIPTION	FAIR VALUE AT 30 JUNE \$'000	SIGNIFICANT UNOBSERVABLE INPUTS USED IN VALUATION	POSSIBLE ALTERNATIVE VALUES FOR LEVEL 3 INPUTS	SENSITIVITY OF FAIR VALUE TO CHANGES IN LEVEL 3 INPUTS
Land – with no active markets and/or significant restrictions)	421 188	A – economic conditions B – availability of and demand for similar assets for sale C – costs of credit	Note 1	Land values have increased significantly over the last 12 months. Demand is at historical highs and is expected to remain at those levels. As a result land values have been indexed at 6% (2023: 27%) based on assessment by the Office of the Valuer General.
Buildings – specific purpose / use buildings	1 578 842	A – Construction costs B – Design life C – Age and condition of asset D – Remaining useful life E – Utility factor for school buildings	Note 1	Tasmanian construction indexes have increased over the last 12 months. Design and useful lives are reviewed regularly but generally remain unchanged. As a result, building values have been indexed at 5% (2023: 10%) based on assessment by the Office of the Valuer General.

Note 1: When valuing these assets, their existing use and unlikely alternative uses, are taken into account by valuers. As a result, it is most unlikely that alternative values will arise unless there are more changes in known inputs.

(d) Assets where current use is not the highest and best use

The Department holds land and building assets that are used specifically for the provision of services to the community. Unless there is an explicit government policy to the contrary, the highest and best use of an asset is the purpose for which that asset is currently being used / occupied.

8.5 Infrastructure

The Department recognises Infrastructure assets where:

- it is probable that an expected future benefit attributable to the asset will flow to the Department; and
- the cost of the asset can be reliably measured.

Infrastructure assets held by the Department are valued at fair value less any subsequent accumulated depreciation and any subsequent impairment losses where an active market exists.

Infrastructure is recognised with useful lives ranging from 40 – 60 years.

Assets are grouped based on having a similar nature or function in the operations of the Department. Infrastructure assets are revalued every five years to ensure they reflect fair value at balance date. The Department's Infrastructure assets were last revalued as at 31 December 2019 by independent valuers. The revaluation was undertaken in accordance with relevant Valuation and Accounting Standards and is based on fair value.

Assets are assessed for material value movements regularly and indexed where necessary to reflect movements in fair value. Based on a review of construction costs by the Office of the Valuer General with appropriate allowance for regional influences across Tasmania the preliminary percentage variation in building and infrastructure cost between 1 January 2020 and 30 June 2024 is calculated at 33% increase, the indexation for this financial year is calculated at 5% (2023: 10%).

Where possible, assets have been valued on the basis of market value with reference to observable prices in an active market, using traditional methods such as sales comparison (level 2 fair value basis). However, due to the nature of some of the Department's assets, including schools, they are unlikely to transact in the market for their existing use. Accordingly, these assets have been valued on a current replacement cost basis (level 3 fair value basis).

These valuations consider market prices for construction costs, the economic life of the buildings, the condition of the buildings and any design aspects which would alter their value.

A) Carrying amount

	2024 \$'000	2023 \$'000
At fair value - infrastructure	386 225	366 193
Less: Accumulated depreciation	(203 525)	(194 313)
Works in progress	3 252	3 073
	185 952	174 953

B) Reconciliation of movements

Carrying Value at 1 July	174 953	163 141
Change in asset class*1	799	...
Additions	11 752	5 571
Transfers to held for sale	(444)	(112)
Revaluation increments	8 104	14 568
Depreciation expense	(9 212)	(8 215)
Carrying Value at 30 June	185 952	174 953

*1 Changes in asset class include assets transferred property, plant and equipment assets

C) Level 3 significant valuation inputs and relationship to fair value

DESCRIPTION	FAIR VALUE AT 30 JUNE \$'000	SIGNIFICANT UNOBSERVABLE INPUTS USED IN VALUATION	POSSIBLE ALTERNATIVE VALUES FOR LEVEL 3 INPUTS	SENSITIVITY OF FAIR VALUE TO CHANGES IN LEVEL 3 INPUTS
Infrastructure – specific purpose / use buildings	185 952	A – Construction costs B – Design life C – Age and condition of asset D – Remaining useful life	Note 1	Tasmanian construction indexes have increased over the last 12 months. Design and useful lives are reviewed regularly but generally remain unchanged. As a result, building values have been indexed at 5% based on assessment by the Office of the Valuer General.

Note 1: When valuing these assets, their existing use and unlikely alternative uses, are taken into account by valuers. As a result, it is most unlikely that alternative values will arise unless there are more changes in known inputs.

8.6 Right of Use Assets

AASB 16 requires the Department to recognise a right-of-use asset, where it has control of the underlying asset over the lease term. A right-of-use asset is measured at the present value of initial lease liability, adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

The Department has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases, rental arrangements for which Finance-General has substantive substitution rights over the assets and leases for which the underlying asset is of low-value. Substantive substitution rights relate primarily to office accommodation. An asset is considered low-value when it is expected to cost less than \$10 000.

Right-of-use assets are depreciated over the shorter of the assets' useful life and the term of the lease. Where the Department obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the Department will exercise a purchase option, the Department depreciates the right-of-use asset over its useful life.

	BUILDINGS	PLANT AND EQUIPMENT	TOTAL
2024			
Carrying value at 1 July	2 263	851	3 114
Additions	203	1 430	1 633
Depreciation and amortisation	(729)	(1 134)	(1 863)
Carrying value at 30 June	1 737	1 147	2 884
2023			
Carrying value at 1 July	5 818	1 953	7 771
Additions	589	1 176	1 765
Correction of prior year error* ¹	(3 464)	...	(3 464)
Depreciation and amortisation	(680)	(2 278)	(2 958)
Carrying value at 30 June	2 263	851	3 114

*1 a calculation error occurred in 2022 based on revised frequency of lease payments resulting in both Right of Use Assets and Lease liabilities being overstated. The net impact of this error was \$0.068m.

8.7 Library Book Stock

A) Carrying amount

	2024 \$'000	2023 \$'000
At Cost	23 281	23 270
Less: Accumulated depreciation	(20 661)	(20 158)
Total Library book stock	2 620	3 112

B) Reconciliation of movements

	2024 \$'000	2023 \$'000
Carrying Value at 1 July	3 112	3 768
Additions	1 897	1 643
Disposals	(407)	(315)
Depreciation expense	(1 982)	(1 984)
Carrying Value at 30 June	2 620	3 112

8.8 Intangibles

An intangible asset is recognised where:

- it is probable that an expected future benefit attributable to the asset will flow to the Department; and
- the cost of the asset can be reliably measured.

Intangible assets held by the Department are valued at fair value less any subsequent accumulated amortisation and any subsequent impairment losses where an active market exists. Where no active market exists, intangibles are valued at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are recorded at cost and amortised over 7 - 10 years.

A) Carrying amount

INTANGIBLES WITH A FINITE USEFUL LIFE	2024 \$'000	2023 \$'000
Software at cost	21 140	21 140
Less: Accumulated amortisation	(15 445)	(14 168)
	5 695	6 972
Work in progress	3 949	227
Total intangibles	9 644	7 199

B) Reconciliation of movements

	2024 \$'000	2023 \$'000
Carrying Value at 1 July	7 199	8 096
Additions	3 721	228
Amortisation	(1 276)	(1 125)
Carrying Value at 30 June	9 644	7 199

8.9 Inventories

The Department recognises inventories and livestock held on school farms for educational programs. Inventories are held for distribution and valued at cost. Inventories acquired for no cost or nominal consideration are valued at current replacement cost.

A) Carrying amount

INVENTORIES	2024 \$'000	2023 \$'000
Inventories	2 889	2 578
Livestock	434	530
Total	3 323	3 108
Turned over within 12 months	3 323	3 108
Total	3 323	3 108

B) Reconciliation of movements

	2024 \$'000	2023 \$'000
Carrying Value at 1 July	3 108	3 193
Additions	654	942
Inventories expensed	(439)	(1 027)
Carrying Value at 30 June	3 323	3 108

8.10 Other Assets

The Department recognises some other small assets such as prepayments of expenditure.

A) Carrying amount

OTHER ASSETS	2024 \$'000	2023 \$'000
Prepayments	4 075	4 621
Total	4 075	4 621
Recovered within 12 months	3 726	4 507
Recovered in more than 12 months	349	114
Total	4 075	4 621

B) Reconciliation of movements

	2024 \$'000	2023 \$'000
Carrying Value at 1 July	4 620	4 279
Additions	3 963	4 620
Prepayments expensed	(4 507)	(4 279)
Carrying Value at 30 June	4 076	4 620

Note 9: Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

9.1 Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Department becomes obliged to make future payments as a result of a purchase of assets or services. Payables are recorded inclusive of GST (where applicable).

	2024 \$'000	2023 \$'000
Creditors	13 530	14 767
Accrued expenses	4 386	2 054
Total	17 916	16 822
Settled within 12 months	17 916	16 822
Total	17 916	16 822

Settlement is usually made within 14 days.

9.2 Lease Liabilities

A lease liability is measured at the present value of future lease payments. The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The Department has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases, rental arrangements for which Finance-General has substantive substitution rights over the assets and leases for which the underlying asset is of low-value. Substantive substitution rights relate primarily to office accommodation. An asset is considered low-value when it is expected to cost less than \$10 000.

The Department has entered into the following leasing arrangements:

Class of right-of-use asset	Details of leasing arrangements
Plant and equipment	Office equipment leased at between 2-5 years
Property leases	Buildings leased up to 50 years

	2024 \$'000	2023 \$'000
Carrying value at 1 July	4 068	7 592
Additions	1 633	1 700
Correction to prior year error ¹	...	(3 532)
Lease payments excluding interest	(1 723)	(1 692)
Total	3 978	4 068

*1 a calculation error occurred in 2022 based on revised frequency of lease payments resulting in both Right of Use Assets and Lease liabilities being overstated. The net impact of this error was \$0.068m recognised in 2023.

MATURITY ANALYSIS OF LEASE LIABILITIES	2024 \$'000	2023 \$'000
One year or less	1 845	1 651
From two to three years	2 601	2 130
From four to five years	1 025	659
More than five years	804	775
Total	6 275	5 215

The lease liability in the maturity analysis is presented using undiscounted contractual amounts before deducting finance charges.

THE FOLLOWING AMOUNTS ARE RECOGNISED IN THE STATEMENT OF COMPREHENSIVE INCOME	2024 \$'000	2023 \$'000
Interest on lease liabilities included in note 7.5	235	189
Lease expenses included in note 7.3	10 790	7 343
	11 025	7 532

9.3 Employee Benefit Liabilities

Key estimate and judgement

Liabilities for wages and salaries and annual leave are recognised when an employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee entitlements are measured as the present value of the benefit at 30 June, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material.

A liability for long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

	2024 \$'000	2023 \$'000
Accrued wages and salaries	33 062	31 304
Annual leave	29 108	24 066
Long service leave	177 704	170 209
State Service Accumulated Leave Scheme	1 094	1 094
Total	240 968	226 672
Expected to settle wholly within 12 months	86 068	77 838
Expected to settle wholly after 12 months	154 900	148 834
Total	240 968	226 672

9.4 Contract Liabilities

	2024 \$'000	2023 \$'000
Revenue received in advance		
Revenue received in advance	3 301	3 417
Settled within 12 months	2 951	3 417
Settled in more than 12 months	350	...
Total	3 301	3 417

9.5 Other Liabilities

	2024 \$'000	2023 \$'000
Other liabilities		
Provision for Workers compensation	3 782	3 681
Other liabilities	174	174
Total	3 956	3 855
Settled within 12 months	1 106	1 021
Settled in more than 12 months	2 850	2 834
Total	3 956	3 855

Note 10: Commitments and Contingencies

10.1 Schedule of Commitments

Commitments represent those contractual arrangements entered by the Department that are not reflected in the Statement of Financial Position. These commitments are recorded below at their nominal value and inclusive of GST.

Leases are recognised as right of-use assets and lease liabilities in the Statement of Financial Position, excluding short-term leases and leases for which the underlying asset is of low value, which are recognised as an expense in the Statement of Comprehensive Income.

Property and tenancies include major accommodation and other arrangements held between the Department and other Government Agencies, including the Department of Treasury and Finance. These agreements do not meet the reporting requirements of AASB 16 Leases and are excluded from the Right of Use Asset and Lease Liability calculations.

	2024 \$'000	2023 \$'000
By type		
Capital commitments		
Buildings	37 571	96 617
Total capital commitments	37 571	96 617
Other commitments		
Property and tenancies	29 370	33 112
Motor vehicle fleet	6 603	4 787
Total other commitments	35 973	37 899
By maturity		
Capital commitments		
One year or less	33 790	33 104
From one to five years	3 781	63 513
Total capital commitments	37 571	96 617
Other commitments		
One year or less	6 212	6 081
From one to five years	14 213	13 772
More than five years	15 548	18 046
Total other commitments	35 973	37 899

Note: Commitments are GST inclusive where relevant.

Capital commitments generally relate to the outstanding contractual amounts on building works but may be subject to contract variations.

10.2 Contingent Assets and Liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding the amount or timing of the underlying claim or obligation.

(a) Unquantifiable contingencies

During 2018-19 the Tasmanian Government agreed to participate in the Australian Government's National Redress Scheme for Institutional Child Sexual Abuse. The Scheme allows for redress to be provided to individuals who suffered sexual abuse, and related non-sexual abuse, which occurred when the person was a child while in the care of an institution. Survivors are able to lodge an application with the Scheme, including where they suffered abuse in more

than one institution. The National Scheme will operate for a period of 10 years, from 1 July 2018 to 30 June 2028. The Scheme is operated by the Australian Government's Department of Social Services and the Department provides information for applications via the Department of Justice and delivers elements of the redress as requested.

The Department for Education, Children and Young People has received a number of applications for redress. Additionally, a number of civil claims have been made against various Government agencies, including the Department for Education, Children and Young People relating to child abuse in state care. The majority of these claims will be met through funds held within the Department of Justice, with the Department for Education, Children and Young People being responsible for funding a small number of additional claims.

A number of these claims have been assessed as quantifiable contingent liabilities, however an additional number of these claims have not yet been assessed and it is not possible at the reporting date to accurately estimate the amounts of any eventual payments that may be required in relation to these claims, as a result they are currently classified as unquantifiable contingent liabilities.

At 30 June 2024, the Department had 21 legal claims against it for negligence (18 claims in 2023). The Crown Solicitor has advised the Department that the estimated potential liability to be \$4.939 million for 2024 (\$4.256 million for 2023). It is not possible at the reporting date to accurately estimate the amounts of any eventual payments that may be required in relation to these claims.

The Ashley Youth Detention Centre Class Action involved former detainees who were at the facility between 1960 and 2023. The Government has agreed to an in-principal agreement totalling \$75 million, which is subject to Supreme court approval.

The Department has a number of leases on property it occupies, these are predominately managed through the Department of Treasury and Finance. Some of these leases contain a "make good provision". A liability for these provisions has not been recognised in the Statement of Financial Position as they are managed by the Department of Treasury and Finance. Leases managed through the Department are reported through notes 8.6 Right of Use Assets and 9.2 Lease Liabilities.

Note 11: Reserves

11.1 Reserves

	LAND \$'000	BUILDINGS \$'000	INFRA- STRUCTURE \$'000	HERITAGE \$'000	TOTAL \$'000
2024					
Asset Revaluation Reserve					
Balance at the beginning of financial year	223 031	866 488	36 280	21 084	1 146 883
Transfers to Assets held for sale	77	...	...	...	77
Indexation	25 949	74 905	8 104	...	108 958
Balance at end of financial year	249 057	941 393	44 384	21 084	1 255 918
2023					
Asset Revaluation Reserve					
Balance at the beginning of financial year	140 281	730 805	21 712	21 084	913 882
Indexation	82 750	135 683	14 568	...	233 001
Balance at end of financial year	223 031	866 488	36 280	21 084	1 146 883

(a) Nature and purpose of reserves

Asset revaluation reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-financial assets.

11.2 Administrative Restructuring

Net assets received under a restructuring of administrative arrangements are designated as contributions by owners and adjusted directly against equity. Net assets relinquished are designated as distributions to owners. Net assets transferred are initially recognised at the amounts at which they were recognised by the transferring department immediately prior to the transfer.

In respect of activities assumed, the net book values of assets and liabilities transferred to the Department from Communities Tasmania for no consideration and recognised as at the date of transfer were:

	2024 \$'000	2023 \$'000
Contributions by owners		
Assets		
<i>Financial assets</i>		
Cash and Cash equivalents	...	5
Receivables	...	145
<i>Non financial assets</i>		
Property, plant and equipment	...	20 275
Right-of-use assets	...	211
Total assets recognised	...	20 637
Liabilities		
Lease liabilities	...	207
Employee benefit liabilities	...	11 202
Other liabilities	...	468
Total liabilities recognised	...	11 876
Net Assets recognised	...	8 761

Note 12: Cash Flow Reconciliation

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in the Special Deposits and Trust Fund, being short term of three months or less and highly liquid. Deposits are recognised at amortised cost, being their face value.

12.1 Cash and Cash Equivalents

Cash and cash equivalents include the balance of the Specific Purpose Accounts held by the Department, and other cash held, excluding those accounts which are administered or held in a trustee capacity or agency arrangement.

	2024 \$'000	2023 \$'000
Specific Purpose Accounts		
Operating account	37 240	55 604
School banking account	64 848	70 776
Total	102 088	126 380
Other bank accounts	171	169
Cash floats	125	128
Total	296	297
Total cash and deposits	102 384	126 677

12.2 Reconciliation of Net Result to Net Cash from Operating Activities

	2024 \$'000	2023 \$'000
Net result	13 645	(6 973)
Non-Operational capital funding	(88 204)	(43 812)
Non-cash contributions and provisions	(1 569)	(3 387)
Covid supplies distributed free of charge	1 549	2 016
Depreciation and amortisation	85 925	75 297
(Gain)/Loss from sale of non-financial assets	1 845	3 673
Expected credit and impairment losses	(1 279)	(75)
Decrease/(increase) in Net Assets through administrative restructure	...	(8 761)
Decrease/(increase) in Receivables	(8 515)	(2 054)
Decrease/(increase) in Prepayments	545	(341)
Decrease/(increase) in Accrued revenue	(3 375)	7 377
Decrease/(increase) in Inventories	(215)	85
Decrease/(increase) in tax assets	1 337	(2 453)
Increase/(decrease) in Employee benefits	14 296	29 213
Increase/(decrease) in Payables	(1 237)	1 867
Increase/(decrease) in Accrued operating expenses	(2 826)	(379)
Increase/(decrease) in Other liabilities	(15)	1 096
Net cash from / (used by) operating activities	11 907	52 389

12.3 Acquittal of Capital Investment Funds

The Department received Works and Services Appropriation funding for specific projects. Not all projects listed below are capitalised as they may not meet the Department's capitalisation threshold of \$150,000 or have been deemed maintenance projects and are expensed through the Statement of Comprehensive Income. Cash outflows relating to these projects are listed below by category.

Budget information refers to original estimates and has not been subject to audit.

(a) Project expenditure

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Continuing Projects			
Cambridge Primary School – Major School Redevelopment ³	3 920	1 600	100
Campbell Town District School - Agriculture in Schools ³	1 500	350	100
Contemporary Classrooms ¹	2 050	4 610	800
Electrical Switchboard Maintenance ^{1,2}	3 500	3 140	1 250
Exeter High School - Major School Redevelopment ²	3 850	664	450
Glen Dhu Works ^{3, 4}	1 700	480	50
Hobart City Partner Schools (Ogilvie and New Town High) ¹	1 000	1 060	1 550
Lauderdale Primary School – Major School Redevelopment ²	5 000	960	350
Legana Primary ¹	14 650	17 375	3 600
Montello Primary School – Major School Redevelopment ³	5 750	418	305
New Brighton High School ¹	20 910	37 600	7 790
New K-12 Sorell School ^{2,3}	8 500	5 270	12 000
Outdoor Learning Areas ²	5 000	4 800	4 000
Renewable Energy Schools Program ³	1 300	1 040	600
Revitalising Cosgrove High School ²	8 000	2 517	650
Six New Child and Family Learning Centres ^{2,3}	13 958	14 203	8 495
Support School Package including North West Support School ²	1 500	100	200
Supporting Safer Schools ¹	1 200	1 925	1 445
Youth Justice Facilities ²	3 000	220	100
Total Continuing Projects	106 288	98 332	43 835
Completed Projects			
Bothwell District School – Agriculture in Schools	1 625	1 625	300
Education Act - Capital	...	...	425
Mt Nelson School Oval	50	50	...
New K-12 Penguin School	400	140	3 960
Springfield Gardens Primary School	430	430	900
Woodbridge School Oval	40	40	...
Year 7 - 12 Implementation Plan	...	...	1 500
Total Completed Projects	2 545	2 285	7 085
Total Capital Investment Program	108 833	100 617	50 920

1. Funding was brought forward from the Forward Estimates into 2023-24 for these projects due to progressing ahead of schedule. The variation represents a change in the timing of project expenditures and does not reflect any overall change in the project appropriation.
2. The variation represents a change in the timing of project expenditures and does not reflect any overall change in the project appropriation.
3. The balance of funds for these projects were rolled forward into 2024-25 under section 23 of the *Financial Management Act 2016*. The variation represents a change in the timing of project expenditures and does not reflect any overall change in the project appropriation. Expected project cash flows have been pushed out into the forward estimates in line with expected project timing.
4. This funding was initially provided for upgrades at Glen Dhu pool. Due to structural issues, the upgrades will not proceed, and the pool will be decommissioned with the remaining funds redirected to improvements at Glen Dhu Primary School.

(b) Classification of cash flows

The project expenditure above is reflected in the Statement of Cash Flows as follows.

	2024 \$'000	2023 \$'000
Cash outflows from operating activities		
Consultants	6 419	5 968
Total cash outflows from operating activities	6 419	5 968
Cash outflows from investing activities		
Buildings and infrastructure - works and service	94 198	44 952
Total cash outflows from investing activities	94 198	44 952
Total cash outflows	100 617	50 920

12.4 Reconciliation of liabilities arising from financing activities

Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the Statement of Cash Flows as cash flows from financing activities.

	2024 \$'000	2023 \$'000
Balance as at 1 July	4 068	7 592
New Leases	1 633	1 700
Correction to prior year error ¹	...	(3 532)
Changes from financing cashflows:		
Lease payments	(1 723)	(1 692)
Balance as at 30 June	3 978	4 068

*1 – a calculation error occurred in 2022 based on revised frequency of lease payments resulting in both Right of Use Assets and Lease liabilities being overstated. The net impact of this error was \$0.068m.

Note 13: Financial instruments

13.1 Risk exposures

(a) Risk management policies

The Department has exposure to the following risks from its use of financial instruments:

- credit risk;
- liquidity risk; and
- market risk.

The Head of Agency has overall responsibility for the establishment and oversight of the Department's risk management framework. Risk management policies are established to identify and analyse risks faced by the Department, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

(b) Credit risk exposures

Credit risk is risk of financial loss to the Department if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

FINANCIAL INSTRUMENTS	ACCOUNTING AND STRATEGIC POLICIES	NATURE OF UNDERLYING INSTRUMENT
Financial Assets		
Receivables	The Department has established an allowance for expected credit losses that are reassessed each year. Bad debts identified during the year are used to determine the allowance for credit loss. Before any write-off, debtors are sent reminder notices and non-school debts may be forwarded to a collection agency.	Standard debtor terms are 30 days net. Individual debtors tend to be small in nature with no significant credit risk exposure to any individual debtor.
Cash and deposits	Cash and deposits are recognised at face value. Counterparty failure is managed by dealing with financially sound and reputable banks.	Cash means notes, coins and any deposits held at call.
Other financial assets – Accrued revenue	Accrued revenue is recognised at face value.	Accrued revenue is within standard debtor terms of 30 days.

The carrying amount of financial assets recorded in the Financial Statements, net of any allowances for losses, represents the Department's maximum exposure to credit risk. The Department is not exposed to concentration of credit risk of any significance.

The Department does not hold any collateral or other security against any financial assets.

Expected Credit Loss Analysis of Receivables

The simplified approach to measuring expected credit losses is applied, which uses a lifetime expected loss allowance for all trade receivables.

The expected loss rates are based on historical observed loss rates adjusted for forward looking factors that will have an impact on the ability to settle the receivables. The loss allowance for trade debtors as at 30 June are as follows.

	NOT PAST DUE \$'000	PAST DUE 30-59 DAYS \$'000	PAST DUE 60-89 DAYS \$'000	PAST DUE 90+ DAYS \$'000	TOTAL \$'000
2024					
Expected credit loss rate (A)	0.83%	19.79%	6.01%	49.56%	
Total gross carrying amount (B)	10 002	1 014	3 253	9 562	23 831
Expected credit loss (A x B)	83	201	196	4 739	5 219
2023					
	\$'000	\$'000	\$'000	\$'000	\$'000
Expected credit loss rate (A)	0.69%	2.70%	33.77%	44.28%	
Total gross carrying amount (B)	5 833	2 034	450	8 336	16 652
Expected credit loss (A x B)	40	55	152	3 691	3 939

(c) Liquidity risk

Liquidity risk is the risk that the Department will not be able to meet its financial obligations as they fall due. The Department's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

FINANCIAL INSTRUMENTS

ACCOUNTING AND STRATEGIC POLICIES

Financial Liabilities

Payables	The Department's liquidity is managed on a whole-of-government basis by the Department of Treasury and Finance. The Department uses the annual budget to assist in liquidity management.	The majority of Departmental suppliers offer 14 day terms of trade.
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Maturity analysis for financial liabilities

The following tables detail the undiscounted cash flows payable by the Department by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, totals may not reconcile to the carrying amounts presented in the Statement of Financial Position:

	1 YEAR \$'000	2 YEARS \$'000	3 YEARS \$'000	4 YEARS \$'000	UNDIS- COUNTED TOTAL \$'000	CARRYING AMOUNT \$'000
2024						
Financial liabilities						
Payables	17 916	...	...	...	17 916	17 916
Total	17 916	...	...	...	17 916	17 916
	1 YEAR \$'000	2 YEARS \$'000	3 YEARS \$'000	4 YEARS \$'000	UNDIS- COUNTED TOTAL \$'000	CARRYING AMOUNT \$'000
2023						
Financial liabilities						
Payables	16 822	...	...	...	16 822	16 822
Total	16 822	...	...	...	16 822	16 822

(d) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. The primary market risk, that the Department is exposed to, is interest rate risk.

At reporting date, the interest profile of the Department's interest-bearing financial instruments was:

	2024 \$'000	2023 \$'000
Variable rate instruments		
Financial assets	65 019	70 945
Total	65 019	70 945

Sensitivity analysis of Department's Exposure to Possible Changes in Interest Rates

Changes in variable rates of 100 basis points at reporting date would have the following effect on the Department's profit or loss and equity:

	STATEMENT OF COMPREHENSIVE INCOME		EQUITY	
	100 BASIS POINTS INCREASE \$'000	100 BASIS POINTS DECREASE \$'000	100 BASIS POINTS INCREASE \$'000	100 BASIS POINTS DECREASE \$'000
30 June 2024				
Financial assets	650	(650)	650	(650)
Net sensitivity	650	(650)	650	(650)
30 June 2023				
Financial assets	709	(709)	709	(709)
Net sensitivity	709	(709)	709	(709)

This analysis assumes all other variables remain constant. The analysis was performed on the same basis for 2023.

13.2 Categories of Financial Assets and Liabilities

	2024 \$'000	2023 \$'000
Financial assets		
Cash and cash equivalents	102 384	126 677
Receivables measured at amortised cost	18 612	12 714
Other financial assets	5 603	2 227
Total	126 599	141 618
Financial liabilities		
Financial liabilities measured at amortised cost	17 916	16 822
Total	17 916	16 822

13.3 Net Fair Values of Financial Assets and Liabilities

Financial assets

The net fair values of cash and non-interest bearing monetary financial assets approximate their carrying amounts.

The net fair value of receivables are approximated by their carrying values.

Financial liabilities

The net fair values of payables and other financial liabilities are based on the amortised cost, which due to the short settlement period, equates to face value, when the Department becomes obliged to make future payments as a result of a purchase of assets or services.

Note 14: Details of Consolidated Entities

14.1 List of Entities

The following reporting entities have been consolidated by the Department:

- Teachers' Registration Board
- Office of Tasmanian Assessment, Standards and Certification

The Non-government Schools Registration Board

Although the above are separate reporting entities for administrative purposes, they operate as part of the Department and are reported in Output Group 3 – Education Regulation. These entities have separate financial statements prepared. For details of their financial activities please refer to their separate financial statements.

14.2 Statement of Payments for the Office of the Education Registrar

The Office of the Education Registrar (OER) was established under the *Education Act 2016*. Although the OER is an independent authority, for administrative purposes, it operates as part of the Department and is reported in Output Group 3 – Education Regulation. It is responsible for the registration and monitoring of home education in Tasmania, the Non-Government Schools' Registration Board, administering the non-government schools' registration process and for the operational aspects of the regulatory process and managing the compulsory conciliation conference for non-attendance at school. This disclosure is provided as there are no separate financial statements prepared for this entity.

	2024 \$'000	2023 \$'000
Salaries	2 157	1 951
Travel	89	131
Consultants	301	257
Maintenance and Property Services	228	237
Supplies and Consumables	68	105
Miscellaneous	58	78
Total Expenditure	2 901	2 759

Note 15: Notes to Administered Statements

For significant Accounting Policies in relation to material variances please refer to Note 3.

15.1 Explanations of Material Variances between Budget and Actual Outcomes

Material variances between budget estimates and actual outcomes for the administered statements for 2024 are considered material where the variance exceeds the greater of 10 per cent of Budget estimate and \$1.5 million. There are no material variances in the Administered Statements requiring explanation.

15.2 Administered Revenue from Government

For significant Accounting Policies relating to Administered Revenue from Government please refer to Note 5.1.

	2024 BUDGET \$'000	2024 ACTUAL \$'000	2023 ACTUAL \$'000
Continuing operations			
Appropriation revenue – recurrent	510 021	545 830	496 227
Total administered revenue from Government	510 021	545 830	496 227

15.3 Administered Grants and Subsidies

For significant Accounting Policies relating to Administered Grants and subsidies please refer to Note 7.4.

	2024 \$'000	2023 \$'000
Non-government schools: Grants by Australian Government		
Catholic Schools	272 372	249 429
Independent Schools	171 830	152 571
Other - Spectacles and Student Accommodation Assistance	86	103
Non-government schools: Grants by State Government		
Catholic Schools	61 021	56 526
Independent Schools	38 714	35 159
Non-government schools: Capital assistance		
Catholic Schools	1 123	1 049
Independent Schools	684	1 390
Total	545 830	496 227

15.4 Administered Accrued Revenue

For significant Accounting Policies relating to other accrued revenue please refer to Note 5.5.

	2024 \$'000	2023 \$'000
Accrued Revenue ¹	684	...
Total	684	...

*1 Funding for Non-government schools capital assistance

15.5 Administered Accrued Expenses

For significant Accounting Policies relating to other revenue please refer to Note 5.6.

	2024 \$'000	2023 \$'000
Accrued Expenses ¹	684	...
Total	684	...

*1 Non-government schools capital assistance

Note 16: Transactions and Balances Relating to a Trustee or Agency Arrangement

The Department acts under a trustee arrangement in the administration of certain library and student funds. These funds are neither administered nor controlled. Accordingly, they are not recognised in the financial statements. However, disclosure is made in aggregate of the amount collected and distributed to external parties during the reporting period and any amount undistributed on 30 June 2024.

ACCOUNT NAME	OPENING BALANCE 1 JULY 2023	NET TRANSACTIONS DURING 2023-24	CLOSING BALANCE 30 JUNE 2024 \$'000
Critchley Parker Junior Student Loan Fund	23	...	23
Sir John Morris Memorial Fund	1 262	135	1 397
TM Crisp Memorial Sporting Library	15	...	15
	1 300	135	1 435

Note 17: Events occurring after balance date

There have been no events subsequent to balance date which would have a material effect on the Department's financial statements as at 30 June 2024.

Note 18: Other Significant Accounting Policies and Judgements

18.1 Objectives and Funding

In October 2022, the Department for Education, Children and Young People was established, bringing together the functions of the Department for Education, and Child, Youth and Family Services from the former Department of Communities Tasmania.

The Department for Education, Children and Young People is responsible for the delivery of public early years and school education and library and archive services throughout Tasmania, as well as Youth Justice Services, Child Safety Services, Out of Home Care and Adoptions and Permanency Services. The Department is responsible to the Minister for Education, Hon Jo Palmer MP and the Minister for Children and Youth, Hon Roger Jaensch MP.

Further details on the divisions are provided in the Annual Report.

Departmental activities are classified as either controlled or administered.

Controlled activities involve the use of assets, liabilities, revenues, and expenses controlled or incurred by the Department in its own right. Administered activities involve the management or oversight by the Department on behalf of the Government, of items controlled or incurred by the Government, reported at Note 2.4.

The Department is a Tasmanian Government not-for-profit entity that is predominantly funded through Parliamentary appropriations. It also provides services on a fee for service basis, as outlined in Note 5.3. The financial report encompasses all funds through which the Department controls resources to carry on its functions.

Outputs of the Department

The individual outputs of the Department are provided under the following output groups:

Output Group 1: Education;

Output Group 2: Libraries Tasmania;

Output Group 3: Education Regulation;

Output Group 4: Children Services;

Output Group 5: Independent Children's and Young Persons' Review Service; and

Output Group 89: Public Building Maintenance Program.

Output Group 1: Education

Description – 1.1 In School Education

The services provided under this Output focus on the delivery of education to students in schools enrolled in classes from Kindergarten to Year 12. The purpose of this Output is to provide a range of educational services that will inspire and support all learners to succeed as connected, resilient, creative and curious thinkers.

Description – 1.2 Early Learning

This Output has three focus areas. The first, through the Education and Care Unit, is for approving and regulating education and care services (long day care, outside school hours care and family day care) under national legislation. It is also responsible for the licensing and monitoring of all other childcare services under the *Child Care Act 2001*. Grant funds are provided to eligible service providers as a contribution towards operating expenses and capital upgrades through the Education and Care Grants Program. The second focus of this Output relates to services delivered through Child and Family Learning Centres. The third focus area of this Output is the Working Together initiative with the Early Childhood Education and Care Sector to support free pre-school for children who are the most disadvantaged or vulnerable.

Output Group 2: Libraries Tasmania

Description

This Output provides for the lifelong learning of all Tasmanians through the delivery of information, education and training, literacy support and other community services through the Libraries Tasmania network and focuses on the provision of Tasmanian Information Services.

This Output also includes the management of Tasmania's Archival and Heritage Collection.

Output Group 3: Education Regulation

Description

This Output provides for the operation of the independent regulatory authorities for education including: the Teacher's Registration Board; Office of Tasmanian Assessment Standards and Certification; the Office of the Education Registrar; and the Non-Government Schools Registration Board. These authorities regulate and drive quality in the Tasmanian education system across all sectors including: government; Catholic; independent school sectors; some parts of the Vocational Education and Training sector; and Home Education.

Output Group 4: Children Services

Description – 4.1 Services for Children and Families

This Output provides services to children, young people and their families through a range of programs within the Strong Families Safe Kids Advice and Referral Line, the Child Safety Service, and Out of Home Care.

Description – 4.2 Services for Youth Justice

This Output provides services to children, young people and their families through a range of community youth justice and custodial youth justice programs, including the operations of the Ashley Youth Detention Centre.

Output Group 5: Independent Children's and Young Persons' Review Service

Description

This output Group includes the Commissioner for Children and Young People which is an independent statutory office established under the *Commissioner for Children and Young People Act 2016*. Activities provided in this Output include promoting the rights and wellbeing of children and young people and examining the policies, practices and services provided for children and any law affecting the health, welfare, care, protection and development of children.

18.2 Basis of Accounting

The Financial Statements are a general purpose financial report and have been prepared in accordance with:

- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board; and
- The Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016*.

The financial statements were signed by the Acting Secretary on 20 September 2024.

Compliance with the Australian Accounting Standards (AAS) may not result in compliance with International Financial Reporting Standards (IFRS) as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Department is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The financial statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. The accounting policies are consistent with the previous year.

The financial statements have been prepared as a going concern. The continued existence of the Department in its present form, undertaking its current activities, is dependent on Government policy and on continuing appropriations by Parliament for the Department's administration and activities.

The Department has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

18.3 Reporting Entity

The Financial Statements include all the controlled activities of the Department. The Financial Statements consolidate material transactions and balances of the Department and entities included in its output groups. Material transactions and balances between the Department and such entities have been eliminated.

The Office of Tasmanian Assessment, Standards and Certification, Office of the Education Registrar and Teachers' Registration Board transactions and balances are included in these financial statements.

18.4 Functional and Presentation Currency

These financial statements are presented in Australian dollars, which is the Department's functional currency.

18.5 Changes in Accounting Policies

a) Impact of new and revised Accounting Standards

In the current year, the Department has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board that are relevant to its operations and effective for the current annual reporting period. The Department has reviewed and where relevant adopted the following standards and amendments:

- AASB 2021-2 Amendments to AASB7, 101, 134 and AASB Practice Statement 2 Making Materiality Judgements – Disclosure of Accounting Policies;
- AASB 2021-2 Amendments to Australian Accounting Standards 108 – Definition of Accounting Estimates;
- AASB 2021-5 Amendments to Australian Accounting Standards – Deferred Tax related to Assets and Liabilities arising from a Single Transaction;
- AASB 2021-6 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards;
- AASB 17 Insurance Contracts; and
- AASB 2022-1 Amendments to Australian Accounting Standards – Initial Application for AASB 17 and AASB 9 Comparative Information.

There has been no material impact on the Department's financial results.

b) Impact of new and revised Accounting Standards yet to be applied

The Department has also reviewed Australian Accounting Standards and amendments available for early adoption but have not been applied in these financial statements. There is not expected to be any material financial impact from the adoption of those standards/ amendments in future periods.

In addition, In June 2023 the International Sustainability Standards Board (ISSB) issued the following standards:

STANDARD	REQUIREMENT	EFFECTIVE FOR ANNUAL REPORTING PERIODS BEGINNING ON OR AFTER
IFRS S1 General Requirements for Disclosure of Sustainability related Financial Information (IFRS S1)	IFRS S1 sets out overall requirements for sustainability-related financial disclosures with the objective to require an entity to disclose information about its sustainability-related risks and opportunities that is useful to primary users of general purpose financial reports in making decisions relating to providing resources to the entity.	1 January 2024
IFRS S2 Climate Related Disclosures (IFRS S2)	IFRS S2 sets out the requirements for identifying, measuring and disclosing information about climate related risks and opportunities that is useful to primary users of general purpose financial reports in making decisions relating to providing resources to the entity. In the first annual reporting period in which an entity applies IFRS S1, the entity is permitted to disclose information on only climate-related risks and opportunities (in accordance with IFRS S2).	1 January 2024

The Department has not early adopted the new standards issued by ISSB and commencing work in understanding the impact of the new standards.

18.6 Unrecognised Financial Instruments

The Department has no unrecognised financial instruments.

18.7 Foreign Currency

Transactions denominated in a foreign currency are converted at the exchange rate at the date of the transaction. Foreign currency receivables and payables are translated at the exchange rates current as at balance date.

18.8 Comparative Figures

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards.

Where amounts have been reclassified within the financial statements, the comparative statements have been restated.

Restructures of outputs within the Department (internal restructures) that do not affect the results shown on the face of the financial statements are reflected in the comparatives in the Output Schedule at Note 2.

The comparatives for administrative restructures are not reflected in the financial statements.

18.9 Rounding

All amounts in the financial statements have been rounded to the nearest thousand dollars unless otherwise stated. As a consequence, rounded figures may not add to totals. Amounts less than \$500 are rounded to zero and are indicated by the symbol "...".

18.10 Departmental Taxation

The Department is exempt from all forms of taxation except Fringe Benefits Tax and Goods and Services Tax (GST).

18.11 Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), except where the GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of GST.

The net amount recoverable, or payable, to the ATO is recognised as an asset or liability within the Statement of Financial Position.

In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the ATO is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

Statement of Certification

The accompanying financial statements of the Department for Education, Children and Young People and its related bodies are in agreement with the relevant accounts and records and have been prepared in compliance with Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016* to present fairly the financial transactions for the year ended 30 June 2024 and the financial position as at the end of the year.

At the date of signing, I am not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



Jenny Burgess
Acting Secretary
Date: 20 September 2024

Auditor's Report



Independent Auditor's Report

To the Members of Parliament

Department for Education, Children and Young People

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of the Department for Education, Children and Young People (the Department), which comprises the statement of financial position as at 30 June 2024 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, other explanatory notes and the statement of certification signed by the Secretary of the Department.

In my opinion, the accompanying financial statements:

- (a) present fairly, in all material respects, the Department's financial position as at 30 June 2024 and its financial performance and its cash flows for the year then ended
- (b) are in accordance with the *Financial Management Act 2016* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Department in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

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

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information in the Department's financial statements.

Responsibilities of the Secretary for the Financial Statements

The Secretary is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, and the financial reporting requirements of Section 42 (1) of the *Financial Management Act 2016*. This responsibility includes such internal control as determined necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Secretary is responsible for assessing the Department's ability to continue as a going concern unless the Department's operations will cease as a result of an administrative restructure. The assessment must disclose, as applicable, matters related to going concern and the appropriateness of using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Department's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Secretary.
- Conclude on the appropriateness of the Secretary's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material

uncertainty exists related to events or conditions that may cast significant doubt on the Department's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusion is based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Department to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Secretary regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Martin Thompson
Auditor-General
Tasmanian Audit Office

20 September 2024
Hobart

09

Appendices

Other annual reports

Allport Library and Museum of Fine Arts

The Allport Library and Museum of Fine Arts (the Allport) functions under the *Allport Library and Museum Fine Arts Agreement Act 1966*. It is managed by the Allport Library and Museum of Fine Arts Management Committee, as required under the *Libraries Act 1984*.

The Allport aims to:

- provide maximum access to the collection within the limits of preservation and security considerations
- maintain the highest standards in collection development and service
- encourage the Tasmanian community to participate in the development and preservation of the collection.

Management Committee

The term for the current committee membership term is from 1 July 2021 to 30 June 2024.

Committee members for the term were:

- Tim Bugg AM, Chair (nominated by the trustees of the estate of Henry Allport)
- Amanda Wojtowicz (nominated by the trustees of the estate of Henry Allport)
- Tony Brown (nominated by the Tasmanian Museum and Art Gallery's Board of Trustees)
- Cobus Van Breda (nominated by the Minister for Education)
- Patrick Gregory, Acting Executive Director, Libraries Tasmania (ex officio appointment).

Three meetings of the Management Committee were held in Hobart during 2023–2024:

- 13 July 2023
- 7 December 2023
- 18 April 2024.

Exhibitions

- *Fancy Dress: From tutus to cosplay* (10 March 2023–29 July 2023).
- *The vision of Dear Kate* (11 August 2023–11 November 2023).
- *Youth Speak Out: Travelling Exhibition* (24 November 2023–24 February 2024).
- *Voices from the Rivers and Rocks by Jenny Dean and Gaby Falconer* (15 March 2024–7 May 2024).

Lecture programs tours and events

Key to acronyms:

- Professional Historians Association – Tasmania (PHAT)
- Friends of the Allport (FOTA).

DATE	EVENT	ATTENDANCE
6 July 2023	<i>The Noble Savage in the Antipodes</i> , Greg Lehman (PHAT)	50
12 July 2023	<i>The Brilliant Career of Beattie Jordan</i> , Curator Penny C Wells (repeat talk) Penny Carey Wells	40
18 July 2023	<i>Uncle Bill: E.A. Wilson and the Discovery Expedition to Antarctica</i> (FOTA)	30
11 August 2023	<i>Dear Kate: The vision of the Mitchell women</i> , Jane Giblin –opening	68
15 August 2023	National Family History Month: <i>Mrs Allport is the Greatest Flirt in the Colony</i> (AFC's Journals) Kate Vermey	15
17 August – 28 October 2023	<i>Dear Kate: The vision of the Mitchell women</i> – exhibition workshops (x9)	90
22 August 2023	<i>Dear Kate: The vision of the Mitchell women</i> – talk and tour by Jane Giblin	6
22 September 2023	<i>Dear Kate: The vision of the Mitchell women</i> – talk and tour by Jane Giblin for Tasmanian Historical Research Association members	25
5 October 2023	<i>The Inception of Criminal Deportation in Colonial Australia</i>	25
10 October 2023	Friends of the Allport present Jane Giblin talk and tour of <i>Dear Kate</i> (repeat talk)	6
24 November 2023	<i>Youth Speak Out</i> – exhibition opening	59
28 November 2023	<i>Youth Speak Out</i> – floor talk	22
9 February 2024	<i>Landscape, Association, Empire: Imagining Van Diemen's Land</i> , speakers Greg Lehman, Toby Juliff and Elaine Stratford – book launch	55
5 March 2024	Cottage School exhibition tour by Caitlin Sutton	25
15 March 2024	<i>Voices from the Rivers and Rocks</i> by Margaretta Pos and Jenny Dean – exhibition opening	60

DATE	EVENT	ATTENDANCE
15 March 2024	<i>Voices from the Rivers and Rocks</i> by Jenny Dean, Gabrielle Falconer – artist talk	18
5 April 2024	<i>Voices from the Rivers and Rocks</i> – artist talk	18
2 May 2024	Friends of the Allport present <i>Anita Gowers: Public and private display of art in the nineteenth century</i>	35
10 May 2024	State Library of Tasmania tours to view Supreme Court of Tasmania documents	4
7 May–September 2024	Allport Library and Museum of Fine Arts closed during foyer renovations	-

Visits to the Allport Gallery, State Library and Tasmanian Archives Building

	2019–20	2020–21	2021–22	2022–23	2023–24
No. of visits	8,394 [^]	8,571 [^]	17,117 [*]	20,069	14,388 [#]

[^] Visitor numbers impacted by the COVID-19 pandemic.

^{*} An automatic door counter was installed on 17 June 2021 leading to more accurate visitor data.

[#] Visitor numbers were impacted by the Allport temporary closure from 7 May 2024 due to redevelopments on the Ground Floor at 91 Murray Street, Hobart, and the *Stories After Dark* event originally scheduled during *Dark MoFo* not taking place in 2024.

Significant acquisitions

ACCESSION NO.	DATE OF ACQUISITION	ARTIST/TITLE	FORMAT/DATE	PRICE	VENDOR
FA1431	23/08/2023	JW Newland	Daguerreotypes*	\$23,000	Warwick Oakman
FA1432	23/08/2023	(photographer)	1848		
FA1433	23/08/2023	Unknown			
FA1434	23/08/2023	Possibly Frederick Frith Possibly Frederick Frith			
FA1436	16/05/2024	GW Evans <i>Eastborne House</i>	Watercolour, 1820s	\$34,000	Day Fine Arts
FA1437	21/02/2024	William Swainson <i>Cottages near New Norfolk</i>	Pencil sketch, 1850s	\$2,200	Lawson's Auctioneers Fine Art Auction 15/2/24 LOT576

ACCESSION NO.	DATE OF ACQUISITION	ARTIST/TITLE	FORMAT/DATE	PRICE	VENDOR
FA1438	21/02/2024	William Swainson <i>Bridge at New Norfolk</i>	Pencil sketch, 1850s	\$2,200	Lawson's Auctioneers Fine Art Auction 15/2/24 LOT577
FA1439	21/02/2024	William Swainson <i>Cottage at New Norfolk</i>	Pencil sketch, 1850s	\$2,200	Lawson's Auctioneers Fine Art Auction 15/2/24 LOT578
FA1440	21/02/2024	William Swainson <i>Eagle Hawk near Tasmania</i>	Pencil sketch, 1850s	\$2,200	Lawson's Auctioneers Fine Art Auction 15/2/24 LOT575
FA1441	21/02/2024	William Swainson <i>Willow – Tasmania</i>	Pencil sketch, 5 March 1854	\$2,200	Lawson's Auctioneers Fine Art Auction 15/2/24 LOT579
FA1442	2/5/2024	Katherine Poulett Browne with contributions from Louisa Anne Meredith	c1870s–1880s	\$5,000	Stephen Blackwood

* A photograph taken by an early photographic process employing an iodine-sensitised silvered plate and mercury vapour.

Closing remarks

I would like to express my appreciation to my fellow members of the Allport Management Committee and the dedicated staff for their commitment to the Allport, including its collections, exhibitions, and events.

Additionally, I would like to extend my gratitude to the Friends of the Allport for their consistent support and unwavering dedication in our shared mission to enhance awareness, recognition, and engagement for the Allport Library and Museum of Fine Arts under the leadership of Amanda Wojtowicz.

On behalf of the Management Committee, I would like to record our heartfelt thanks and appreciation to Tim Bugg AM who served as Chair of the Management Committee from July 2012 until his passing in July 2023. Tim's generosity and leadership set the tone for an impressive period of activity during which many significant additions were made to the Allport collection. His dedication and vision will be fondly remembered and deeply missed.

Patrick Gregory

A/Executive Director Libraries Tasmania

State Library and Archives Trust

I am pleased to submit the 39th annual report of the State Library and Archives Trust (Trust).

The Trust is required by the *Libraries Act 1984* to administer any property acquired by the Trust through gift, bequest, or device for the advancement of library and/or archives knowledge in Tasmania.

The Trust awards grants aimed at assisting the professional development of librarians, archivists, and library and archives workers.

Trust membership

The term for the current Trust membership is from 1 February 2022 until 31 December 2024.

Current Trust members are:

- Ms Jan Richards AM, Chair State Library and Archives Trust
- Mr Patrick Gregory, Acting Executive Director, Libraries Tasmania
- Mr Ross Latham, Director – Collections and State Archivist, Libraries Tasmania
- Mr Brendan McManus, Minister's Legal appointee
- Ms Nicky Roberts, Public Trustee nominee (appointment process to be finalised).

Secretariat support for the Trust was provided by Libraries Tasmania.

Trust meetings

Four ordinary meetings of the Trust were held in Hobart during 2023–2024:

- 3 August 2023
- 6 December 2023
- 19 March 2024
- 30 May 2024.

Sir John Morris Memorial Trust Fund

Tasmanian librarians, archivists, and library workers can apply to receive funding from the Sir John Morris Memorial Trust Fund to attend professional development training, conferences and workshops.

With the support of the Sir John Morris Memorial Trust Fund, Tasmanian librarians, archivists and library workers from across a range of organisations attended a number of professional development conferences and workshops in 2023–2024, including:

- SWITCH Annual Conference of the New South Wales Public Libraries Association, Penrith, November 2023
- Australia Library and Information Association National Conference, Adelaide, May 2024.

The successful applicants prepared reports on their activities and made presentations to gatherings of library and archives professionals in order to share the knowledge gained through their participation.

Funding was also provided to University of Tasmania (UTAS) to assist with costs in delivering user experience training for UTAS Library staff, facilitated by expert researcher and former librarian, Andy Priestner.

A total of \$10,382 was made available to six grant recipients in accordance with the Trust Deed in the 2023–2024 financial year.

TM Crisp Memorial Sporting Library Fund

The Trust also administers the TM Crisp Memorial Sporting Library Fund which supports the purchase of sporting books for Tasmanian public and reference libraries.

During 2023–2024, the sum of \$775.70 (interest earned) was allocated to Libraries Tasmania for the purchase of books on topics such as cricket, tennis and other popular sporting activities.

Other business

The Trust agreed to a more proactive approach to providing funds to professional development in the library and archives sectors.

Up to two places will be funded at the Aurora Foundation Leadership Institute in 2025 through an expression of interest process managed by the Trust.

Opportunities to support library staff to undertake formal studies were investigated, leading to a review of the guidelines to more closely reflect the original Trust Deed.

Closing thanks

I thank all Trust members and Libraries Tasmania staff who provided secretariat support for their dedication and contribution to the success of the Trust and their ongoing support for its activities and initiatives.

I also wish to extend my sincere appreciation to Ms Gayle Cunningham, Public Trustee appointee, who resigned from the Trust in November 2023. I thank Ms Cunningham for her service to the Trust since August 2016.

Ms Jan Richards AM

Chair State Library and Archives Trust

Tasmanian Library Advisory Board

On behalf of the Tasmanian Library Advisory Board (TLAB), I am pleased to submit the 38th annual report, as required under the *Libraries Act 1984*.

Role and structure

The statutory role of TLAB, as defined by the Act, is to advise the Minister for Education (Minister) and the Secretary of the Department for Education, Children and Young People on matters relevant to the provision of public library services in Tasmania.

TLAB membership provides wide representation from the Tasmanian community and comprises a mix of rural and urban interests.

The term for the current board is 1 January 2022 to 31 December 2024.

Board membership

Ministerial nominees are:

- Ms Jan Butler
- Ms Jen Fitzgerald
- Dr Tim Jarvis
- Ms Mary Lijnzaad
- Ms Suzanne Martin
- Ms Jan Richards AM (Chair)
- Dr Dianne Snowden AM
- Mr Malcolm Wells

Local Government Association of Tasmania nominees are:

- Councillor Dick Adams OAM
- Dr Mary Duniam
- Councillor Beth Warren
- Ms Tasha Tyler-Moore

Representing the Secretary of the Department for Education, Children and Young People:

- Mr Patrick Gregory, Acting Executive Director Libraries Tasmania.

Board meetings

TLAB held four meetings during 2023–2024 at Hobart, Kingston, and Burnie libraries with members attending in person and online.

Meeting dates were:

- 31 September 2023
- 6 December 2023
- 19 March 2024
- 12 June 2024.

Major issues considered by the Board

Reconciliation

The Board acknowledged the momentum and importance of Libraries Tasmania's efforts to make their spaces and collections culturally safe for Aboriginal people.

They noted the dual naming of Kinimathatakinta / George Town Library and the deployment of Aboriginal Education Workers in libraries over the school holidays to deliver programs.

They were supportive of plans to improve the handling and description of culturally sensitive material in the State Library and Archives of Tasmania to improve cultural safety for Aboriginal people accessing our collections.

Archives Regulations

The Board noted planned changes to the Archives Regulations which are set to expire in September 2024.

The main change includes altering the wording of Regulation 8 to make it clearer and more defensible.

Regulation 8 gives instructions for decision making about the records of a government entity that has ceased to exist. This is especially important following the Commission of Inquiry.

The Board also noted that the department has committed to a full review of the *Archives Act 1984*, and that Regulation 8 will be added to the Act.

Tasmania Reads

The Board supported and participated in the second *Tasmania Reads* week in March 2024.

The week-long celebration of reading is curated by Libraries Tasmania and supported by community partners.

Together, libraries and community organisation hosted 66 events for 2,153 people, including book chats, author talks, and pop-up libraries.

Board members are looking forward to *Tasmania Reads* 2025, and to see how the campaign continues to grow.

Fellowships

The State Library and Archives of Tasmania offered two fellowships in 2024 – a Creative Fellowship, and a Research Fellowship.

Each Fellowship is valued at \$10,000 and includes special access to the cultural and archival collections.

The Fellowships extend the use of Libraries Tasmania collections by existing clients and introduce the wealth of material in our collections to new audiences.

Board members were involved in the selection process and awarded the Research Fellowship to Dr Richard Tuffin, and the Creative Fellowship to Dr Margaret Woodward.

Dr Tuffin is using the Tasmanian Archives to expand knowledge of Tasmanian convict sites, while Dr Woodward is creating a contemporary artistic response to the 1868 *Tasman Peninsular Semaphore Code Dictionary* held in the Tasmanian Archives.

Opening hours and Open Access Libraries

The Board supported Libraries Tasmania's plan to improve client access by expanding library opening hours at some sites and trialling Open Access Libraries in Devonport and Penguin.

Open Access Libraries allow members to access libraries at any time, including unstaffed periods.

The Board are enthusiastic about the improvement of library services, particularly in regional Tasmania, and are aware of existing access challenges which will be lessened by expanded opening hours throughout the state.

Strategic planning

The 2023–2024 financial year was a year of strategic planning for Libraries Tasmania and the TLAB.

The Board noted and gave feedback on Libraries Tasmania's new *Strategic Directions 2024–2027* and developed a new *TLAB Strategy and Action Plan* for the same period.

Priorities across both strategies include making library and archive spaces culturally safe, actively promoting Literacy and reading, and raising awareness of the State Library and Archives of Tasmania.

Closing statement

On behalf of my TLAB colleagues, I extend my thanks to staff at Libraries Tasmania who support our work by providing strategic briefings on issues of importance, organising meetings and papers and, importantly, delivering outstanding library and archive services to the Tasmanian community during a time of ongoing change.

I wish to sincerely thank Sue McKerracher for her contributions to Libraries Tasmania and TLAB, and welcome Patrick Gregory to the Board in his capacity as Acting Executive Director, Libraries Tasmania. I would also like to welcome Ms Tasha Tyler-Moore to the Board as a new representative of Local Government Association Tasmania.

I look forward to working with TLAB to provide advocacy and support for Libraries Tasmania under the new TLAB strategy, and help to raise its status as an important, culturally safe Tasmanian cultural institution and contemporary, inclusive, and well-recognised statewide library and archive service.

Ms Jan Richards AM

Chair Tasmanian Library Advisory Board

Abbreviations and Acronyms

ACRONYM	IN FULL
ACARA	Australian Curriculum, Assessment and Reporting Authority
ACF	Australian Childhood Foundation
ADR	Alternative Dispute Resolution
ALIA	Australian Library and Information Association
ARL	Advice and Referral Line
ASbA	Australian School-based Apprenticeships
AYDC	Ashley Youth Detention Centre
CFLC	Child and Family Learning Centre
CMP	Case Management Platform
CSS	Child Safety Service
DoE	Department of Education
DECYP	Department for Education, Children and Young People
DRIS	Decision Regulation Impact Statement
ECEC	Early Childhood Education and Care
FTE	full-time equivalent
GETI	Government Education and Training International Tasmania
GST	Goods and Services Tax
HESP	Home Education Summary and Program
ICT	Information and Communication Technology
ITS	Information Technology Services
LAT	Limited Authority to Teach
LIFT	Learning in Families Together
LiL	Launching into Learning
LOTE	Language other than English
MP	Member of Parliament

ACRONYM	IN FULL
NAPLAN	National Assessment Program – Literacy and Numeracy
NCCD	Nationally Consistent Collection of Data
NDIS	National Disability Insurance Scheme
NMS	National Minimum Standard
NQS	National Quality Standards
OER	Office of Education Registrar
OOHC	Out of Home Care
OSA	Office of the State Archivist
PAT	Progressive Achievement Tests
PCF	Principal Capability Framework
PDP	Performance and Development Plan
PESRAC	Premier’s Economic Social and Recovery Advisory Council
PIPS	Performance Indicators in Primary Schools
PISA	Program for International Student Assessment
PLI	Professional Learning Institute
PMO	Project Management Officer
PWAP	Principal Wellbeing Action Plan
RiMAC	Risk Management and Audit Committee
RATS	Rapid Antigen Tests
RTI	Right to Information
RTO	Registered Training Organisation
SSS	Student Support System
STEM	Science, Technology, Engineering and Mathematics
SRB	Schools Registration Board
TASC	Office of the Tasmanian Assessment, Standards and Certification
TCE	Tasmanian Certificate of Education
TFA	Teach for Australia
THEAC	Tasmanian Home Education Advisory Council

ACRONYM	IN FULL
TIMSS	Trends in International Mathematics and Science Study
TLAB	Tasmanian Library Advisory Board
TRB	Teachers Registration Board
TRMF	Tasmanian Risk Management Fund
UTAS	University of Tasmania
VET	Vocational Education and Training
VLC	Virtual Learning Centre
VLT	Virtual Learning Tasmania
WCAG	Web Content Accessibility Guidelines

Compliance index

This index identifies compliance with the statutory disclosure requirements for annual reporting of:

- *Education Act 2016*
- *Financial Management Act 2016*
- *State Service Act 2000*
- *Right to Information Act 2009*
- *Public Interest Disclosures Act 2002*
- *State Service Regulations 2021*
- various Treasurer's Instructions and whole-of-government directions
- National Education Agreement (2012).

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Publications and Websites

Publications

The following publications were produced by the department during 2023–2024 and are available from www.decyp.tas.gov.au or by contacting Communications Services via communications@decyp.tas.gov.au.

Aboriginal Education Services

- Voice to Parliament Referendum Classroom Guide
- palawa kani guide

Child and Family Services

- Child Protection Week postcards

Child and Youth Wellbeing

- 2023 Student Wellbeing and Engagement Survey – Statewide Report
- Sure Start Action Plan 2024
- Respectful Relationships Education Teaching and Learning Package: Years 11–12
- Respectful Relationships Education Teaching and Learning Package: Years 7–10
- Respectful Relationships Education Teaching and Learning Package: Foundation–Year 6
- Respectful Relationships Teaching and Learning Package: Early Years
- Child and Student Wellbeing Booklet and Postcard

Communication Services

- Department for Education, Children and Young People 2022–2023 Annual Report
- School Term Dates and Professional Learning Days 2024 Infosheet

Data, Systems and Insights

- Australian Early Development Census (AEDC) Report

Disability Services

- Supporting materials to support the Educational Adjustments Disability Funding Model

Early Years

- Child and Family Learning Centre Quality Improvement Tool, with a toolkit of supplementary resources.
- Resources to support Great Start resources including brochures and postcards
- Resources to support family and service partner's interaction with the Working Together program.

Education and Care

- Information sheets, newsletters and online resources to support quality, promote compliance and support the implementation of the National Quality Framework in education and care services and licencing requirements for child care services.

English as an Additional Language

- English as an Additional Language (EAL) Service Fact Sheet
- Facility Services
- North West Support School community engagement outcomes report
- New Youth Detention Facility community engagement outcomes report

Libraries Tasmania

A range of publications were produced by Libraires Tasmania's for campaigns and events, including for:

- Campaign – *Digital Skills*
- Campaign – *Libraries Tasmania Top 10s*
- Campaign – *National Family History Month*
- Campaign – *Studiosity*
- Campaign – *Tasmania Reads*
- Campaign – *Little Explorers*
- Exhibition – *Treasures of the State Library*
- Exhibition – *Dear Kate*
- Exhibition – *Youth Speak Out*
- Exhibition – *Voices from the Rivers and Rocks*
- A range of other publications including generic DLs, membership cards and signage

Office of Safeguarding Children and Young People

- *Safe. Secure. Supported. Our Safeguarding Framework* with supporting resources

Senior Secondary Provision

- Transition Planning Policy
- Transition Planning Procedure
- Transition Planning Quality Assurance Process
- Careerify – suite of flyers and promotional materials
- Professional Learning Packs – for new Senior Secondary Courses (2023)
- Set a New Course – marketing campaign for new Senior Secondary Courses (2023)
- Applied Capability Qualification – marketing campaign (2024)
- Use of Generative AI in DECYP Schools Policy
- Use of Generative AI in DECYP Schools Procedure
- May 2024 Update for Generative AI
- Academic Integrity Guide for DECYP Schools

Strategic Policy and Planning

- Inquiry into the national trend of school refusal and other matters: DECYP responses to questions on notice
- Youth Justice Blueprint 2024–2034: Keeping children and young people out of the youth justice system
- What we Heard Report by Community Engagement on Early Learning for Three Year Olds

Teaching and Learning

- DECYP Lifting Literacy Implementation Plan 2024–2026
- Lifting Literacy Implementation Plan 2024 Overview
- Resources to support the 2023 Premier’s Reading Challenge, including posters, bookmarks, reading logs and certificates
- Curriculum and assessment resources to support our teachers to implement Version 9 of the Australian Curriculum
- Online and printed material to support families with children in the early years:
 - Passport to Learning cards, pamphlets and posters
 - Launching into Learning Nursery Rhyme videos and Maxi Visits videos
 - Kindergarten Development Check – Information Sheet for Families
 - Kindergarten Development Check Markers – Information for Families
 - Kindergarten Development Check Markers – Aboriginal Perspective Cards
 - Kindergarten Development Check – Let’s Play Placemats
 - We Love Country – Re-run (2,500) for Libraries Tasmania and Schools

Youth Justice

- Tasmania’s Approach to Youth Justice Fact Sheet

Websites

WEBSITE NAME	URL
B4 Early Years Coalition	www.b4.education.tas.gov.au
PLI (Professional Learning Institute)	www.pli.education.tas.gov.au
Education and Care	www.educationandcare.tas.gov.au
Great Start	www.greatstart.tas.gov.au
Office of the Education Registrar	www.oer.tas.gov.au
STEM	www.stem.education.tas.gov.au
Strong Families, Safe Kids	www.strongfamiliesafekids.tas.gov.au
Senior Secondary Provision	https://9-12.education.tas.gov.au/
The Orb	www.theorb.tas.gov.au
DECYP public	www.decyp.tas.gov.au
GETI (Government Education and Training International)	www.study.tas.gov.au
TASC	www.tasc.tas.gov.au
Teachers Registration Board	www.trb.tas.gov.au
Tell Someone	www.tellsomeone.tas.gov.au
Respectful Relationships	www.respectfulrelationships.decyp.tas.gov.au
Anything Can Happen	www.anything.tas.gov.au
Careerify	www.careerify.tas.gov.au
Let's Talk	www.talk.tas.gov.au
Teaching and Learning Centre	tlc.decyp.tas.gov.au
DECYP Intranet	-
Emergency App	-
LIBRARIES TASMANIA SITES	
Libraries Tasmania	www.libraries.tas.gov.au
26Ten	www.26ten.tas.gov.au
26Ten Chat	www.26ten.tas.gov.au
Office of the State Archivist	www.informationstrategy.tas.gov.au

Tasmanian Government schools manage their own websites apart from a small number of sites hosted by a departmental multi-site solution.



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