

Department of Education and Training
Annual Report 2016 – 2017
Appendices

Appendices

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Appendix 1 Disclosure index

The annual report of the Department is prepared in accordance with all relevant Victorian legislation and pronouncements. This index has been prepared to facilitate identification of the Department's compliance with statutory disclosure requirements.

Table 1 – Disclosure index

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	<i>Financial Management Act 1994</i>	i

Appendix 2 Budget portfolio outcomes

The budget portfolio outcomes provide a comparison between the actual Financial Statements of all general government sector entities within the portfolio and the forecast financial information published in the 2016–17 Budget Paper No. 5 Statement of Finances (BP5).¹ The budget portfolio outcomes comprise the operating statements, balance sheets, cash flow statements, statements of equity and administered item statements.

The budget portfolio outcomes have been prepared on a consolidated basis and include all general government sector entities within the portfolio. Financial transactions and balances are classified into either controlled or administered categories as agreed with the Treasurer in the context of the published statements in BP5.

The following budget portfolio outcomes statements are not subject to audit by the Victorian Auditor General's Office and are not prepared on the same basis as the Department's financial statements as they include the consolidated financial information of the following entities:

- Department of Education and Training (including government schools)
- Adult, Community and Further Education Board
- Victorian Curriculum and Assessment Authority
- Victorian Registration and Qualifications Authority
- 12 TAFE institutes.

¹ Balance Sheet and equity amounts are restated to incorporate actual opening balances for 2016–17. This corresponds to the figures published in the 2017–18 BP5.

Comprehensive operating statement for the year ended 30 June 2017

Table 2 – Comprehensive operating statement for the year ended 30 June 2017

	2017 actual \$m	2017 budget \$m	Variation %	Variation \$m
Net result from continuing operations				
Income from transactions				
Output appropriations	12,184.3	12,149.1	0.3	35.1
Special appropriations	13.0	12.0	8.0	1.0
Interest	23.2	30.1	(23.0)	(6.9)
Sales of goods and services ²	559.4	774.4	(27.8)	(214.9)
Grants	17.2	6.1	182.5	11.1
Other income	609.8	606.8	0.5	3.0
Total income from transactions	13,406.8	13,578.5	(1.3)	(171.7)
Expenses from transactions				
Employee benefits	(6,780.2)	(6,936.3)	(2.3)	156.1
Depreciation and amortisation	(421.9)	(396.7)	6.3	(25.1)
Interest expense	(19.9)	(21.0)	(5.1)	1.1
Grants and other transfers	(1,045.9)	(1,019.9)	2.5	(26.0)
Capital asset charge ³	(1,467.4)	(1,317.4)	11.4	(150.0)
Other operating expenses ⁴	(3,305.3)	(3,798.3)	(13.0)	492.9
Total expenses from transactions	(13,040.6)	(13,489.6)	(3.3)	449.0
Net result from transactions (net operating balance)	366.2	88.9	312.0	277.3
Other economic flows included in net result				
Net gain/(loss) on non-financial assets	3.6	(0.3)	(1,235)	3.9
Net gain/(loss) on financial instruments and Statutory receivables/payables	(4.5)	(1.2)	277.1	(3.3)
Other gains/(losses) from other economic flows	85.0	(0.7)	(11,442.9)	85.7
Total other economic flows included in net result	84.1	(2.3)	(3,835)	86.3
Net result	450.3	86.6	420.0	363.7
Other economic flows—other comprehensive income				
Change in non-financial assets revaluation surplus ⁵	116.6	9.9	1,073	106.6
Adjustment to accumulated surplus/(deficit) due to a change in accounting policy	(2.2)	–	n/a	(2.2)
Other	3.1	–	n/a	3.1
Total other economic flows—other non-owner changes in equity	117.5	9.9	10.7	107.5
Comprehensive result	567.8	96.6	488.0	471.2

² The variance between the actual result and the published budget is mainly due to TAFE fee revenue being lower than budgeted.

³ The variance between the actual result and the published budget is mainly due to an upward revaluation of the Department's buildings.

⁴ The variance between the actual result and the published budget is mainly due to the timing of program delivery.

⁵ The variance between the actual result and the published budget is mainly due to upward revaluations of land in TAFEs.

Balance sheet as at 30 June 2017

Table 3 - Balance sheet as at 30 June 2017

	2017 actual \$m	2017 budget \$m	Variation (%)	Variation \$m
Assets				
Financial assets				
Cash and deposits	1,049.4	1,018.3	3	31.1
Receivables from government ⁶	2,025.1	1,650.5	23	374.6
Other receivables	122.8	161.1	(24)	(38.3)
Other financial assets	474.7	427.1	11	47.7
Total financial assets	3,672.0	3,256.9	13	415.1
Non-financial assets				
Inventories	1.6	1.8	(15)	(0.3)
Non-financial assets classified as held for sale, including disposal group assets	33.4	10.8	208	22.6
Property, plant and equipment	22,411.5	22,474.9	–	(63.3)
Investment properties	93.0	91.9	1	1.0
Intangible assets	73.8	56.1	32	17.7
Other	40.1	30.0	34	10.1
Total non-financial assets	22,653.4	22,665.6	–	(12.2)
Total assets	26,325.4	25,922.5	2	402.9
Liabilities				
Payables ⁷	694.0	478.7	45	215.3
Borrowings	406.8	395.7	3	11.2
Provisions	1,560.5	1,628.8	(4)	(68.3)
Total liabilities	2,661.3	2,503.2	6	158.2
Net assets	23,664.1	23,419.3	1	244.8
Equity				
Accumulated surplus/(deficit)	2,823.9	2,460.5	15	363.3
Reserves	11,422.1	11,314.2	1	107.8
Contributed capital	9,418.1	9,644.6	(2)	(226.4)
Total equity	23,664.1	23,419.3	1	244.8

⁶ The variance between the actual result and the published budget mainly reflects the timing of the drawdown in the State Administration Unit. The State Administration Unit balance is impacted by movements in prepayments and other financial assets, payables, employee benefits and other provisions.

⁷ The variance between the actual results and the published budget is mainly due to higher accruals/payables for various programs including corporate capital works, facilities construction, registered training organisations, prepaid international tuition fees and backdated salary increase accrual under EBA 2017.

Statement of cash flows for the year ended 30 June 2017

Table 4—Statement of cash flows for the year ended 30 June 2017

	2017 actual \$m	2017 budget \$m	Variation%	Variation \$m
Cash flows from operating activities				
Receipts				
Receipts from government	10,471.6	12,272.1	(15)	(1,800.5)
Receipts from other entities	522.1	696.5	(25)	(174.4)
Interest received	23.3	30.1	(23)	(6.8)
Other receipts	703.8	685.7	3	18.0
Total receipts	11,720.7	13,684.4	(14)	(1,963.7)
Payments				
Payments of grants and other transfers	(1,030.6)	(1,017.9)	1	(12.8)
Payments to suppliers and employees	(9,908.0)	(10,669.1)	(7)	761.0
Capital asset charge	(1,467.4)	(1,317.4)	11	(150.0)
Interest and other costs of finance paid	(20.3)	(20.9)	(3)	0.6
Total payments	(12,426.4)	(13,025.2)	(5)	598.8
Net cash flows from/(used in) operating activities	(705.7)	659.2	(207)	(1,364.9)
Cash flows from investing activities				
Net investments	(52.3)	(5.2)	9.0	(47.1)
Payments for non-financial assets	(678.9)	(850.5)	(0.2)	171.6
Proceeds from sale of non-financial assets	9.6	2.5	2.9	7.2
Net loans to other parties	2.0	1.4	0.4	0.6
Net cash flow from/(used in) investing activities	(719.6)	(851.8)	(16)	132.3
Cash flows from financing activities				
Owner contributions by State Government	31.6	242.3	(87)	(210.7)
Repayment of finance leases	(5.1)	(6.4)	(21)	1.3
Net borrowings	1,454.2	(19.0)	(7,772)	1,473.1
Net cash flow from/ (used in) financing activities	1,480.7	217.0	582	1,263.7
Net increase/(decrease) in cash and cash equivalents	55.4	24.3	128	31.1
Cash and cash equivalents at the beginning of the financial year	993.9	993.9	—	—
Cash and cash equivalents at the end of the financial year	1,049.4	1,018.3	3	31.1

Statement of changes in equity for the year ending 30 June 2017

Table 5 - Statement of changes in equity for the year ending 30 June 2017

	Accumulated surplus/ (deficit) \$m	Contributions by owner \$m	Revaluation surplus \$m	Other reserves \$m	Total equity \$m
Actual					
Opening balance at 1 July 2016	2,373.9	9,402.2	11,302.6	1.6	23,080.4
Comprehensive result	450.3	–	116.6	–	566.9
Transactions with owners in their capacity as owners	–	15.9	–	–	15.9
Adjustment due to change in accounting policy	(2.2)	–	–	–	(2.2)
Other	1.9	–	–	1.2	3.1
Closing balance 30 June 2017	2,823.9	9,418.1	11,419.2	2.9	23,664.1
Budget					
Opening balance 1 July 2016	2,373.9	9,402.2	11,302.6	1.6	23,080.4
Comprehensive result	86.6	–	9.9	–	96.6
Transactions with owners in their capacity as owners	–	242.3	–	–	242.3
Closing balance 30 June 2017 (Published Budget)	2,460.5	9,644.6	11,312.6	1.6	23,419.3
Variance to budget					
Opening balance at 1 July 2016	–	–	–	–	–
Comprehensive result	363.7	–	106.6	–	470.3
Transactions with owners in their capacity as owners	–	(226.4)	–	–	(226.4)
Adjustment due to change in accounting policy	(2.2)	–	–	–	(2.2)
Other	1.9	–	–	1.2	3.1
Closing balance 30 June 2017	363.3	(226.4)	106.6	1.2	244.8
Variance (%)	15	(2)	1	73	1

Administered items statement for the year ended 30 June 2017

Table 6 - Administered items statement for the year ended 30 June 2017

	2017 Actual \$m	2017 Budget \$m	Variation (%)	Variation \$m
Administered income				
Sale of goods and services	71.1	3.0	2,257	68.1
Grants	3,032.4	3,036.1	–	(3.7)
Other income	1.9	1.9	–	–
Total administered income	3,105.5	3,041.0	2	64.4
Administered expenses				
Expenses on behalf of the State	(0.9)	–	n/a	(0.9)
Grants and other transfers	(3,030.0)	(3,036.3)	–	6.3
Payments into the Consolidated Fund	(80.0)	(37.7)	112	(42.3)
Total administered expenses	(3,110.0)	(3,074.0)	1	(36.0)
Income less expenses	(5.4)	(32.9)	(84)	27.6
Other economic flows included in net result				
Net gain/(loss) on non-financial assets	8.1	33.0	(76)	(24.9)
Total other economic flows included in net result	8.1	33.0	(76)	(24.9)
Net result	2.7	0.1	5,306	2.7
Comprehensive result	2.7	0.1	5,306	2.7
Administered assets				
Receivables	16.2	13.6	20	2.7
Other financial assets	1.3	1.3	–	–
Property, plant and equipment	–	–	n/a	–
Total administered assets	17.6	14.9	18	2.7
Administered liabilities				
Payables	–	–	n/a	–
Total administered liabilities	–	–	n/a	–
Net assets	17.6	14.9	18	2.7

Appendix 3 Statutory bodies' reports

Children's Services Coordination Board

The Children's Services Coordination Board was established in 2005 under the *Child Wellbeing and Safety Act 2005*. It brings together key decision-makers across the Victorian Government to ensure the coordination of activities affecting children. The role of the Children's Services Coordination Board is to sponsor and oversee coordination of effort across different Victorian Government services and policies where this is needed to improve outcomes for children and young people, particularly those vulnerable to harm, disadvantage or social exclusion.

The board has responsibility for monitoring the establishment and progress of Children and Youth Area Partnerships in eight areas of the state. The partnerships have a focus on vulnerable children and families as well as youth disengagement.

The board reports annually to the Minister for Families and Children on how Victoria's children and young people are faring through The State of Victoria's Children reports. These draw on data available through the Victorian Child and Adolescent Monitoring System.

The Children's Services Coordination Board met four times in 2016–17. The Department provides secretariat support to the board. Members are shown below.

Table 7 – Children's Services Coordination Board members

Children Services Coordination Board members at 30 June 2017

Ms Gill Callister (Chair), Secretary, Department of Education and Training
Mr Graham Ashton, Chief Commissioner, Victoria Police
Mr Chris Eccles, Secretary, Department of Premier and Cabinet
Mr David Martine, Secretary, Department of Treasury and Finance
Ms Kym Peake, Secretary, Department of Health and Human Services
Mr Greg Wilson, Secretary, Department of Justice and Regulation

Victorian Children's Council

The Victorian Children's Council was established under the Child Wellbeing and Safety Act. The council supports the Premier and the Minister for Families and Children with expert independent advice relating to policies and services that enhance the health, wellbeing, development and safety of children.

Council members are recognised experts in children's policies and services. They have been selected as individuals, not as representatives of their organisations or sectors. The council's mandate is to be forward-looking, acting as an adviser to the Victorian Government on how to meet key challenges facing Victorian families and improve outcomes for children. The council is particularly concerned with the problems faced by children who are vulnerable and at risk of poor developmental, learning or longer term life outcomes.

The council actively engages with the Victorian Government in planning to help families give their children the best start in life and to support young people in the transition to adulthood. It is involved in helping Victorian government departments build a stronger evidence base and understanding of how to improve child outcomes and opportunities.

The council held six meetings in 2016–17, with additional meetings of working groups when needed. The Department provides secretariat support to the Victorian Children's Council.

During the year, three members' terms were renewed and one member resigned from the council. The 11 members at 30 June 2017 are listed in the table below.

Table 8 – Victorian Children's Council members

Victorian Children's Council members at 30 June 2017	
Professor Frank Oberklaid OAM (Chair)	Director, Centre for Community Child Health
Ms Sandie de Wolf AM (Deputy Chair)	Chief Executive Officer, Berry Street Victoria
Ms Muriel Bamblett AM	Chief Executive Officer, Victorian Aboriginal Child Care Agency
Ms Heather Barnes OAM	Early childhood training consultant
Ms Carmel Guerra	Chief Executive Officer, Centre for Multicultural Youth
Mr David Huggins	Formerly Assistant Director, Student Services, Catholic Education Office
Mr Rob Spence	Chief Executive Officer, Municipal Association of Victoria
Ms Kerry Stubbings	Director of Community Services, City of Knox
Professor Marie Connolly	Chair and Head of Social Work, University of Melbourne
Doctor Susana Gavidia-Payne	Associate Professor, RMIT University
Professor Collette Tayler	Chair of ECEC, Melbourne Graduate School of Education, University of Melbourne

Disciplinary Appeals Boards

The Disciplinary Appeals Boards were established in 2005 following an amendment to the *Teaching Service Act 1981* and are empowered under the *Education and Training Reform Act 2006* to hear and determine appeals in relation to decisions of the Secretary of the Department of Education and Training made under sections 2.4.59F and 2.4.61 of the Act.

The Senior Chairperson of the Merit Protection Board administers the Disciplinary Appeals Boards and selects members to constitute the boards as required. The Merit Protection Boards' staff provide administrative support to the Disciplinary Appeals Boards.

Each Disciplinary Appeals Board comprises a chairperson, a secretary's nominee and a minister's nominee.

The Disciplinary Appeals Boards had three appeals pending at 1 July 2016 and received a further four appeals by 30 June 2017.

Chairpersons, nominated by the Secretary, were appointed under Sections 2.4.73(2)(a) and 2.4.74 of the Education and Training Reform Act. It is a requirement that chairpersons have been admitted to legal practice in Victoria for not less than five years. Chairpersons of the Disciplinary Appeals Boards are shown in table 44.

Secretary's nominees, who have knowledge and experience in education, education administration or public sector administration, were appointed under Sections 2.4.73(2)(c) and 2.4.74 of the Education and Training Reform Act. Secretary's nominees are shown below.

Minister's nominees, who are officers in the teaching service, were appointed under Sections 2.4.73(2)(b) and 2.4.74 of the Education and Training Reform Act. Minister's nominees are shown below.

Table 9 - Disciplinary Appeals Boards nominees

Chairpersons of the Disciplinary Appeals Boards from 1 August 2015

Dr Peter Condliffe	Mr Peter Harris	Ms Jo-Anne Mazzeo
Mr Russell Daily	Ms Catherine Healy	Mr William O'Shea
Mr Phillip Davies	Mr Robert Howard	Ms Paula Robinson
Ms Annette Eastman	Mr Peter Kempson	Mr Ian Scott
Ms Leneen Forde		

Secretary's nominees to the Disciplinary Appeals Boards from 1 August 2015

Mr David Alsop	Dr Richard Gould	Mr Peter Norden
Mr Ian Bentley	Mr Russell Isaac	Mr Brian O'Dea
Mr Ross Bevege	Mr Robert Loader	Ms Karen O'Dowd
Ms Claire Bolster	Ms Marilyn McMahon	

Minister's nominees to the Disciplinary Appeals Boards from 1 August 2015

Mr Christopher Chant	Ms Sandra Greenhill	Mr Wayne Smith
Ms Janet Evison	Mr Stephen McGarrigle	Ms Karen Terry
Mr David Finnerty	Ms Maureen O'Flaherty	Ms Rhonda Warburton
Ms Leonie Fitzgerald	Mr Dennis Pratt	

Chairpersons of the Disciplinary Appeals Boards from 23 August 2016

Ms Jordana Millman

Secretary's nominees to the Disciplinary Appeals Boards from 23 August 2016

Ms Vicki Augustinus	Ms Michonne Van Reese	Ms Lola Wenn
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Minister's nominees to the Disciplinary Appeals Boards from 23 August 2016

Ms Vincenzina (Enza) Calabro	Ms Moira Findlay	Ms Glenda Splatt
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Merit Protection Boards

The Merit Protection Boards were established in 1993 under the Teaching Service Act and are currently empowered by the Education and Training Reform Act to:

- advise the Minister for Education about principles of merit and equity to be applied in the teaching service
- hear reviews and appeals in relation to decisions made under the Education and Training Reform Act (except Part 2.4 Divisions 9A and 10) or any other Act
- advise the Minister or the Secretary about any matter referred to them by the Minister or the Secretary relating to merit and equity in the teaching service
- hear reviews and appeals in relation to any decision prescribed by the regulations or Ministerial Order, as appropriate
- hear reviews and appeals in relation to any decision of the Secretary if the Secretary has delegated his or her function or power to hear reviews and appeals to a Merit Protection Board.

The Senior Chairperson, Mr Peter Hibbins, is a full-time member of the Merit Protection Boards. Ms June Weir is Registrar for the boards and there are three administrative officers who support their work.

Access to the Merit Protection Boards is available to employees of the Department and members of the teaching service, including principals, teachers and school-based non-teaching staff.

Grievances of the Department lodged by Victorian Public Service staff are heard by a Review of Action Board. The senior chairperson establishes the Review of Action Boards, which make recommendations to the Secretary of the Department. In the event that the senior chairperson does not sit on the Review of Action Board, the board will make a recommendation to the senior chairperson, who in turn will make the recommendation to the Secretary.

The Merit Protection Boards and Review of Action Boards provide an independent mechanism to hear appeals and grievances for Department employees and associated statutory authorities in education.

Appeals and grievances may be regarding transfer and promotion, leave, change of time fraction of working hours, outcomes of performance reviews, outcomes of local complaints and other personal management decisions.

Appeals and grievances may be heard in the metropolitan area and regional centres, as appropriate.

Members of the Merit Protection Boards and Review of Action Boards have a duty to act as individuals in an independent and objective manner in fairly hearing and determining appeals and grievances. The hearing procedures of both boards are consistent with the principles of procedural fairness.

Table 10 – Members of the Merit Protection Boards**Chairpersons of the Merit Protection Boards to 21 September 2016**

Mr Peter Hibbins (Senior Chairperson, full-time)	Dr Mary Cannon	Ms Leonie Fitzgerald
Ms Rowena Archer	Ms Anne Dalton	Ms Karen O'Dowd
Ms Vincenzina Calabro	Ms Kerrie Dowsley	Dr Jenny Wajsenberg
Mr Rick Gervasoni	Ms Angeliki Karvouni	

Secretary's nominees to the Merit Protection Boards to 21 September 2016

Ms Clare Berger	Mr David Green	Mr Michael Kennedy
Ms Tanya Burton	Ms Sandra Greenhill	Mr Matthew McKittrick
Ms Judy Curson	Mr Vernon Hilditch	Mr Dean McLean
Ms Janet Evison	Ms Karen Hutchinson	Mr Wayne Smith
Mr David Finnerty	Ms Alison Ivey	Ms Katrina Tenson

Minister's nominees to the Merit Protection Boards to 21 September 2016

Ms Fiona Anderson	Ms Lynette Hannon	Ms Leanne Preece
Mr Nathan Chisholm	Ms Julie Hommelhoff	Ms Glenda Splatt
Ms Louise Chocholis	Ms Susan Mattingley	Ms Meredith Stephenson
Ms Lorraine Dell	Mr Brett Miller	Mr Warren Wills
Mr Ian Dendle		

Chairpersons of the Merit Protection Boards from 22 September 2016

Mr Peter Hibbins (Senior Chairperson, full-time)	Mr David Finnerty	Mr Wayne Smith
Mr Neil Campbell	Mr Vernon Hilditch	
Dr Mary Cannon	Ms Jo-Anne Mazzeo	

Secretary's nominees to the Merit Protection Boards from 22 September 2016

Ms Rowena Archer	Ms Meaghan Cook	Ms Alison Ivey
Ms Kate Atkin	Mr Ian Dendle	Mr Matt McKittrick
Ms Clare Berger	Ms Janet Evison	Mr Dean McLean
Ms Melissa Bray	Mr Rick Gervasoni	Ms Leanne Preece
Ms Tanya Burton	Ms Sandra Greenhill	Ms Paula Robinson
Mr Roger Chao	Mr Andrew Harnett	Ms Wendy Sengotta
Ms Louise Chocholis	Ms Karen Hutchinson	Ms Rhonda Warburton

Minister's nominees to the Merit Protection Boards from 22 September 2016

Mr Steven Adams	Ms Rebekah Fewkes	Mr George Porter
Mr Andrew Bennett	Ms Lynette Hannon	Ms Susan Seneviratne
Ms Rachel Carlyon	Ms Sally Lasslett	Ms Glenda Splatt
Mr Nathan Chisholm	Ms Susan Mattingley	Ms Meredith Stephenson
Mr Jason Coningsby	Ms Alison Murphy	Mr Aaron Wolanuik
Ms Tracey Cronin	Ms Natalie Nelson	Mr Chris Woodhouse

Appeals and grievances

Table 11 – Teaching service appeals and grievances 2016–17

Category	Received		Upheld and partially upheld		Conciliated		Disallowed		Withdrawn		Abandoned, lapsed, no grounds, no jurisdiction or out of time		Pending		Total	
	Male / Female	F	M	F	M	F	M	F	M	F	M	F	M	F		M
Personal ⁸		81	29	22	2	8	4	18	12	11	4	16	5	6	2	110
Selection		9	12	1	0	0	0	0	3	2	0	6	9	0	0	21
Total		90	41	23	2	8	4	18	15	13	4	22	14	6	0	131

Table 12 – Public service appeals and grievances 2016–17

Category	Received		Upheld		Disallowed		Withdrawn		Abandoned		Pending		Total	
	Male / Female	F	M	F	M	F	M	F	M	F	M	F		M
Personal		9	2	3	1	4	0	1	0	1	0	0	1	11
Selection		3	2	2	0	1	1	0	1	0	0	0	0	5
Total		12	4	5	1	5	1	1	1	1	0	0	1	16

⁸ A wide range of issues were raised in personal grievances. Most concerned claims of leave applications being declined, complaints not being managed in accordance with Departmental policy, and those relating to staff being declared excess.

Merit protection training

It is a requirement that all of the Department's recruitment and promotion selection panels include a merit-trained employee as a member. To facilitate this, the Merit Protection Boards provide training in the principles of merit and equity for members of the teaching service and public service staff.

The programs are conducted statewide and are supported by the Department by senior Departmental staff delivering the sections of training that focus on human resource policies. In 2016–17, the board conducted 28 seminars and provided training for 974 members of the teaching service and public service staff.

Table 13 – Number of employees trained by region (includes reaccreditation)

Region	Principals	Teachers	Education Support Class	Victorian Public Service	Total
North Eastern Victoria	20	121	12	7	160
North Western Victoria	29	127	24	12	192
South Eastern Victoria	18	87	19	9	133
South Western Victoria	42	191	34	2	269
Central	1	4	1	214	220
Total	110	530	90	244	974

Other activities

The Merit Protection Boards provided advice to the Department on merit and equity issues in relation to major policy initiatives in response to requests, as well as advice when existing policies and procedures were being reviewed.

The senior chairperson accepted invitations to address groups of principals, field officers of the principals' associations and the Australian Education Union and regional staff about the workings of the Merit Protection Boards.

Senior Merit Protection Board staff deliver statewide training programs for principals, members of the teaching service and public service staff on the legislative and policy requirements for human resource management within the Department.

Information about appeal and grievance processes and merit protection accreditation programs is available on the Merit Protection Boards' website at www.mpb.vic.gov.au.

Appendix 4 Acronyms and abbreviations

AASB	Australian Accounting Standards Board
ABS	Australian Bureau of Statistics
ACFE	Adult and Committee Further Education Board
AEDC	Australian Early Development Census
AMES	Adult Multicultural Education Services
ARC	Audit and Risk Committee
BAU	Business As Usual
BP3	Budget Paper No. 3
BP4	Budget Paper No. 4
CAC	Capital Asset Charge
CAE	Centre for Adult Education
COAG	Council of Australian Governments
CPA	Certified Practising Accountants
Department	Department of Education and Training
DPC	Department of Premier and Cabinet
DTF	Department of Treasury and Finance
ECEC	Early Childhood Education and Care
ECSEG	Early Childhood and School Education Group
EMS	Environmental Management System
ESK	Early Start Kindergarten
FISO	Framework for Improving Student Outcomes
FOI	Freedom of Information
FRD	Financial Reporting Direction
FTE	Full-time Equivalent
GST	Goods and Services Tax
HESG	Higher Education and Skills Group
IBAC	Independent Broad-based Anti-corruption Commission
ICT	Information and Communication Technology
IFSG	Infrastructure and Finance Services Group
IMTC	Information Management and Technology Committee
KAS	Key Age and Stage
LLEN	Local Learning and Employment Network
MCH	Maternal and Child Health
NAPLAN	National Assessment Program—Literacy and Numeracy
NQF	National Quality Framework
NQS	National Quality Standards
NQSA1	National Quality Standard Area 1
NQSA6	National Quality Standard Area 6
PEC	Performance and Evaluation Committee
PESG	People and Executive Services Group
PIC	Policy and Implementation Committee
PISA	Programme for International Student Assessment
PPC	Procurement and Probity Committee
PRG	Policy Reform Group
PSD	Program for Students with Disabilities
RSG	Regional Services Group
RTO	Registered Training Organisation
SEHQ	School Entrance Health Questionnaire
STEM	Science Technology Engineering and Mathematics
SWL	Structured Workplace Learning

TAFE	Technical and Further Education
TIMSS	Trends in International Mathematics and Science Study
VAEAI	Victorian Aboriginal Education Association Incorporated
VAGO	Victorian Auditor-General's Office
VCAA	Victorian Curriculum and Assessment Authority
VCAL	Victorian Certificate of Applied Learning
VCAT	Victorian Civil and Administrative Tribunal
VET	Vocational Education and Training
VEYLDF	Victorian Early Years Learning and Development Framework
VGPB	Victorian Government Purchasing Board
VGV	Valuer-General Victoria
VIT	Victorian Institute of Teaching
VPS	Victorian Public Service
VRQA	Victorian Registration and Qualifications Authority
VSBA	Victorian School Building Authority
WDCC	Workforce Development and Culture Committee

Appendix 5 Grants and transfer payments (other than contributions by owners)

Table 14 – Department grant and transfer payments by activity

Grant	Payment \$
Anaphylaxis Support & Advisory Line	105,000
Apprenticeship Completions Project	640,000
Apprenticeship Support Officer Program	2,589,055
Association of Business Managers in Victorian State Schools, ES Relief Program	50,700
Asylum Seeker VET Program Grant	330,160
Back to Work Reconnect	7,861,987
Ballarat Future Innovation Community Space	543,000
Careers and Pathways	654,227
Children's Facilities Capital Grants	14,890,000
Children's Week Grants	50,780
Country Education Project	28,874
Curriculum Maintenance Managers	1,600,000
Doctors in Secondary Schools - Primary Health Networks Service Agreements	477,136
Drought Response Traineeships	477,093
Education Week Grants	35,059
Gifted Education—Regional seminars for parents and teachers of gifted students	49,663
Group Schemes—Overheads & Policy Initiatives	2,556,100
Implementation of the Victorian framework for selection into initial teacher education	340,000
Knox Innovation, Opportunity and Sustainability Centre	342,362
Koorie Youth Council	25,059
Languages Education	9,581,666
Local Learning and Employment Networks (LLEN)	8,354,699
Monash Alexander Theatre	4,000,000
Multicultural Education to enhance social cohesion and cultural competence	75,556
Museum Victorian, Star 6 Program at Scienceworks	100,000
Navigator Pilot Program	1,535,067
Office of the Victorian Skills Commissioner	28,761
Organisation/peak association support	1,936,375
Powerful Learning and Teaching project	181,818
Principals as Literacy Leaders Professional Learning Program	120,000
Professional Learning Communities Support Grants	1,993,081
Refugee Education Support	2,961,515
right@home licence	356,400
School Breakfast Clubs Program	3,195,000
Science Graduate Scholarships Program	464,000
SEHQ Enhancement Project	239,450
Sir John Monash Foundation to establish a Victorian Government Sir John Monash Scholarship in perpetuity.	500,000
Skills and Jobs Centres	495,000
Skills First TAFE Community Service funding (TAFE Rescue Fund (Operating))	43,622,324
Specialised Teaching Equipment Fund	10,000,000
State Schools' Relief Affordable Uniforms	4,290,000
State Schools' Relief Glasses for kids program	132,000
STEM programs	1,625,000

Grant	Payment \$
Stephanie Alexander Kitchen Garden Program	500,000
Stronger TAFE Fund (TAFE Supplementary funding)	107,000,000
Structured Workplace Learning	3,681,570
Student Teacher Rural Placement Programs (Grants to Universities)	160,000
Student Voice to promote student involvement in learning, teaching and schooling	95,604
Support for Deaf and Hard of Hearing Program	419,301
Supporting Victoria's Industry Advisory Bodies	2,100,000
TAFE Boost fund	91,500,000
TAFE Organisational Capability Development Program Grant	700,000
TAFE Rescue Fund (Capital)	42,000,000
TAFE Structural Adjustment Fund (Capital)	10,854,000
TAFE Structural Adjustment Fund (Operating)	12,940,000
Teach for Australia	98,000
Teaching Scholarships Program	100,000
Tech School funding agreements and other grants	22,192,126
Training Package Programs	563,870
Training Participation and Facilitation Fund	10,278,267
VET pathway into initial teacher education	50,000
VET Professional Development)	2,990,000
Victorian Aboriginal Child Care Agency	35,208
Victorian Aboriginal Children and Young People's Alliance (auspiced by VACCHO)	85,737
Victorian Aboriginal Education Association Incorporated (VAEAI) Common Funding Agreements (2)	3,688,816
Victorian Clontarf Football Academies	594,000
Victorian Institute of Teaching—Effective Mentoring program	120,000
Vocational Education	1,001,000
Vocational training Fellowships	608,000
Wellbeing and Health Programs	5,268,130
Workforce training innovation Fund	594,840