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#### Acknowledgement

The department proudly acknowledges Victoria’s First Nations communities as the Traditional Owners of the unceded lands, waters and skies, and pays respect to all Elders past and present.

We recognise First Nations people as Victoria’s first educators, artists and scientists, and we value the ongoing contribution of First Nations people and communities to Victorian life and how this enriches us all.

We also commit to work together to deliver the Victorian Government’s commitment to self-determination, Truth and Treaty.

#### Language statement

Throughout this document the terms ‘Koorie’ or ‘First Nations’ are used to refer to both Aboriginal and Torres Strait Islander people. Use of the terms ‘Aboriginal’ or ‘Aboriginal and Torres Strait Islander’ are retained in the names of programs and data references.



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# Introduction

Financial Reporting Direction 22 requires that the Department of Education’s Accountable Officer retains specific information and makes it available on request to ministers, members of parliament and members of the public, subject to the provisions of the Freedom of Information Act 1982.

The Department of Education (the department) chooses to make the information available in this Additional Information report and the Department of Education 2023–24 Annual Report. Both reports are available on the department’s [*Annual reports webpage*](https://www.vic.gov.au/department-education-annual-reports).

This Additional Information report includes:

* a statement that declarations of pecuniary interests have been duly completed by all relevant officers
* details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
* details of publications produced by the department about itself, and how these can be obtained
* details of changes in prices, fees, charges, rates and levies charged by the department
* details of any major external reviews carried out on the department
* details of overseas visits undertaken, including a summary of the objectives and outcomes of each visit
* details of major promotional, public relations and marketing activities undertaken to develop community awareness of the department and its services
* a general statement on industrial relations within the department and details of time lost through industrial accidents and disputes
* a list of major committees sponsored by the department, the purposes of each committee and the extent to which the purposes have been achieved
* details of all consultancies and contractors, including:
	+ consultants and contractors engaged
	+ services provided
	+ expenditure committed for each engagement.

Financial Reporting Direction 22 also requires details about:

* major research and development activities undertaken by the department
* assessments and measures undertaken to improve the occupational health and safety of employees.

These are detailed in the *Department of Education 2023–24 Annual Report* available on the department’s [Annual reports webpage](https://www.vic.gov.au/department-education-annual-reports).

# Declarations of pecuniary interests

Declarations of pecuniary interests have been duly completed by all relevant officers.

# Shares held by senior officers

No shares are held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.

# Publications about the department

The following table details publications produced by the department, about the department, completed during 2023–24. It does not include publications by the department published on behalf of the government, or those published by external parties.

Table 1. Publications produced by the department about the department

| Publication | Date produced | How to obtain |
| --- | --- | --- |
| Department of Education 2022–23 Annual Report  | November 2023 | [Department of Education 2022-23 Annual Report](https://www.education.vic.gov.au/Documents/about/department/Department_of_Education_Annual_Report_2022-23.pdf)[PDF 5.26MB] |
| Department of Education 2022–23 Additional Information Report  | November 2023 | [Department of Education 2022–23 Additional Information Report](https://www.education.vic.gov.au/Documents/about/department/Department_of_Education_Annual_Report_2022-23_Additional_Information.pdf)[PDF 1.24MB] |
| Department of Education 2023–27 Strategic Plan  | *August 2023* | [Department of Education Strategic Plan 2023–27](https://www.vic.gov.au/sites/default/files/2024-08/Department-of-Education-Strategic-Plan-2023-27_final.pdf)[PDF 1.67MB] |

# Changes in prices, fees, charges, rates and levies

Details of current prices, fees, charges, rates and levies charged by the department are outlined at the department’s [*payments, fees and fines webpage*](https://www.vic.gov.au/payments-fees-and-fines-department-education). Changes in these details are available upon request, subject to the provisions of the Freedom of Information Act.

# Major external reviews

The following table details major external reviews of the department completed during 2023–24.

Table 2. Major external reviews of the department

| Review | Conducted by | Purpose | Date completed |
| --- | --- | --- | --- |
| Assuring the integrity of the Victorian Government’s procurement activities | Victorian Auditor-General’s Office (VAGO)  | To examine if departments use suitable controls to prevent, detect and investigate fraud and corruption when procuring goods and services   | 20 June 2024  |
| Contractors and consultants in the Victorian Public Service (VPS): Spending | VAGO  | To examine whether departments accurately record, properly monitor and transparently report their spending on contractors and consultants   | 29 November 2023  |
| Cybersecurity: Cloud computing products | VAGO  | To examine the effectiveness of agencies’ Microsoft 365 cloud-based identity and device management controls | 16 August 2023 |
| Effectiveness of the Tutor Learning Initiative | VAGO | To examine whether the Tutor Learning Initiative improved learning and engagement outcomes for participating students in government schools | 19 June 2024 |
| Fair presentation of service delivery performance 2023 | VAGO | To examine whether the public sector fairly presents its service delivery performance information  | 30 November 2023 |
| Follow-up of management of the Student Resource Package  | VAGO | To assess if the department has implemented the recommendations from VAGO’s 2020 Management of the Student Resource Package | 1 May 2024 |
| Let us learn: Systemic inquiry into the educational experiences of children and young people in out-of-home care | Commission for Children and Young People | To examine the educational experiences of children and young people in out-of-home care, including the factors that affect their educational outcomes and ability to stay engaged in education | 16 November 2023 |
| Literacy and numeracy achievement outcomes for Victorian Students | VAGO | To report on the department’s work to improve literacy and numeracy achievement outcomes for all Victorian government school students | 1 May 2024 |
| Managing state-significant risks | VAGO | To examine if agencies are working collaboratively to identify and manage state-significant risks and if the Department of Treasury and Finance provides confidence to the Assistant Treasurer and Treasurer on how well agencies manage them  | 27 June 2024 |
| Royal Commission into violence, abuse, neglect and exploitation of people with disability | The Disability Royal Commission | To investigate concern about widespread reports of violence against, and the neglect, abuse and exploitation of, people with disability  | 29 September 2023 |

# Overseas visits

The following 2 tables detail the overseas visits made by departmental employees relating to the official business of the department during 2023–24.

Table 3. Details of school travel

| Officer | Destination | Objective | Outcome |
| --- | --- | --- | --- |
| Principals (10)School staff (26)(multiple schools) | Cambodia (2 visits)Cambodia and Vietnam (15 visits) Vietnam (4 visits)China (10 visits) Germany (3 visits)Hong Kong (4 visits) Japan (3 visits)Japan and South Korea(4 visits) | To recruit international students | Consistent with the Victorian Government’s International Education Recovery Plan 2025, the visits delivered training to, and built relationships with, accredited education agents and cross-government partners. Prospective international students were recruited and pre-departure seminars for commencing students and their parents were delivered.  |
| Principals (9)Assistant principals (3)(multiple schools) | India (12 visits) | To engage women leaders in education and identify opportunities for collaboration among participating schools in Victoria and India | The attendees produced an action research project and accompanying resources to inform their school’s planning. This was shared with all Victorian government schools via communication channels such as the Global Learning and Engagement Newsletter. |
| Principals (6)Assistant principal (1)School staff (3)(multiple schools) | China (8 visits) | To attend the Jiangsu International Forum for School Principals to engage with international leaders in school and system excellence | The opportunity enabled school staff to strengthen their intercultural understanding, global citizenship, language learning and academic aspirations, and good practice in teaching, curriculum and assessment. |
| Principals (2)Assistant principals (5)Lead teachers (9)School staff (44)(multiple schools) | Japan (8 visits)Germany (2 visits)Indonesia (1 visit)Vietnam (1 visit)France (1 visit)Italy (1 visit) | To conduct sister-school exchange visits and provide students with cultural immersion | The experience enhanced students’ multicultural and intercultural understanding and capabilities. |
| Lead teacher (1) | Indonesia (1 visit) | To provide an opportunity for the language teacher, through their school partnership program, to visit their sister-school | The visit enabled the teacher to deepen their understanding of the Indonesian language and develop knowledge of the sister-school’s operations. |
| Principal (1)School staff (1)(multiple schools) | Indonesia (1 visit)India (1 visit) | To establish a sister-school relationship | The visit promoted the development of a sister-school relationship. |
| Principal (1)School staff (3) | Japan (1 visit) | To support students to develop intercultural understanding and to achieve a sister-school partnership | The visit deepened students’ global learning and built global citizenship, intercultural capabilities and critical and creative thinking. |
| Assistant principals (3)Lead teachers (5)School staff (12)(multiple schools) | Italy (7 visits) | To support students of Italian language to develop intercultural awareness | The visit promoted student cultural immersion and enabled a deeper understanding of the Italian language. |
| Assistant principals (2)Lead teachers (4)School staff (12)(multiple schools) | New Caledonia (2 visits)France (3 visits)Indonesia (1 visit) | To support students to participate in a language tour program | The visit enabled students to further develop their language skills and improve their intercultural understanding. |
| Principal (1)Assistant principals (4)Lead teachers (5)School staff (25)(multiple schools) | Belgium (1 visit)Cambodia and Vietnam (1 visit)France (2 visits)Germany (2 visits)Indonesia (3 visits)Italy (1 visit)Vietnam (1 visit) | To support students to develop intercultural understanding and be immersed in a foreign culture | The visit deepened students’ global learning and built global citizenship, intercultural capabilities and critical and creative thinking. |
| Assistant principal (1)Lead teacher (1)Learning specialist (1)School staff (8)(multiple schools) | United States (3 visits) | To provide student basketball athletes with skills training | The opportunity allowed students to play against athletes from the home of basketball and improved their skillset and understanding of the sport. |
| Lead teacherSchool staff (3) | New Zealand (1 visit) | To support student volleyball teams to participate in a sports tour | The opportunity allowed students to play against athletes from overseas and improved their skillset and understanding of teamwork and resilience. |
| Assistant principal (1)School staff (3) | United States (1 visit) | To provide students with an opportunity to participate in an arts tour | The opportunity enabled students to develop intercultural capabilities and gain a deeper understanding of their arts subjects. |
| Lead teacher (1)School staff (2) | Thailand (1 visit) | To support students to participate in a community project with the Ayui Foundation, which supports disadvantaged teenagers by providing access to education, health care, food and a safe place to live | Students worked at the Ayui Foundation for 5 days and completed 2 community service tasks. The opportunity also enabled students to complete cultural courses and immerse themselves in the culture, interact with Ayui Foundation students, and enhance their ability to think about others before themselves.  |
| Lead teacher (1)School staff (1) | Japan (1 visit) | To support students to participate in the Japan Super Science Fair | The experience provided students with face-to-face international exchange and the sharing of scientific knowledge and expertise. |
| Assistant principal (1)School staff (4) | France (1 visit) | To undertake a study tour to enhance students’ knowledge of humanities, English and art | The visit enabled students to immerse themselves in the culture and study of historic cities and landmarks, strengthening their learning in humanities and art. |
| Lead teacher (1)School staff (6) | Japan (1 visit) | To support students to experience different musical traditions on a global perspective | The experience enabled collaboration with other musicians from around the world, fostering growth and cultural exchange. |
| Lead teacher (1)School staff (1) | Indonesia (1 visit) | To support students’ language proficiency and develop their intercultural awareness | The experience expanded students’ knowledge of the Indonesian language and enhanced their intercultural awareness, sensitivity and skills. This also increased their interest in studying the Indonesian language in the Victorian Certificate of Education (VCE). |
| Lead teachers (16)School staff (40)(multiple schools) | Japan (16 visits) | To support students of the Japanese language to develop intercultural awareness | The experience expanded students’ knowledge of the Japanese language and enhanced their intercultural awareness, sensitivity and skills. |
| Lead teacher (1)School staff (2) | New Zealand (1 visit) | To support students to engage in a sustainability project and develop leadership skills | The experience challenged students to be more sustainable and facilitated development of leadership skills and independence in a new cultural setting. |
| Assistant principal (1)Lead teachers (6)School staff (7)(multiple schools) | Malaysia (5 visits)New Caledonia (1 visit) | To support students to participate in the Da Vinci program | The opportunity enabled students to expand their thinking and build their knowledge about the environment. It also increased awareness and passion for the environment and the broader world around them. |
| Lead teachers (2)School staff (1) | Singapore (2 visits) | To provide students with an opportunity to compete in the F1 in Schools World Finals | The experience showcased students’ practical application of science, technology, engineering and mathematics (STEM) skills, teamwork and innovation. Students participated in the F1 in Schools World Final after winning the National Final. |
| Principal (1)Assistant principal (1)School staff (10)(multiple schools) | Japan (1 visit)United States (1 visit) | To support music students to participate in international workshops and perform as a music ensemble | The opportunity improved students’ skillsets and understanding of music. Students performed with and for students at varying levels from various schools and participated in workshops facilitated by world-class musicians. |
| Lead teachers (6)School staff (13)(multiple schools) | Nepal (2 visits)Malaysia (4 visits) | To develop students’ leadership skills by participating in a World Challenge Australasia expedition | The experience fostered students’ self-discovery, independence and resilience and enhanced their multicultural and intercultural understanding. |
| Lead teacher (1)School staff (4) | Greece and Italy (1 visit) | To encourage students to explore and engage with the culture of destinations studied in the history curriculum | The opportunity enabled students to experience key locations from the history curriculum and deepen their understanding of the past, as well as to experience different contemporary cultures. |
| Lead teacher (1)School staff (1) | Vietnam (1 visit) | To enable students to immerse themselves in a different culture  | The experience allowed students to develop organisational skills and navigate travel in a country with a different culture and language. |
| Assistant principal (1)School staff (1) | Cambodia and Vietnam (1 visit) | To provide students with an opportunity to study the history and culture of Cambodia and Vietnam | The visit enabled students to immerse themselves in studying environmental, cultural and historical sites of 2 South-East Asian countries. |
| Lead teacher (1)School staff (2) | Sri Lanka (1 visit) | To engage students with other cultures, including their school programs, and develop their cricket skills | The travel broadened intercultural understanding and allowed students the opportunity to compete against high-quality international cricketers.  |
| Assistant principal (1)School staff (2) | Nepal (1 visit) | To provide students an opportunity to exchange experiences with peers from other cultures and learn about sustainability in, and the environment of, another nation | The travel enabled students to learn about sustainability in another country and to understand its environmental, political, social and cultural diversity. |
| Principal (1)Assistant principals (6)Lead teachers (3)School staff (10)(multiple schools) | United States (9 visits) | To enhance student engagement in science, technology, engineering, art and maths (STEAM) education by visiting a NASA site | The travel promoted students’ engagement with STEAM activities and skills, exposing them to real-world situations. It also enhanced the schools’ learning programs in STEAM. Students with vision impairment experienced a specialist STEAM program. |
| Lead teacher (1)School staff (1) | Singapore (1 visit) | To support students to participate in the Singapore International Maths Challenge 2.0, a mathematical and computational modelling challenge | The travel allowed students to enter the Singapore International Maths Challenge 2.0. Students gained insight into mathematical modelling challenges and staff participated in an Education and Learning Festival.  |
| Lead teacher (1) | New Zealand (1 visit) | To support students to attend an international camp and build various skills | The travel enabled students to maintain relationships with students at a long-standing partner school and develop organisational and leadership skills, confidence and independence. |
| Assistant principal (1)School staff (3) | Japan (1 visit) | To encourage students to participate in an international exchange program | The experience enabled students to participate in an immersive cultural experience and develop important life skills such as independence, adaptability and resilience. |
| Lead teachers (2)School staff (6)(multiple schools) | Indonesia (2 visits) | To engage students in Indonesian culture and language  | The travel provided opportunities for students to use and develop their language skills and gain an insight into the diversity of Indonesian culture.  |
| Lead teacher (1)School staff (3) | New Zealand (1 visit) | To support students to participate in a water polo tournament | The travel allowed students to represent their school at an elite level in water polo. |
| Lead teachers (2)School staff (5)(multiple schools) | New Caledonia (2 visits) | To improve students’ French language skills and develop an understanding of French culture | The visit improved students’ French language skills and understanding of French and New Caledonian culture. |
| Assistant principal (1)School staff (4) | England, France, Germany and Belgium (1 visit) | To enable students to experience and learn about the culture of different countries | The tour provided students with the opportunity to gain cultural awareness and prepare a project for key curriculum learning areas. |
| Lead teacher (1) | Cambodia (1 visit) | To enable students to participate in the Ambassadeur en Herbe and engage in diplomatic debate and cultural exchange | The experience assisted students in developing French language and debating skills as part of the Agency for French Education Abroad initiative. |
| Lead teacher (1)School staff (6) | France (1 visit)Germany (1 visit)Japan (1 visit) | To improve students’ language skills and develop their intercultural understanding | The travel enabled students to develop their oral skills, and build independence, self-awareness and intercultural understanding. |
| Lead teacher (1)School staff (1) | United States (1 visit) | To enable students to challenge international peers in STEM learning by competing in robotics | The experience enabled students of robotics to compete with peers from across the world while deepening their learning.  |
| Lead teacher (1) | United States (1 visit) | To provide students with an opportunity to compete internationally in the track and field event, Simplot Games | The visit exposed students and staff to international competition at the Simplot Games, the largest indoor track and field event in the United States and facilitated personal growth. |
| Assistant principals (4)Lead teachers (9)School staff (11)(multiple schools) | New Guinea (9 visits) | To support students to learn about Australian military history and experience the Kokoda track | The experience enabled students to develop an understanding of World War II and Australian history. Students built resilience and leadership skills in a natural environment in a different country. |
| Lead teacher (1)School staff (3) | Nepal (1 visit) | To enable students to experience different cultures and ways of life while strengthening their wellbeing, relationships and adaptability | The travel provided students with an experience of different cultures and ways of living, encouraging them to adapt to new environments outside their comfort zone. |
| Assistant principal (1)School staff (2) | Nepal (1 visit) | To exchange experiences with student peers from a different culture and demographic and learn about sustainability and the environment of another nation | The travel enabled students to learn about the sustainability of another country and provided an opportunity for students to understand its environmental, political, social and cultural diversity. |
| Lead teacher (1) | New Zealand (1 visit) | To support students to attend an international camp and build various skills | The travel enabled students to maintain relationships with a long-standing partner school while developing planning and organisational skills, confidence, independence and leadership. |
| Principal (1)School staff (1) | Czech Republic (1 visit) | To enable school staff to attend the 8th Innovative Learning Space Summit | The opportunity enabled school staff to build their knowledge of artificial intelligence, immersive virtual reality in classrooms and collaborative learning spaces, and align teaching practices with rich learning environments. |
| School staff (1) | England (1 visit) | To represent the school on the stage at the premiere of the school’s documentary at the London Film Festival | This opportunity enabled the school to unveil its documentary film, which reflected inclusive school and department practices. |
| School staff (1) | Japan (1 visit) | To attend the 10th International Outdoor Education Research Conference | The visit enabled school staff to share research about outdoor education with international peers. |
| School staff (1)Cricket coach (1) | India (1 visit) | To provide an opportunity for students to attend the Global Cricket School | The visit enabled students to train and play cricket overseas and provided outstanding cultural experiences for the touring group. |
| School staff (3) | Belgium and France (1 visit) | To enable staff and student-athletes to attend the International Hockey Federation | The visit enabled student-athletes and staff to observe a high-performance environment through exposure to national men’s and women’s hockey teams and highly qualified coaching staff and administrators. |
| Principal (1)School staff (1) | Czech Republic (1 visit) | To attend the Innovative Learning Spaces Summit to understand the best use of learning spaces | The opportunity assisted the school to effectively plan the use of space in their new building. |
| Principal (1)School staff (4) | New Zealand (1 visit) | To explore best practices in maximising mathematics proficiency among students | The opportunity enabled the school to make connections with high-performing schools in New Zealand and share best practice. It assisted in planning a school-wide approach to mathematics. |
| Principal (1)Assistant principal (1)(multiple schools) | United States (2 visits) | To further enhance leadership capacity as part of the Menzies School Leader Fellowship program | The opportunity improved understanding of leadership. Lessons about leadership were shared among the leadership network to build consistency and improve the knowledge of leadership staff. |
| Principals (4)Staff (3)(multiple schools) | New Zealand (4 visits) | To enhance schools’ understanding of culturally responsive teaching methods and develop effective communication channels with First Nations parents and carers | The leadership team immersed themselves in Pasifika culture and established a community of practice with New Zealand counterparts and the First Nations community. |
| Principal (1)School staff (2) | United States (1 visit) | To attend a conference to complement further implementation of the school’s Framework for Improving Student Outcomes Cycle | The knowledge gained has been used to build consistency, improve staff knowledge and skills of literacy and numeracy, and build student agency. |
| Principal (1) | England (1 visit) | To address the school’s Strategic Plan of increasing the teaching cohort by travelling to England to meet teaching candidates | The opportunity enabled the school to directly access high-quality candidates, then employ 6 teachers with appropriate qualifications. |
| Principal (1)School staff (2) | Switzerland, Finland and Denmark (1 visit) | To observe successful teaching practices in Finnish and Swiss education to inform the school’s 2025–29 Strategic Plan | The experience increased the variety of learning offerings for special need students. The knowledge gained was shared among the Special Schools Improvement Network. |
| Assistant principal (1) | France (1 visit) | To attend the United Nations Educational, Scientific and Cultural Organization General Conference and the United Nations Educational, Scientific and Cultural Organization Varkey Global Teacher Prize ceremony as a top-50 finalist | The participants gained insights into innovative educational practices and policies and established connections with award finalists from around the world to further collaborate on a global project about sensory processing. |
| Principal (1)School staff (1) | Japan (1 visit) | To attend the 10th International Outdoor Education Research Conference | The knowledge gained assisted in implementing an improved outdoor lesson program that increased literacy and numeracy achievement levels. |
| Principal (1) | United States (1 visit) | To attend the School Leaders Study Tour to learn more about high-value approaches to instructional leadership, teaching practice and student engagement | The visit provided an opportunity to examine new approaches to improving student engagement and new classroom-based management strategies. It also investigated best-practice use of artificial intelligence in the classroom and how to utilise explicit teacher instruction approaches in the classroom.  |
| Principal (1)School staff (2) | Finland (1 visit) | To observe successful teaching practices in Finnish education | The travel has helped to guide new approaches to staff and student wellbeing, including amplifying student voice and learner agency, implementing proactive staff wellbeing initiatives, and providing continued support for early-career teachers in their professional development. |
| Principal (1) | United States (1 visit) | To undertake a professional education program as part of the Public Education Foundation’s Principals’ Scholarships | The visit enabled the principal to undertake a short professional education program at the Harvard Graduate School of Education and develop student-focused school engagement strategies. |
| Principals (2)School staff (2)(multiple schools) | New Zealand (2 visits) | To observe the strategies used by overseas schools in improving academic outcomes and student engagement for the Pasifika community | The visit provided students and staff with an opportunity to connect with and immerse themselves in the Indigenous community and deepen understanding of the Pasifika community. The knowledge gained will help the schools embed cross-cultural understandings to improve their engagement with students and families, leading to improved student outcomes. |
| Assistant principals (2)Lead teachers (4)School staff (5)(multiple schools) | Malaysia (3 visits)New Caledonia (2 visits)Cambodia (1 visit) | To participate in training as required by the French Ministry of Education to maintain accreditation with the Agency for French Education Abroad initiative  | The visit enabled participation in professional development training to maintain the necessary accreditation.  |
| Lead teacher (1) | United States (1 visit)  | To complete the Project Based Learning course at the Project Based Learning World 2024 Conference  | The lead teacher attended a 3-day workshop on Project Based Learning that equipped them with skills to provide professional development training for out-of-subject primary school teachers who are teaching STEM subjects. The trip also contributed to Australia’s future involvement in providing interns to the NASA program. |
| Principal (1) | South Korea (1 visit)  | To develop a deeper understanding of student health and wellbeing and establish a professional global network  | The visit facilitated collaboration between the department, Deakin University and overseas professionals to research the priority area of student mental health and wellbeing.  |
| Lead teacher (1)School staff (1)  | China (1 visit)  | To promote global learning by building relationships with overseas schools  | The visit enabled relationships with overseas schools and government jurisdictions to promote global learning and engagement. The school, which has a large Chinese community, has been able to enhance their understanding of community practices. The trip has also further developed the school’s Language and Global Learning programs for all students. |
| Principal (1)School staff (2)  | United States (1 visit)  | To attend the Plain Talk About Literacy and Learning conference to connect with leading experts in reading instruction, be immersed in the latest educational research, and gather actionable strategies to bolster literacy instruction at special school settings for students with disability | The trip provided a comprehensive platform for professional development, strategic planning and networking opportunities that will contribute significantly to improving literacy programs at special school settings for students with disability. |
| Lead teacher (1)  | Germany (1 visit)  | To improve language proficiency and build a professional network  | The lead teacher improved their language proficiency and developed a network of German language colleagues.  |
| Principal (1)School staff (3)  | United States (1 visit)  | To participate in the Future Schools international study tour and improve leadership skills  | The tour enhanced participants’ understanding of Project Based Learning and design thinking, leading to the integration of inquiry-based projects in the Years 7 and 8 curriculum across English, humanities, maths and science. Key priorities now include boosting student engagement, voice and agency, especially in Years 8 to 10. Real-world problem-solving and hands-on activities are a focus for Years 9 and 10.  |
| Assistant principal (1)School staff (2) | United States (1 visit)  | To undertake a study tour to improve knowledge and skills in literacy and numeracy  | The experience fostered greater consistency, knowledge and skills in literacy and numeracy and gave school staff insights to further develop student agency. It also led to the implementation of new learning through the Framework for Improving Student Outcomes Improvement Cycle.  |
| Principal (1)Lead teacher (1)School staff (1)(multiple schools) | South Korea (2 visits)  | To attend the International Baccalaureate conference and learn about International Baccalaureate practices and methodologies  | School staff engaged in and learned from a broad spectrum of sessions, workshops and discussions. This informed the integrity and implementation of the Primary Years Program. |

Table 4. Details of corporate travel

| Officer | Destination | Objective | Outcome |
| --- | --- | --- | --- |
| VPS officers (7) | Vietnam (3 trips)Cambodia (1 trip)Hong Kong (1 trip)South Korea (1 trip)Japan (1 trip) | To increase the number of international students studying in Victoria | These trips promoted the International Student Program, consistent with the Victorian Government’s International Education Recovery Plan 2025. |
| School Nurse Program Manager | United States | To attend the National School Nurse Annual Conference | The visit improved the department’s knowledge of methods to promote student health and academic success; nursing interventions for students with chronic health conditions including mental health; and the delivery of culturally competent care in schools. |
| Executive Director | South Korea and Japan | To advance the department’s Global Learning and Engagement strategy and plan, as well as the International Student Program recovery, growth and diversification strategy | The travel built relationships with key stakeholders and demonstrated the department and the Victorian Government’s commitment to collaboration and partnerships. |
| Chief Information Officer  | New Zealand | To attend the National Education Digital Advisory Group – a quarterly forum for Australian and New Zealand chief information officers | The travel provided the opportunity for the chief information officer to understand other jurisdictions’ initiatives, challenges and opportunities in relation to technology and information management in schools.  |
| Director | New Zealand | To attend the Australia and New Zealand School of Government Towards Strategic Leadership (Express) course | The travel allowed the department to enrich its strategic leadership skills base.  |
| VPS officers (3) | New Zealand | To undertake the Managing Public Sector Organisations core subject of the Australia and New Zealand School of Government Executive Master of Public Administration degree | The experience improved the officers’ confidence, critical thinking and skills for managing complex challenges. |
| Director (1)VPS officers (2) | New Zealand | To observe and learn from the New Zealand Ministry of Education’s successfully implemented and operationalised student transport system | The visit increased staff knowledge about a successful student transport system, informing the department’s transport planning and implementation. |

# Major promotional, public relations and marketing activities

*The following table details the department’s major promotional, public relations and marketing activities* in *2023–24 to develop community awareness of the department and its services.*

Table 5. Major promotional, public relations and marketing activities

| Activity  | Purpose | Total cost ($ excl. GST) |
| --- | --- | --- |
| Best Start, Best Life: implementation and awareness-raising | To complement the Best Start, Best Life campaigns, non-advertising communication targeted families, their community influence, and the current and prospective workforce. Communication activity raised awareness of the reforms and promoted the value in early childhood education careers  | 309,296 |
| Best Start, Best Life: culturally and linguistically diverse communications  | To develop and implement a comprehensive communication plan to target families from culturally and linguistically diverse backgrounds to encourage enrolment and participation in early childhood education programs  | 301,681 |
| Regional and rural pre-service teacher placements: creative development  | To promote the range of programs and incentives to attract more pre-service teachers to temporarily relocate and complete a teaching placement in a Victorian regional or rural public school, or any specialist school across the state  | 153,156 |
| Senior Secondary Pathways Reform (VCE Reforms): public relations  | To inform Years 9 and 10 students and their parents about the changes to the VCE and the introduction of the VCE Vocational Major. The activity included social content development, a partnership event, school events and development of an online tool  | 497,445 |
| Senior Secondary Pathways Reform: social content series  | To deliver a social content series aimed at Years 9 and 10 students and their parents that showcases real-life examples of career journeys and behind-the-scenes insights to various workplaces, aligned to vocational education and training priority pathways | 229,738 |
| Teach the Future and VCE Reforms websites: user experience review and updates  | To review and update both the Teach the Future and VCE Reforms campaign websites, including user research and testing to improve users’ journey and experience   | 163,669 |
| Teacher Recruitment Campaign (Teach the Future): direct marketing | To complement the Teach the Future advertising campaign, this activity communicated with pre-service teachers and hard-to-reach audiences (such as culturally and linguistically diverse communities and First Nations people) to promote the programs and incentives available, as well as promoting teaching as a career more broadly  | 71,000 |
| Teacher Recruitment Campaign (Teach the Future): public relations | To complement the Teach the Future advertising campaign, this activity targeted school-leavers and career switchers to raise awareness of the benefits of a career in teaching and the incentives available to prospective teachers. Activities included career expos and stakeholder engagement, organic social media marketing, teacher case studies, a content creation strategy, a digital pathways tool, ambassador partnerships and sponsorships. | 1,665,202 |

# Industrial relations

## Industrial relations statements

Department employees, other than executive officers, are covered by industrial agreements. The Victorian Public Service Agreement 2020 came into effect on 9 October 2020 and nominally expired on 20 March 2024. A replacement Victorian Public Service Agreement 2024 has been negotiated and will be implemented next financial year.

The Victorian Government Schools Agreement 2022 commenced on 25 July 2022, with a nominal expiry date of 31 December 2025. This agreement applies to the government teaching service, including executives, principals, assistant principals, teachers, paraprofessionals and education support class, including school nurses.

## Time lost through industrial actions and disputes

No time was lost due to industrial action or disputes during 2023–24.

# Major committees

The following 2 tables list the department-sponsored major governance committees and major project or operational committees.

Table 6. Major departmental governance committees

| Committee | Purpose | Extent of purpose achieved |
| --- | --- | --- |
| Audit and Risk Committee (ARC) | To support the Secretary in discharging their accountability and governance responsibilities in accordance with the Standing Directions 2018 under the *Financial Management Act 1994* (Standing Directions).ARC was established in 2003 to comply with the Standing Directions, which require public sector agencies to appoint an audit committee to oversee and advise on matters of accountability and internal control underpinning the department’s operations. ARC is directly responsible to the Secretary and provides independent advice on matters relating to governance, financial and risk management, and audit and control assurance activities. | ARC met 6 times and successfully fulfilled its mandate in monitoring and providing advice to the Secretary on matters relating to governance, financial and risk management, and audit and control assurance activities.This has included the endorsement of the 2022–23 Annual Financial Statements, Report of Operations, and Financial Management Compliance Report, in addition to supporting the development of the department’s refreshed strategic risk profile, internal audit plan and school council financial assurance program. |
| Budget and Financial Management Committee (BFMC) | To advise the Executive Board (EB) on priorities for budget and finance matters, provide oversight of the department’s budget and finances, and act as a decision-maker for EB on budget and finance matters in accordance with its terms of reference | BFMC met monthly and monitored the financial position of the department by considering the Budget Management Report, Student Resource Package Report, and program or expenditure-related updates. BFMC managed the allocation of financial resources in alignment with the department’s service delivery, planning objectives and government priorities. |
| Child Safety Committee  | To provide strategic oversight of the department’s child safety policy, guidance, capability, practice and compliance obligations | The committee met for the first time on 13 June 2024. The committee endorsed its Terms of Reference and an initial set of priority issues to address in a work plan. EB endorsed the Terms of Reference in June 2024. |
| Climate Change Committee  | To provide assurance to EB that the department is meeting its environmental obligations, including overseeing the department’s commitment to resilience, mitigation and adaptation to climate change | The committee was established in October 2023 and met 6 times in 2023–24. It: * oversaw governance related to climate action and environmental risks, including approving the establishment of working groups
* oversaw delivery of the *Education and Training Climate Change Adaptation Action Plan*
* endorsed completion of a study into achieving net zero emissions
* endorsed establishment of a new Environmental Management System that incorporates all departmental operations.
 |
| Culture, People and Integrity Committee  | To advise EB on significant and strategic culture and capability matters related to the department’s VPS workforce. The committee also oversees and provides assurance on strategies that promote integrity, diversity and inclusion, and occupational health and safety, across the department’s VPS and Teaching Service workforces. | The committee met 7 times, providing strategic oversight of relevant policies, strategies and initiatives, including the department’s Disability Action Plan 2023–27, Learning and Development and Talent Strategy, Cultural Diversity Plan 2023–27, and Speak Up platform. It also discussed workforce planning and development, diversity and inclusion, and employee health, safety and wellbeing matters. |
| Executive Remuneration Committee (ERC) | ERC ensures that a consistent and rigorous approach is taken to setting and adjusting remuneration for the senior executive service within the department and its statutory authorities. The approach to setting and adjusting remuneration complies with the Victorian Public Sector Commission’s Victorian Public Service Executive Employment Handbook. | ERC met 5 times to consider and approve executive remuneration outcomes following the annual executive remuneration review and ad hoc reviews. It forecast changes to the executive profile of the department and monitored executive contract renewals.  |
| Information Management and Technology Committee (IMTC) | To advise EB on priorities relating to Information Management and Technology (IMT) matters and provide oversight and decision-making authority on the department’s IMT business objectives.IMTC also ensures that departmental information systems are compliant with all relevant legislation and standards.  | IMTC met 11 times with an additional 3 meetings held for out-of-session decisions. IMTC provided strategic oversight of the department’s IMT priorities. This oversight included monitoring the implementation of all major IMT projects to ensure that risks were managed appropriately and in accordance with the directions of the department and the Victorian Government.Activities included support of the approach to remediating a number of legacy systems across the department, and implementation of a departmental Data Governance Council, the implementation of an Information Management and Technology Division Policy Framework and the expansion of the Arc learning platform. |
| Infrastructure Planning and Delivery Committee  | To provide assurance to EB that the department has a robust framework for developing and implementing infrastructure delivery and managing strategic development, implementation and delivery of departmental physical (non-financial) assets | The committee met monthly and provided strategic oversight of the development and implementation of the department’s infrastructure and planning strategies across all education portfolios. It focused on the department’s approach to building schools, enrolment management, and the department’s strategic asset management plans. |
| Kindergarten Reform Standing Committee  | To advise EB on kindergarten reform, from policy design to implementation. The committee provides strategic oversight of significant reform activity including the Best Start, Best Life reform (Pre-Prep, 50 Early Learning and Childcare Centres and Free Kinder) and Three-Year-Old Kindergarten.  | The committee met monthly and provided oversight of policy and program design, sector engagement, implementation activities, whole-of-reform evaluation design and operational changes in kindergarten settings. |
| Procurement and Probity Committee (PPC) | To provide strategic oversight of the department’s procurement activities to ensure appropriate rigour is exercised in accordance with the procurement policy. In doing so, PPC supports the Secretary’s obligations under the Victorian Government Purchasing Board supply policies and the Financial Management Act. PPC does not consider procurement related to construction or property. | PPC met monthly. In 2023–24, PPC considered 108 requests for approval relating to high-value procurement activities, either to approach the market or to engage a recommended supplier.PPC endorsed the department’s Procurement Activity Plan and the Corporate Procurement Policy. |
| Schools Policy and Priorities Committee  | To provide strategic oversight of significant current and planned school reform activity and support coherent and effective implementation of priorities. | The committee met fortnightly and provided strategic oversight of priority initiatives, monitored performance and risks, and approved project documentation in line with governance thresholds.  |

Table 7. Major departmental project and operational committees

| Committee | Purpose | Extent of purpose achieved |
| --- | --- | --- |
| Autism Education Strategy Advisory Group | To provide advice and feedback to the department to help realise the intent of the *Autism Education Strategy*. The advisory group includes representatives from several organisations that provide support to improve outcomes for autistic students. | The group meets quarterly to guide the implementation of the *Autism Education Strategy*. |
| Behaviour Oversight Group  | To oversee the department’s compliance with Regulations 24 and 25 of the Education and Training Reform Regulations 2017. | The committee convened each term to acquit the department’s obligations to review data and monitor any incidence of restraint, seclusion or corporal punishment.  |
| Best Start, Best Life Taskforce Advisory Group  | To provide advice and support on the design and implementation of the Best Start, Best Life reforms. To support the need for deep, ongoing engagement and evolving consultation, reference groups were established to focus on specific issues. | The group met 4 times to provide feedback and advice on the design and implementation of the reforms. The Workforce Reference Group and Inclusion Reform Reference Group met twice, and the Change Management and Service Delivery Reference Group held one meeting.  |
| Budget Strategy Panel  | To provide assurance to the Secretary and EB on development of the department’s State Budget submission. To provide advice on the strategic direction of the submission to ensure coherence and consistency across portfolios. | The panel met 10 times to provide advice on the scale and scope of initiatives, ensuring the budget submission aligned with the government’s priorities. |
| Child Information Sharing Steering Committee  | To monitor the use and impact of the Child Information Sharing Scheme and evaluate reform outcomes. To oversee a whole-of-government work plan and contribute to strategic direction on critical policy elements, actions and strategies to support the operation of the scheme.  | The committee met quarterly to continue to monitor the use and impact of the Child Information Sharing Scheme and provide oversight of a range of projects supporting the operation of the scheme, including implementing the government response to the 5-Year Review recommendations.  |
| Child Link Board | To provide project oversight and decision-making to ensure the Child Link program is designed and delivered to meet legislative and business requirements and reform outcomes. | The board met quarterly and provided direction and decision-making. The board continues its ongoing governance role during the implementation phase. |
| Children’s Services Coordination Board – Aboriginal Families and Children Working Group | To address priority area 4 of the Children’s Services Coordination Board’s workplan, to ‘strengthen collaboration to improve outcomes for Aboriginal children’. The working group coordinates a strategic approach across the Victorian Government to improve outcomes for First Nations families and children, particularly those vulnerable to harm, disadvantage or social exclusion. | The working group met 3 times to support cohesion between systems in strengthening inclusive curriculum and supporting enhanced inclusion in students’ learning. |
| Disability Inclusion Advisory Group | To ensure the voices of families and students with disability are represented and amplified in the governance and implementation of disability inclusion programs | The group met bi-monthly to receive implementation updates from the department and provide feedback on a range of matters relating to the implementation of disability inclusion. |
| Inclusive Education Expert Panel | To provide advice to the department on the inclusive education agenda for students with disability. The panel is chaired by the Secretary and comprises experts in the disability and education sectors. | The panel met 4 times to discuss matters relating to implementation of the disability inclusion program and the broader inclusive education agenda. |
| Koorie Education Working Group | To support the School Policy and Funding Advisory Council (SPFAC) in its priority focus on Koorie students. This means collaborating on raising aspirations and achievement for Koorie students, including implementing the *National Aboriginal and Torres Strait Islander Education Strategy*. | The Koorie Education Working Group met 3 times. The group identified and progressed 4 key areas of work: attendance and engagement, curriculum, workforce attraction and retention, and Child Safe Standard 1.  |
| Marrung Central Governance Committee | To monitor and oversee implementation of the *Marrung: Aboriginal Education Plan 2016–2026*. The committee is co-chaired by the Secretary and the President of the Victorian Aboriginal Education Association Incorporated. It is part of a broader governance mechanism that ensures accountability for Marrung, which includes a project control board and regional partnership forums. | The committee met twice. Since the extension of its membership, the Koorie caucuses for the Aboriginal Justice Forum, Yuma Yirramboi and Dhelk Dja have participated in this committee. |
| Marrung Project Control Board (PCB)  | To act as a decision-making body responsible for monitoring and managing initiatives that address actions in the *Marrung: Aboriginal Education Plan 2016–2026*. The body was created by EB and agreed by the Marrung Central Governance Committee.  | Marrung PCB met 3 times. A new ‘deep dive’ process commenced requiring submission of in-depth papers on implementation of actions, to encourage greater transparency and accountability to PCB across the department. |
| Non-Government Schools Reference Group | To support the SPFAC, as the primary consultation forum for discussion between the department, Victorian Catholic Education Authority and Independent Schools Victoria on funding and related matters | The reference group met 3 times. It discussed and advised on impacts of funding initiatives announced on the 25% linkage set out in the *Education and Training Reform Act 2006* for non-government schools funding.  |
| Oracle Cloud Project Control Board (PCB) | To govern and provide oversight for implementation of the Oracle Cloud project, managing risk, budget and scope to support realisation of intended benefits and outcomes | Oracle Cloud PCB commenced in May 2024. Two meetings were held by 30 June 2024. Oracle Cloud PCB significantly enhanced focus and accountability and progressed specific areas of the implementation process. The strategic refinement of its composition to fewer, more senior members improved decision-making efficacy and engagement. |
| School Policy and Funding Advisory Council  | To provide advice to the Minister for Education on regulatory, policy and funding issues that affect government and non-government schools | SPFAC met 3 times. Key areas of focus included school workforce challenges, inclusive education and the Disability Royal Commission. |
| Securing Connected Learners Program Control Board  | To provide oversight for the whole Securing Connected Learners project lifecycle, from initiation to implementation, and management of the design and development of the Securing Connected Learners program | The board met 3 times. The board oversaw the ongoing status and associated risks of the program, including engagement of school leadership, the update of Office of the Victorian Information Commissioner requirement for schools, and implementation of the school foundational technology services.  |
| Senior Secondary Pathways Reform Inter-Departmental Committee  | To provide strategic oversight and decision-making on the implementation of the recommendations from the review into vocational and applied learning pathways in senior secondary schooling (the Firth Review). The committee also manages links with other related reforms including jobs and skills initiatives in the Training and Skills and Higher Education portfolios in the Department of Jobs, Skills, Industry and Regions. | The committee met monthly to provide strategic policy direction on major reforms. It also provided project governance, managed risk, and monitored performance and delivery against timelines and objectives. |
| Senior Secondary Reform Reference Group | To support the department and the Victorian Curriculum and Assessment Authority in implementing the senior secondary pathways reform agenda and to be informed of activities occurring as part of the reforms. The group brings together representatives from the school sector, vocational education and training sector, TAFEs, peak bodies, unions and employers. | The group met bi-monthly to support co-design and build consensus for the senior secondary pathways reform. The group discussed key reform elements, provided feedback on implementation and built momentum for reform overall. |
| Student Resource Package Consultative Committee  | To provide a framework for consultations when considering policy and operational impacts of changes in school resourcing. The committee consists of key stakeholder organisations and ensures policy congruence with research, and development and maintenance of the current school funding model. | The committee met 4 times. It discussed and advised on the operational aspects of funding initiatives announced in the State Budget, such as the Tutor Learning Initiative, Disability Inclusion reforms and the Student Resource Package reform work that continues. |
| Victorian Schools Animal Ethics Committee | To review and approve applications from schools to use animals for teaching and scientific purposes in accordance with the Australian Code. The committee also provides advice to the department and Victorian schools on animal welfare issues in schools. | The committee met 7 times to discuss and approve applications for the use of animals in schools. It worked on updating the forms and templates that schools use to make animal ethics applications, including the guidance to schools. |

# Consultants and contractors

The tables below detail the consultancies and contractors engaged by the department in 2023–24.

This information may exclude payments to contractors made by government schools and payments for capital works in progress.

Details of consultancies valued at $10,000 or greater

In 2023–24, there were 52 consultancies where the total fees payable was $10,000 or greater. These consultancies incurred a total expenditure of $6.36 million (excluding GST), recorded in the table below.

Table 8. Consultancies valued at $10,000 or greater

| Consultant | Purpose of consultancy | Start date | End date | Total approved project fee($ excl. GST) | Expenditure2023–24 ($ excl. GST)  | Future expenditure ($ excl. GST) |
| --- | --- | --- | --- | --- | --- | --- |
| ACIL Allen Consulting Pty Ltd | Evaluation of the implementation of the Family Violence MARAM Framework. | 22/03/2023 | 31/10/2024 | 387,998 | 117,414 | 270,584 |
| ACIL Allen Consulting Pty Ltd | Evaluation of the Tutor Learning Initiative (TLI) | 24/04/2024 | 27/09/2024 | 126,900 | 76,140 | 50,760 |
| ACIL Allen Consulting Pty Ltd | Evaluation of the Doctors in Secondary Schools program | 29/05/2023 | 31/03/2024 | 135,700 | 115,680 | – |
| Arup Australia Pty Ltd | Independent Review of School Capital Procurement and Planning Approach | 18/03/2024 | 10/05/2024 | 250,000 | 250,000 | – |
| Australian Council for Educational Research (ACER) | Evaluation of the Professional Learning Communities initiative | 28/02/2022 | 30/04/2024 | 489,407 | 107,598 | 73,772 |
| Australian Council for Educational Research (ACER) | Evaluation of the School-based Executive Class Principals Initiative  | 22/07/2020 | 30/06/2024 | 699,982 | 215,128 | – |
| Bevington Consulting Pty Ltd | Human Resources Services Review | 4/01/2024 | 26/04/2024 | 148,320 | 148,320 | – |
| Bevington Consulting Pty Ltd | Resourcing Review and 360 Degree Review | 14/08/2023 | 29/09/2023 | 38,520 | 38,520 | – |
| Bevington Consulting Pty Ltd | 360-degree Feedback Facilitation & Delivery Recommendations | 30/10/2023 | 22/12/2023 | 41,690 | 41,690 | – |
| CharterX | Architectural Blueprint for Early Learning Centres | 12/10/2023 | 30/06/2024 | 45,000 | 45,000 | – |
| Deloitte Access Economics | Service Delivery Models for DE’s health, wellbeing and inclusion workforces | 18/10/2023 | 22/12/2023 | 254,962 | 254,962 | – |
| Deloitte Access Economics | Evaluation and review of existing departmental supports to distribute pre-service placements into rural, regional and disadvantaged Victorian government schools  | 30/05/2023 | 30/06/2023 | 124,587 | 72,727 | – |
| Deloitte Access Economics | Development of an equitable funding model for non-school providers. | 8/11/2023 | 19/01/2024 | 186,251 | 186,251 | – |
| Deloitte Access Economics | Evaluation of Initial Teacher Education and Pre-Service Teacher placement initiatives | 7/05/2024 | 30/11/2026 | 591,717 | 150,000.00 | 441,717 |
| Deloitte Access Economics | Early Childhood Inclusion System Reform Research Project | 30/04/2024 | 31/12/2024 | 524,800 | 103,078 | 421,722 |
| Deloitte Access Economics | Evaluation of Kinders in Hospital program | 31/10/2023 | 31/07/2024 | 199,551 | 199,552 | – |
| Deloitte Consulting Pty Ltd | Technical review of integration layer, with recommendations | 11/08/2023 | 30/06/2024 | 21,580 | 21,580 | – |
| Deloitte Touche Tohmatsu | Finance Operating Model Optimisation | 7/10/2022 | 31/12/2023 | 688,530 | 500,195 | – |
| Deloitte Touche Tohmatsu | Review of Operating Model for Non-Government Schools | 30/04/2024 | 16/08/2024 | 90,516 | 45,258 | 45,258 |
| Deloitte Touche Tohmatsu | Advice on English as an Additional Language | 14/03/2024 | 12/10/2024 | 338,683 | 99,528 | 75,268 |
| Deloitte Touche Tohmatsu | Mental Health in Primary Schools funding model review | 5/12/2022 | 1/12/2023 | 134,000 | 80,400 | – |
| Deloitte Touche Tohmatsu | Summative evaluation of the interventions to improve the educational engagement of children and young people from initial point of contact with police, when appearing before the courts, in custody and upon release | 24/11/2023 | 20/12/2024 | 300,000 | 94,543 | 89,106 |
| Deloitte Touche Tohmatsu | Develop, scope and design an amalgamated program for end-to-end career supports for beginning teachers | 2/02/2024 | 15/03/2024 | 84,892 | 84,892 | - |
| Deloitte Touche Tohmatsu | Evaluation of NDIS Navigator program | 27/02/2024 | 31/10/2026 | 264,688 | 47,224 | 217,464 |
| Deloitte Touche Tohmatsu | Portfolio Asset Management Allocation - Capital Upgrades and New Schools | 18/03/2024 | 31/08/2024 | 98,920 | 67,560 | 8,840 |
| Deloitte Touche Tohmatsu | Research and analysis to develop a roadmap for a Victorian model of family and service hubs | 14/05/2024 | 30/11/2024 | 271,334 | 241,503 | 29,831 |
| Deloitte Touche Tohmatsu | Research and report on options for a new model of equity funding for schools to improve outcomes for disadvantaged students | 3/06/2024 | 16/08/2024 | 129,141 | 129,141 | - |
| Edified Pty Ltd | Review of International Student Program markets to guide investment decisions and identify trends in international student recruitment | 1/12/2023 | 30/06/2024 | 39,500 | 39,500 | – |
| Ernst and Young | Review of Student Eligibility Processes for Victorian Government Specialist Schools | 4/08/2023 | 30/04/2024 | 444,479 | 425,154 | 19,325 |
| Ernst and Young | Panel for review of 2023 VCE examinations | 6/12/2023 | 30/06/2024 | 128,000 | 128,000 | – |
| John Bennett | Panel for review of 2023 VCE examinations | 6/12/2023 | 30/06/2024 | 65,175 | 65,175 | – |
| KPMG Australia | Readiness review for establishment of Early Learning Childcare Centres | 16/05/2024 | 12/07/2024 | 129,789 | 77,919 | 51,870 |
| KPMG Australia | Project management maturity assessment and implementation plan for PMO supporting kinder and prep reform | 30/03/2023 | 30/06/2023 | 227,023 | 227,023 | – |
| KPMG Australia | Supply market review and analysis of payroll service providers  | 3/07/2023 | 1/08/2023 | 132,563 | 132,563 | – |
| KPMG Australia | Review of operating model and service design | 26/04/2023 | 28/08/2023 | 173,160 | 173,160 | – |
| KPMG Australia | Review arrangement for the provision of vocational education in youth justice settings | 15/03/2024 | 14/05/2024 | 137,670 | 137,670 | – |
| Monocle Education Limited | Global Learning and Engagement Program Review | 13/09/2023 | 30/06/2024 | 63,600 | 63,600 | – |
| Murdoch Children’s Research Institute | Review of school-based health, wellbeing and mental health data collection requirements | 19/02/2024 | 30/04/2024 | 135,662 | 135,662 | – |
| Nous Group Pty Ltd | Evaluation of place-based partnerships to support school engagement and completion initiative | 14/10/2020 | 30/12/2023 | 352,031 | 56,577 | - |
| Nous Group Pty Ltd | Review of child safety governance and implementation | 27/12/2023 | 16/02/2024 | 150,000 | 150,000 | – |
| Nous Group Pty Ltd | Design and implementation of innovative approaches to reduce teacher workload, in accordance with Action 12 of the National Teacher Workforce Action Plan (NTWAP).  | 23/01/2024 | 1/07/2024 | 226,000 | 226,000 | – |
| Protegic Consulting Pty Ltd | Development of a CMS strategy framework aligned with the department’s architecture roadmap | 20/07/2023 | 30/06/2024 | 30,500 | 30,500 | – |
| Protegic Consulting Pty Ltd | Development of the *Corporate Digital Strategy* initiatives, and benefits realisation  | 1/07/2023 | 30/06/2024 | 42,500 | 42,500 | – |
| R2S Training and Education Pty Ltd | Review of department strategic risk profile | 1/11/2023 | 30/06/2024 | 43,490 | 43,490 | – |
| Right Lane Consulting Pty Ltd | Independent review of program management approaches used by the Senior Secondary Pathways Reform Taskforce to ensure ongoing suitability | 20/11/2023 | 30/06/2024 | 48,000 | 48,000 | – |
| Risk Resolve Pty Ltd | Risk assessment of shooting sports in schools | 11/04/2024 | 30/06/2024 | 44,700 | 9,340 | 35,360 |
| Scyne Advisory Pty Ltd | Review of Oracle Governance | 5/02/2024 | 30/04/2024 | 89,545 | 89,545 | – |
| Taylor Fry | Development of model for funding demand projections | 6/10/2023 | 27/06/2024 | 321,817 | 190,419 | 131,398 |
| The Australian Council for Educational Research (ACER) Limited | Panel for review of 2023 VCE examinations | 6/12/2023 | 30/06/2025 | 100,000 | 74,760 | 25,240 |
| The Behavioural Architects Australia Pty Ltd | Career Advisors Research regarding the promotion of early childhood educator careers | 6/03/2024 | 30/07/2024 | 148,273 | 90,000 | 58,273 |
| The Social Research Centre | Evaluation of the Bellum Bellum Blended Learning Hub | 21/03/2024 | 31/12/2026 | 372,657 | 35,520 | 337,137 |
| Dandolo International Pty Ltd  | Evaluation of Swimming in Schools and the Public Water Safety Initiatives | 13/10/2023 | 29/12/2024 | 137,306 | 137,306 | – |

Table 9. Contractor expenditure

| Contractor | Category of services provided | Expenditure ($ excl. GST) |
| --- | --- | --- |
| 54 REASONS | Professional services | 14,359 |
| A2K TECHNOLOGIES | IT services | 10,700 |
| ABLESIDE PTY LTD | Training services | 15,500 |
| ABOUT TODAY | IT services | 36,000 |
| ACCESS TESTING PTY LTD | Professional services | 301,300 |
| ACHPER VICTORIAN BRANCH | Education services | 2,319,109 |
| ACIL ALLEN CONSULTING PTY LTD | Professional services | 1,223,045 |
| ADECCO AUSTRALIA PTY LTD | Contract staff | 1,389,640 |
| AFRDI | Professional services | 5,925 |
| ALENA TARR | Professional services | 1,250 |
| ALISON KAY MURPHY | Professional services | 24,960 |
| ALLEN AND CLARKE CONSULTING PTY LTD | Professional services | 102,892 |
| ALTIS CONSULTING PTY LTD | IT services | 21,256 |
| ANDERSON BRIAN | Professional services | 1,112 |
| ANDREW DEVISSER | Professional services | 4,950 |
| ANDREW FULLER AND ASSOCIATES PTY LTD | Professional services | 9,091 |
| ANGLICARE VICTORIA | Professional services | 46,125 |
| ANITA J CARROLL | Professional services | 7,960 |
| ANNE DALTON + ASSOCIATES | Financial, accounting, audit, taxation, risk management, insurance service | 7,392 |
| ANNE VERONICA ROCHE | Professional services | 19,400 |
| ANSARADA PTY LTD | IT services | 45,454 |
| ANZUK EDUCATION SERVICES PTY LTD | Recruitment services | 12,591 |
| API SERVICES AND SOLUTIONS PTY LIMITED | IT services | 4,361 |
| APP CORPORATION PTY LTD | Professional services | 1,400 |
| ARCBLUE CONSULTING (AUS) PTY LTD | Training services | 215,607 |
| ARCH CREATIVE | Publishing, printing, promotions and communications or marketing services | 39,041 |
| ARTD PTY LTD | Professional services | 175,288 |
| ASG GROUP LTD | IT services | 9,208,273 |
| ASPERGERS VICTORIA INC. | Professional services | 1,169 |
| ASSOCIATION FOR CHILDREN WITH A DISABILITY | Professional services | 61,800 |
| AUDIOCRAFT PTY LTD | Professional services | 7,398 |
| AURECON AUSTRALASIA PTY LTD | Professional services | 3,765,609 |
| AUSPICIOUS ARTS PROJECTS INC. | Professional services | 812,220 |
| AUSTRALASIAN SOCIETY OF CLINICAL IMMUNOLOGY AND ALLERGY LTD | Professional services | 16,000 |
| AUSTRALIA AND NEW ZEALAND SCHOOL OF GOVERNMENT LTD | Professional services (research, leadership and professional development) | 26,945 |
| AUSTRALIAN BUREAU OF STATISTICS (MELB) | Professional services | 1,038 |
| AUSTRALIAN CATHOLIC UNIVERSITY LTD | Training services | 350,908 |
| AUSTRALIAN CHILDHOOD FOUNDATION | Professional services | 6,450 |
| AUSTRALIAN CHILDREN’S EDUCATION & CARE QUALITY AUTHORITY | Training services | 2,300 |
| AUSTRALIAN COLLEGE OF RURAL AND REMOTE MEDICINE | Training services | 5,000 |
| AUSTRALIAN DANCE COUNCIL – AUSDANCE VIC | Professional services | 13,636 |
| AUSTRALIAN EVALUATION SOCIETY LTD | Training services | 1,986 |
| AUSTRALIAN HEALTHCARE ASSOCIATES PTY LTD | Professional services | 17,278,437 |
| AUSTRALIAN INSTITUTE OF MANAGEMENT EDUCATION AND TRAINING PTY LTD | Training services | 7,670 |
| AUSTRALIAN SURVEY RESEARCH GROUP PTY LTD | Professional services | 45,836 |
| AUTOMATIC DATA PROCESSING LTD | Professional services | 801,180 |
| BACTAYR PTY LTD | Professional services | 1,708 |
| BAENZIGER COLES PTY LTD | Professional services | 6,680 |
| BAOBAG | Professional services | 554,478 |
| BARON CONSULTING PTY LTD | Professional services | 86,372 |
| BARTLETT WORKPLACE LAWYERS AND CONSULTANTS PTY LTD | Professional services | 15,000 |
| BAYLEY MIFSUD | Professional services | 1,500 |
| BDO SERVICES PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 62,314 |
| BEATON GROUP PTY LTD | Professional services | 6,200 |
| BECAUSE BRAND EXPERIENCE PTY LTD | Publishing, printing, promotions and communications or marketing services | 1,160 |
| BELLBERRY LTD | Professional services | 6,250 |
| BELMONT NATASHA LEIGH | Professional services | 4,500 |
| BENESTAR GROUP PTY LTD | Professional services | 57,026 |
| BETH EVELINE MARSDEN | Professional services | 14,345 |
| BEVINGTON CONSULTING PTY LTD | Professional services | 44,640 |
| BLACKCOMPASS SOFTWARE PTY LTD | Professional services | 40,000 |
| BLAK ARTZ FROM THE HEART | Professional services | 1,747 |
| BLICK CREATIVE INDUSTRIES PTY LTD | Publishing, printing, promotions and communications or marketing services | 9,072 |
| BRADLEY SCOTT BLOOMFIELD | Professional services | 1,600 |
| BRAND ARCHITECTS | Professional services | 26,350 |
| BRASH CONSULTING | Professional services | 19,475 |
| BRAYALEI PTY LTD | Professional services | 6,300 |
| BRIAN GAUNT | Professional services | 44,775 |
| BROOKE INSTITUTE PTY LTD | IT services | 49,594 |
| BROTHERHOOD OF ST LAURENCE | Professional services | 86,267 |
| BTS AUSTRALASIA PTY LTD | Professional services | 184,759 |
| BUNURONG LAND COUNCIL ABORIGINAL CORPORATION | Professional services | 17,600 |
| CAITLIN AMY COOMBES | Professional services | 4,635 |
| CAMERON STEWART CAMPION | Professional services | 1,153 |
| CAPGEMINI AUSTRALIA PTY LTD | IT services | 13,624,528 |
| CARBONE NELLO | Professional services | 3,488 |
| CAREER EDUCATION ASSOCIATION OF VICTORIA INC. | Professional services | 7,631,713 |
| CARNEGIE CONSULTING GROUP PTY LTD | Professional services (research, leadership and professional development) | 4,900 |
| CAROLINE EVANS PSYCHOLOGICAL SERVICES | Professional services | 7,020 |
| CAROLYNNE ANNE REGODEIRO | Professional services | 16,282 |
| CARR STEVEN | Professional services | 53,717 |
| CBC FACILITIES MAINTENANCE PTY LTD | Professional services | 63,741 |
| CENTRE FOR EVIDENCE AND IMPLEMENTATION  | Professional services | 7,334 |
| CENTRE FOR EXCELLENCE IN CHILD AND FAMILY WELFARE INC. | Training services | 506,960 |
| CHAMBERS CONSULTING | Financial, accounting, audit, taxation, risk management, insurance service | 1,400 |
| CHANDLER MACLEOD | Contract staff | 450,102 |
| CHARTERX PTY LTD | IT services | 382,673 |
| CHILD AND FAMILY CARE NETWORK INC. | Professional services | 2,298 |
| CHRISTINE IVY DOWNING | Professional services | 10,878 |
| CHRISTOPHER JOHN MCCALLUM | Professional services | 10,240 |
| CIRCLE OF SECURITY INTERNATIONAL | Professional services | 14,040 |
| CIVICA EDUCATION PTY LTD | Professional services | 386,598 |
| CLARKE CURRICULUM SERVICES | Professional services | 15,950 |
| CLARKE FREDERICK JAMES | Professional services | 23,388 |
| CLAYTON UTZ | Professional services | 2,458 |
| CLEAR HORIZON CONSULTING PTY LTD | Professional services | 69,657 |
| CLEGG JONATHAN CHARLES | Professional services | 1,700 |
| CLINICAL SUPERVISION CONSULTANTS | Professional services | 124,900 |
| COACHING LEADERS | Training services | 4,773 |
| COGENT ADVISORY PTY LTD | Professional services | 1,071,470 |
| COGNITION EDUCATION AUSTRALIA PTY LTD | Education and community development services | 316,695 |
| COLIN TWISSE | Professional services | 9,512 |
| COMMUNITY CHILD CARE ASSOCIATION INC. | Education and community development services | 49,010 |
| CONDUCT | Professional services | 39,290 |
| CONFLICTSOLVERS.COM.AU | Professional services | 2,673 |
| CONNECT2CARE PTY LTD | Professional services | 21,083 |
| CONTINUITY MATTERS PTY LTD | Professional services | 24,000 |
| CONVERGE INTERNATIONAL PTY LTD | Professional services | 425,866 |
| CONVERSATION CO. | Professional services | 49,180 |
| CORPORATE CHALLENGE EVENTS PTY LTD | Professional services | 1,264 |
| COSTING AND BUSINESS SOLUTIONS PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 138,383 |
| COX ROBYN | Professional services | 4,320 |
| CRAIG NATALIE | Professional services | 6,070 |
| CSIRO | Professional services | 39,635 |
| CTA PARTNERS | Professional services | 18,675 |
| CUA MADDISON | Professional services | 9,271 |
| CUBE GROUP MANAGEMENT CONSULTING (AUSTRALIA) PTY LTD | Professional services | 514,107 |
| CYBERCX PTY LTD | IT services | 10,000 |
| D AND D TAXATION CONSULTING PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 40,425 |
| DAGLEY GAVIN ROSS | Training services | 1,260 |
| DANDOLO INTERNATIONAL PTY LTD | Professional services | 638,901 |
| DARELL BLEWETT | Professional services | 4,500 |
| DATABANK ESCROW SERVICES PTY LTD | Professional services | 1,119 |
| DATACOM SYSTEMS (AU) PTY LTD | IT services | 22,000 |
| DAVID CRAIG NICHOLS | Professional services | 12,400 |
| DAVID KILMARTIN | Training services | 7,018 |
| DAVID MOORE | Professional services | 2,136 |
| DAVID YOUNGER PSYCHOLOGY | Professional services | 4,490 |
| DAVIDSON RECRUITMENT PTY LTD | Contract staff | 180,098 |
| DDLS AUSTRALIA PTY LTD | Professional services | 36,658 |
| DEAKIN UNIVERSITY | Professional services | 2,920,177 |
| DEBBIE JANE WOOD | Professional services | 4,700 |
| DEBBIE JOY OLLIS | Professional services | 23,300 |
| DECKER ADVISORY PTY LTD | Professional services | 31,935 |
| DELOITTE ACCESS ECONOMICS | Professional services | 1,038,309 |
| DELOITTE CONSULTING PTY LTD | Professional services | 3,740,411 |
| DELOITTE FINANCIAL ADVISORY PTY LTD | Professional services | 100,610 |
| DELOITTE TOUCHE TOHMATSU | Professional services | 2,774,107 |
| DENISE FAYE HOWLEY | Training services | 8,600 |
| DESIGN OUTLOOK PTY LTD | Training services | 1,818 |
| DESIGN STATE | Publishing, printing, promotions and communications or marketing services | 14,438 |
| DIXON APPOINTMENTS PTY LTD | Contract staff | 4,015,176 |
| DLA PIPER AUSTRALIA | Professional services | 5,240 |
| DOWN SYNDROME ASSOCIATION OF VIC INC. | Training services | 3,568 |
| DUNN RYAN ANTHONY | Publishing, printing, promotions and communications or marketing services | 9,000 |
| DXC ECLIPSE PTY LTD | Professional services | 83,626 |
| DYNAMIC WEB TRAINING PTY LTD | Training services | 4,000 |
| E-CENTRICINNOVATIONS PTY LTD | IT services | 491,813 |
| EABC PTY LTD | Professional services | 8,875 |
| EARLY LEARNING ASSOCIATION AUSTRALIA INC. | Professional services | 1,787 |
| ECCLESTON TANYA KAREN | Professional services | 9,256 |
| E-CREATORS PTY LTD | Professional services | 3,740 |
| EDPARTNERSHIPS INTERNATIONAL PTY LTD | Professional services | 811,869 |
| EDVALUATE PTY LTD | Professional services | 1,028,894 |
| EDVIEWS | Professional services | 20,179 |
| EE FORENSIC ENGINEERS PTY LTD | Professional services | 11,000 |
| ELEVENM CONSULTING PTY LTD | Professional services | 27,819 |
| ELLEN YOUNG | Professional services | 17,433 |
| ELYSIUM DIGITAL PTY LTD | Professional services | 212,000 |
| EMINA MCLEAN | Professional services | 40,180 |
| EMPIRED LTD | IT services | 33,642 |
| ENABLE PROFESSIONAL SERVICES PTY LTD | IT services | 3,721,549 |
| ENABLE WORKPLACE CONSULTING PTY LTD | Professional services | 6,680 |
| ENCORE EVENT TECHNOLOGIES PTY LTD | Publishing, printing, promotions and communications or marketing services | 7,521 |
| ENGAGE SQUARED PTY LTD | Professional services | 44,848 |
| EOIN O DONOGHUE | Professional services | 2,128 |
| EQUIFAX AUSTRALASIA CREDIT RATINGS PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 40,249 |
| EQUIFAX AUSTRALIA INFORMATION SERVICES AND SOLUTIONS PTY LTD | Professional services | 32,775 |
| ERGON COMMUNICATIONS | IT services | 1,907 |
| ERNST AND YOUNG | Financial, accounting, audit, taxation, risk management, insurance service | 6,211,587 |
| ESSITY AUSTRALASIA PTY LTD | Professional services | 438,776 |
| EVE MEDIA PTY LTD | Professional services | 48,107 |
| EVIE BRADLEY PSYCHOLOGY SERVICES | Professional services | 2,900 |
| EXCEL SUPPORT | IT services | 1,320 |
| EY IDENTITY PTY LTD | IT services | 434,049 |
| FAYE CORMICK CONSULTING | Training services | 14,825 |
| FBG GROUP PTY LTD | Professional services | 635,437 |
| FIREBALL MANAGEMENT GROUP PTY LTD | Professional services | 12,812 |
| FIREINTHEBELLY CONSULTANT | Professional services | 1,000 |
| FIRTH JOHN EDWIN | Professional services | 53,400 |
| FISHER LEADERSHIP | Professional services | 4,500 |
| FKA CHILDRENS SERVICES INC | Professional services | 1,735,528 |
| FOCUSED FUTURE | Professional services | 10,800 |
| FOURTH PILLAR COMMUNICATIONS | Training services | 2,250 |
| FRAM MARIE | Professional services | 39,415 |
| FRONDE AUSTRALIA PTY LTD | Professional services | 84,952 |
| FTF BEHAVIOURAL CONSULTING | Professional services | 21,315 |
| FUJITSU AUSTRALIA LTD | IT services | 4,004,250 |
| FULCRUM CONSULTING PTY LTD | Professional services | 9,000 |
| FUSESPORT PTY LTD | Professional services | 12,320 |
| GABRIEL JOSEPH BURMAN | Professional services | 14,500 |
| GAIL ELIZABETH ALLEN | Professional services | 13,600 |
| GARTNER AUSTRALASIA PTY LTD | Professional services | 163,100 |
| GEMMA CECILIA VARLEY | Professional services | 4,909 |
| GENERIC SYSTEMS AUSTRALIA PTY LTD | Professional services | 36,000 |
| GENOS INTERNATIONAL PTY LTD | Professional services | 10,000 |
| GEOGRAFIA PTY LTD | IT services | 113,140 |
| GIBBS CONSULTANCY | Professional services | 63,230 |
| GILAH CHAJA LEDER | Professional services | 1,200 |
| GLINTECH | Professional services | 8,500 |
| GORDON ROB | Professional services | 3,151 |
| GOULBURN VALLEY HEALTH | Professional services | 90,907 |
| GOWRIE VICTORIA | Education and community development services | 314,383 |
| GOZER MEDIA PTY LTD | Professional services | 5,345 |
| GRANGE ADVISORY PTY LTD | Professional services | 26,732 |
| GRAPPLE INSTITUTE | Professional services | 10,417 |
| GREGORY JOHN MCMAHON | Professional services | 19,728 |
| GROSVENOR PERFORMANCE GROUP PTY LTD | Professional services | 172,046 |
| GUIDE DOGS VICTORIA | Professional services | 93,698 |
| GUNNINGHAM SUE | Education services | 14,082 |
| H.A HARRINGTON & T HARRINGTON | Training services | 5,720 |
| HAMMOND STREET DEVELOPMENTS PTY LTD | IT services | 140,283 |
| HAYS SPECIALIST RECRUITMENT AUSTRALIA PTY LTD | Contract staff | 27,259,172 |
| HAYS SPECIALIST RECRUITMENT AUSTRALIA PTY LTD | Professional services | 94,682 |
| HEALTHWISE GIPPSLAND | Professional services | 2,023 |
| HEATHER BARNES PTY LTD | Professional services | 3,875 |
| HEATHER HILL CONSULTING | Professional services | 19,170 |
| HELEN FORGASZ | Professional services | 1,200 |
| HELLO LEARNING ACADEMY | Professional services | 11,400 |
| HERITAGE INSIGHT PTY LTD | Professional services | 4,313 |
| HERMANN KAREN LESLEY | Professional services | 166,275 |
| HERO HEAD QUARTERS PTY LTD | Training services | 53,669 |
| HERRMANN INTERNATIONAL ASIA PTY LTD | Professional services | 33,045 |
| HIBBINS PETER L | Professional services | 49,368 |
| HICKS-DAVIES CONSULTING PTY LTD | IT services | 206,850 |
| HOBAN RECRUITMENT PTY LTD | Contract staff | 584,709 |
| HOLLY GOVER | Professional services | 5,431 |
| HOPCROFT HEATHER | Professional services | 21,020 |
| HUDSON GLOBAL RESOURCES (AUST) PTY LTD | Contract staff | 6,515,774 |
| HUDSON GLOBAL RESOURCES (AUST) PTY LTD | Professional services | 129,750 |
| HUMAN LINK CONSULTING PTY LTD | Professional services | 66,207 |
| HUNTER IAN | Education and community development services | 2,700 |
| HWC CONSULTING PTY LTD | Professional services | 11,500 |
| ILIADIS IRENE | Professional services | 16,200 |
| ILLUME LEARNING PTY LTD | Professional services | 7,300 |
| IMA MANAGEMENT AND TECHNOLOGY PTY LTD | Professional services | 31,350 |
| IMAGE IN MOTION | Publishing, printing, promotions and communications or marketing services | 1,195 |
| IMC INFORMATION MULTIMEDIA COMMUNICATION PTY LTD | Professional services | 150,801 |
| IMMEDIACY PTY LTD | Professional services | 46,752 |
| IMPACTFUL WORK | Professional services | 6,500 |
| INFORMA AUSTRALIA PTY LTD | Professional services | 4,585 |
| INFORMATICA AUSTRALIA PTY LTD | Professional services | 1,344 |
| INJURYNET AUSTRALIA PTY LTD | Professional services | 160,265 |
| INNOVATION UNIT AUSTRALIA NEW ZEALAND LTD | Professional services | 32,870 |
| INSIGHT LEADERSHIP COACHING | Professional services | 3,630 |
| INSTITUTE OF INTERNAL AUDITORS AUSTRALIA | Professional services | 27,000 |
| INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC | Professional services | 46,014 |
| INSTRUCTURE GLOBAL LTD | IT services | 622,831 |
| INTERNATIONAL ASSOCIATION FOR PUBLIC PARTICIPATION AUSTRALASIA LIMITED | Professional services | 11,224 |
| INTERNATIONAL EXHIBITION AND CONFERENCE GROUP PTY LTD | Professional services | 4,905 |
| INTESO PTY LTD | IT services | 23,260 |
| IRON MOUNTAIN AUSTRALIA GROUP PTY LTD | Professional services | 8,447 |
| IRREGULAR NETWORKS PTY LTD | IT services | 9,600 |
| JDS AUSTRALIA PTY LTD | IT services | 250,580 |
| JESSICA LAUREN MCLINDEN | Professional services | 1,085 |
| JESUIT SOCIAL SERVICES LTD | Professional services | 17,667 |
| JILLIAN CHRISTINE CHEESEMAN | Professional services | 1,500 |
| JODI LEE RICHARDSON | Professional services | 2,000 |
| JONES BRONWYN | Professional services | 35,160 |
| JOST & CO PTY LTD | Professional services | 797,339 |
| JULIA ATKIN PTY LTD | Professional services | 36,452 |
| JULIE MARGARET SYMONS | Professional services | 19,500 |
| JUSTITIA PTY LTD | Professional services | 81,179 |
| KANTAR PUBLIC AUSTRALIA PTY LTD | Professional services | 55,250 |
| KARE PSYCHOLOGY | Professional services | 27,230 |
| KELLY BOUCHER | Professional services | 5,455 |
| KERRIE ANNE DOWSLEY | Professional services | 16,911 |
| KERRY MAREE HOWELLS | Professional services | 1,205 |
| KG EDUCATIONAL CONSULTING | Training services | 25,000 |
| KIM MAREE LAFFAN | Professional services | 26,800 |
| KIMBERLIN EDUCATION PTY LTD | Education services | 1,605,964 |
| KINECTIONS PSYCHOLOGY | Professional services | 2,500 |
| KINEO | Publishing, printing, promotions and communications or marketing services | 11,220 |
| KIP MCGRATH EDUCATION CENTRES -TRARALGON | Education services | 2,800 |
| KIRKMAN JANET FAYE | Professional services | 3,550 |
| KLOCK ANNE MAREE | Professional services | 46,565 |
| KNOWLEDGE INSTITUTE | Professional services | 49,927 |
| KPMG AUSTRALIA | Professional services | 2,104,220 |
| LA TROBE UNIVERSITY | Professional services | 184,986 |
| LADOO PTY LTD | Professional services | 34,980 |
| LANDELL PROBITY PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 158,856 |
| LANDER AND ROGERS | Professional services | 426,558 |
| LANEC SERVICES PTY LTD | Professional services | 1,080 |
| LANGUAGELOOP | Professional services | 38,058 |
| LARSEN WHITE TRACY | Professional services | 74,385 |
| LAUNCH RECRUITMENT PTY LTD | Contract staff | 3,933,589 |
| LEADERSHIP RESILIENCE GROUP PTY LTD | Training services | 54,160 |
| LEADING WITH STRENGTH PTY LTD | Professional services | 136,663 |
| LEICHA BRAGG | Professional services | 8,475 |
| LEIGH JEANETTE | Professional services | 10,118 |
| LERNA GROUP PTY LTD | Training services | 98,425 |
| LEVEL UP PSYCHOLOGY PTY LTD | Professional services | 18,590 |
| LIBERATE ELEARNING PTY LTD | Training services | 364,826 |
| LIBERATE LEARNING PTY LTD | Training services | 82,276 |
| LIFEWORKS COM PTY LTD | Professional services | 933,630 |
| LINDA PARISH | Professional services | 2,000 |
| LIQUID LEARNING GROUP PTY LTD | Training services | 4,090 |
| LIRATA CONSULTING | Professional services | 49,500 |
| LITTLE ROCKET | Professional services | 23,369 |
| LIVING & LEARNING PSYCHOLOGY | Professional services | 1,950 |
| LKJ CONSULTING | Professional services | 1,843 |
| LOGICLY PTY LTD | Professional services | 84,870 |
| LOOK WHO’S TALKING SPEECH PATHOLOGY | Professional services | 6,175 |
| LOVELL CHEN PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 1,925 |
| LUDOWYK EVALUATION | Professional services | 38,179 |
| MACKILLOP FAMILY SERVICES LTD | Professional services | 4,200 |
| MANN DEAN GRAEME | Professional services | 14,660 |
| MANPOWER SERVICES (AUSTRALIA) PTY LTD | Contract staff | 898,045 |
| MARGARITA BREED NUMERACY CONSULTING | Professional services | 3,200 |
| MARK SIMON BLADON | Professional services | 8,000 |
| MAROONDAH CITY COUNCIL | Utilities, infrastructure/sustainability, transport and project management services | 31,519 |
| MARSH PTY LTD | Professional services | 3,130,244 |
| MARTIN PAMELA GAYE | Professional services | 36,494 |
| MATERIALS SOLUTIONS AUSTRALIA PTY LTD | Professional services | 17,940 |
| MATHS TEACHER CIRCLES | Professional services | 2,015 |
| MATTER | Professional services | 2,560 |
| MATTHEWS PETER | Professional services | 4,025 |
| MAX SOLUTIONS | Professional services | 7,141,863 |
| MAXWELL JASON MICHAEL | Professional services | 1,190 |
| MBMPL PTY LTD | Professional services | 36,210 |
| MCINTOSH HEATHER ANN | Professional services | 21,445 |
| MCKENZIE MUSIC PRODUCTIONS PTY LTD | Professional services | 19,080 |
| MCPHEE ANDREWARTHA PTY LTD | Professional services | 30,425 |
| MEG LANGUAGES PTY LTD | Professional services | 45,022 |
| MEGAN ROCHELLE LEE | Professional services | 8,888 |
| MELBOURNE SPORTS INSTITUTE PTY LTD | Professional services | 5,398 |
| MELINDA METAXAS AND ASSOCIATES PTY LTD | Professional services | 10,470 |
| META PM PTY LTD | Professional services | 364,679 |
| MICHAEL MINAS | Professional services | 3,200 |
| MICHAEL PAGE INTERNATIONAL (AUSTRALIA) PTY LTD | Contract staff | 5,903,424 |
| MICHELLE PATRICIA BISSETT | Professional services | 15,000 |
| MINTER ELLISON | Professional services | 316,725 |
| MINUTE TO MIDNIGHT SOLUTIONS PTY LTD | Professional services | 46,200 |
| MOMENTUM CHANGING MINDSETS PTY LTD | Professional services | 17,271 |
| MONASH UNIVERSITY | Professional services | 1,505,269 |
| MONDO CORPORATION PTY LTD | Professional services | 1,341 |
| MOTT MACDONALD AUSTRALIA PTY LTD | Professional services | 3,136,376 |
| MUDALY NEEROSHINEE | Professional services | 8,799 |
| MULTIFANGLED PTY LTD | Education services | 1,000 |
| MURDOCH CHILDRENS RESEARCH INSTITUTE | Early childhood services | 6,420 |
| MUSE CONSULTING PTY LTD | Professional services | 53,550 |
| NATIONAL AUSTRALIA BANK LTD | Professional services | 18,750 |
| NATIONAL CURRICULUM SERVICES | Professional services | 1,463,882 |
| NB EDUCATION SERVICES | Professional services | 5,696 |
| NEIL CUNNINGHAM | Professional services | 7,324 |
| NEPEAN PSYCHOLOGY AND COUNSELLING CENTRE | Professional services | 10,200 |
| NEXUS PRIMARY HEALTH | Professional services | 3,000 |
| NICHOLAS JAMES BAMFORD | Professional services | 40,364 |
| NICOLE BROOKE SCHROETER | Professional services | 6,500 |
| NICOLE LEANNE MILBURN | Professional services | 2,100 |
| NINGJUN WANG | Professional services | 3,000 |
| NO FUSS ADMIN | Professional services | 19,299 |
| NOELLA MAREE MACKENZIE | Professional services | 9,000 |
| NORTHERN KIDS THERAPY PTY LTD | Professional services | 6,654 |
| NOUS GROUP PTY LTD | Professional services | 796,605 |
| NOVA SYSTEMS PTY LTD | Professional services | 84,000 |
| NTT AUSTRALIA DIGITAL PTY LTD | IT services | 1,507,570 |
| NTT AUSTRALIA PTY LTD | IT services | 873,017 |
| NUMERACY TEACHERS ACADEMY | Professional services | 2,000 |
| NUTTSHELL GRAPHICS PTY LTD | Professional services | 39,420 |
| NW GROUP AUSTRALASIA PTY LTD | Professional services | 51,089 |
| OCONNOR MARSDEN + ASSOCIATES PTY LTD | Professional services | 33,325 |
| ONCALL LANGUAGE SERVICES PTY LTD | Professional services | 4,110,000 |
| ONE TREE COMMUNITY SERVICES INC | Professional services | 1,149 |
| ONEPLACE SOLUTIONS | Professional services | 48,433 |
| OOBE PTY LTD | IT services | 70,560 |
| ORACLE CORPORATION AUSTRALIA PTY LTD | IT services | 3,275,670 |
| ORIMA RESEARCH PTY LTD | Professional services | 435,834 |
| OZ LIT TEACHER | Professional services | 1,100 |
| PARENT CHILD MOTHER GOOSE AUSTRALIA INCORPORATED | Training services | 2,340 |
| PATERSON & PATERSON CONSULTING PTY LTD | Training services | 3,975 |
| PAXON CONSULTING GROUP PTY LTD | Professional services | 132,348 |
| PEARSON AUSTRALIA GROUP PTY LTD | Professional services | 69,481 |
| PENINSULA PAEDIATRIC PSYCHOLOGY PTY LTD | Professional services | 10,424 |
| PENINSULA SPEECH PATHOLOGY SERVICES PTY LTD | Professional services | 4,232 |
| PEOPLE2PEOPLE RECRUITMENT (VICTORIA) PTY LTD | Contract staff | 1,106,936 |
| PEOPLESCOUT TECHNOLOGY PTY LTD | Professional services | 14,875 |
| PEPWORLDWIDE PTY LTD | Professional services | 10,555 |
| PERSOLKELLY AUSTRALIA PTY LTD | Contract staff | 1,163,165 |
| PETER ARNOLD SULLIVAN | Education services | 4,050 |
| PHILLIPS EDUCATION SERVICES | Professional services | 31,050 |
| PHILLIPS KPA PTY LTD | Professional services | 151,951 |
| PHOENIX AUSTRALIA CENTRE FOR POSTTRAUMATIC MENTAL HEALTH | Training services | 2,200 |
| PINNACLE GROUP AUSTRALIA PTY LTD | Professional services | 314,299 |
| PIXEL PERFECT PTY LTD (COURTHEATH) | Financial, accounting, audit, taxation, risk management, insurance service | 244,356 |
| PKF INTEGRITY SERVICES BMNS PTY LTD | Professional services | 21,875 |
| PLANIT TEST MANAGEMENT SOLUTIONS PTY LTD | IT services | 255,550 |
| PMO SYSTEMS PTY LTD | IT services | 7,500 |
| POETS GROVE FAMILY AND CHILDRENS CENTRE INC | Training services | 1,341 |
| POLA PRACTICE PTY LTD | Training services | 15,500 |
| POLICY PERFORMANCE PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 36,400 |
| POLYKALA PTY LTD | Training services | 2,800 |
| POSITIVE INTELLIGENCE | Training services | 1,330 |
| POSSIBILITY TO REALITY PTY LTD | Professional services | 17,300 |
| PRENSA PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 11,017 |
| PRETTY AGILE PTY LTD | Training services | 2,390 |
| PRICEWATERHOUSE COOPERS | Financial, accounting, audit, taxation, risk management, insurance service | 398,762 |
| PRICEWATERHOUSECOOPERS INDIGENOUS CONSULTING PTY LTD | Professional services | 161,181 |
| PRIME FORENSIC PSYCHOLOGY PTY LTD | Professional services | 2,100 |
| PRO ED AUSTRALIA | Education services | 2,055 |
| PROCESS CONSULTING AND FACILITATING | Publishing, printing, promotions and communications or marketing services | 8,483 |
| PROCUREMENT CO | Professional services | 36,841 |
| PROJECT EVOKE PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 34,600 |
| PROJECTTMA PTY LTD | Professional services | 1,125 |
| PROJECTURA PTY LTD | Professional services | 6,250 |
| PROPERTY & FORENSIC ASSESSING | Financial, accounting, audit, taxation, risk management, insurance service | 116,590 |
| PROSCI PTY LTD | Training services | 5,723 |
| PROTEGIC CONSULTING PTY LTD | Professional services | 30,000 |
| PROTIVITI PTY LTD | Strategic Services and Advice for Audit, Fraud and Procurement | 284,420 |
| PROXIMITY ADVISORY SERVICES PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 728,848 |
| PSYCHOLOGICAL ASSESSMENTS AUSTRALIA | Professional services | 1,400 |
| PULL PTY LTD | Professional services | 3,845 |
| PUNCHY DIGITAL MEDIA PTY LTD | Professional services | 9,850 |
| QUANTUM RESTORATION SERVICES PTY LTD | Professional services | 8,816 |
| QUEENSLAND UNIVERSITY OF TECHNOLOGY | Professional services | 463,157 |
| R/GA MEDIA GROUP PTY LTD | Professional services | 152,906 |
| R2S TRAINING AND EDUCATION PTY LTD | Training services | 6,470 |
| RACHEL SARAH ANNE KANIA | Professional services | 1,128 |
| RANDSTAD PTY LTD | Contract staff | 10,659,907 |
| RAPID CIRCLE PTY LTD | Professional services | 88,180 |
| REALWELL PTY LTD | Professional services | 8,605 |
| RECORDPOINT SOFTWARE APAC PTY LTD | IT services | 25,707 |
| RED PONY PTY LTD | Professional services | 58,900 |
| REDAGILE | Professional services | 1,091 |
| REFLECTING POWER | Professional services | 32,320 |
| RESOLUTION MEDIA PTY LTD | Publishing, printing, promotions and communications or marketing services | 66,040 |
| RESOLVE SOFTWARE GROUP PTY LTD | IT services | 24,850 |
| REVOLUTION IT | Professional services | 864,346 |
| RICHMOND JOHN | Professional services | 26,762 |
| RISK LOGIC | Professional services | 68,700 |
| RISK MANAGEMENT TECHNOLOGIES PTY LTD | IT services | 73,551 |
| RIXSTEWART PTY LTD | Professional services | 145,883 |
| RMIT UNIVERSITY | Professional services | 172,264 |
| ROBERT FEARNSIDE | Professional services | 44,271 |
| ROBERT JOHN STEPHENS | Professional services | 3,507 |
| ROD ALLEN CONSULTING | Professional services | 38,374 |
| ROHAN PATRICK LARKIN | Professional services | 10,000 |
| ROMA MARGARET MCKINNON | Professional services | 21,600 |
| ROYAL VICTORIAN EYE AND EAR HOSPITAL | Professional services | 36,615 |
| RSM AUSTRALIA PTY LTD | IT services | 444,009 |
| RUCCIS PTY LTD | Professional services | 12,729 |
| RUSSELL EDUCATION | Professional services | 5,593 |
| RUSSELL KENNEDY SOLICITORS | Professional services | 5,210 |
| SABA HAKIM | Professional services | 3,770 |
| SACS CONSULTING PTY LTD | Recruitment services | 3,010 |
| SALLY HANRATTY PSYCHOLOGY | Professional services | 21,780 |
| SALTER HILL GROUP PTY LTD | Professional services | 8,000 |
| SANDRA JOY WOODMAN | Professional services | 5,000 |
| SAP AUSTRALIA PTY LTD | IT services | 430,711 |
| SCHOOL RESEARCH EVALUATION AND MEASUREMENT SERVICES | Professional services (research, leadership and professional development) | 227,000 |
| SCHOOL SAFE CONSULTING PTY LTD | Professional services | 6,375 |
| SCHOOL SPORT ACT | Professional services | 7,630 |
| SCHOOL SPORT AUSTRALIA INCORPORATED | Professional services | 4,220 |
| SCOPE AUST LTD | Professional services | 17,717 |
| SCOTT RAMSDELL PSYCHOLOGY AND ASSESSMENT SERVICES | Professional services | 1,200 |
| SCYNE ADVISORY PTY LTD | Professional services | 1,240,856 |
| SEAMER DESIGN | Professional services | 25,220 |
| SECURE MINDS PSYCHOLOGY | Professional services | 2,240 |
| SEMANN SLATTERY AND ASSOCIATES PTY LTD | Professional services | 2,235,347 |
| SEMZ PROPERTY ADVISORY & PROJECT MANAGEMENT PTY LTD | Professional services | 371,220 |
| SENATESHJ | IT services | 246,943 |
| SENSUM GROUP PTY LTD | Professional services | 170,000 |
| SENTIENCE CONSULTING | Professional services | 8,843 |
| SENVERSA PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 26,038 |
| SFDC AUSTRALIA PTY LTD | IT services | 4,486,539 |
| SGS ECONOMICS AND PLANNING | Professional services | 142,221 |
| SHK ASIA PACIFIC PTY LTD | Recruitment services | 80,500 |
| SIBLING ARCHITECTURE | Professional services | 38,500 |
| SILENT PARTNERS LEARNING SERVICES | Professional services | 11,750 |
| SIMONE MALCOLM PSYCHOLOGIST | Professional services | 3,658 |
| SIMPLUS AUSTRALIA PTY LTD | Professional services | 373,415 |
| SIT OR STAND | Utilities, infrastructure/sustainability, transport and project management services | 4,715 |
| SKETCH GROUP | Publishing, printing, promotions and communications or marketing services | 26,290 |
| SKP EVENTS | Publishing, printing, promotions and communications or marketing services | 101,790 |
| SLATTERY AUSTRALIA PTY LTD | Professional services | 156,543 |
| SMART APPS PTY LTD | IT services | 1,449,738 |
| SMART CONNECTION CONSULTANCY PTY LTD | Professional services | 5,000 |
| SMLKIDS PTY LTD | Professional services | 3,118 |
| SNAPPER SCREEN PRODUCTIONS PTY LTD | Publishing, printing, promotions and communications or marketing services | 36,555 |
| SOCIAL MIND PTY LTD | Training services | 3,091 |
| SOCIAL RESEARCH CENTRE PTY LTD | Professional services | 268,481 |
| SOCIAL VENTURES AUSTRALIA LTD | Professional services | 68,931 |
| SOLUTIONONE | Professional services | 459,210 |
| SONG ROOM LTD | Education and community development services | 530,913 |
| SOUTH WEST INSTITUTE OF TAFE (WARRNAMBOOL) | Professional services | 118,533 |
| SOUTHERN KNOWLEDGE SERVICES | Professional services | 31,208 |
| SPECIALIST BEHAVIOUR CONSULTANCY AND TRAINING | Professional services | 20,640 |
| SPECIALISTERNE CENTRE AUSTRALIA LTD | Professional services | 16,800 |
| SPEECH PATHOLOGY PLUS | Professional services | 11,060 |
| SPENCE DEIRDRE GERALDINE | Professional services | 19,766 |
| SPIIRE AUSTRALIA PTY LTD | Professional services | 66,504 |
| ST JOHN AMBULANCE AUSTRALIA VICTORIA INC | Education and community development services | 2,590 |
| STATE LIBRARY OF VICTORIA | IT services | 54,285 |
| STREAMING GUYS | Publishing, printing, promotions and communications or marketing services | 2,950 |
| SUROTE PTY LTD | Professional services | 4,051 |
| SUSAN MICHELLE SIMPSON | Professional services | 2,688 |
| SUSAN PATRICIA FARRELL | Professional services | 5,000 |
| SWINBURNE UNIVERSITY OF TECHNOLOGY | Professional services | 100,443 |
| SYNERGISTIQ PTY LTD | Professional services | 665,228 |
| TALENT INTERNATIONAL (VIC) PTY LTD | Contract staff | 16,177,951 |
| TAMIKA BURDETT | Professional services | 9,000 |
| TAYLOR JEREMY | Professional services | 2,085 |
| TDW CONSULTING | Professional services | 24,300 |
| TECHNICAL DIRECTION COMPANY OF AUSTRALIA PTY LTD | Professional services | 36,750 |
| TECH-SAVVY SOLUTIONS | Publishing, printing, promotions and communications or marketing services | 13,680 |
| TELUS HEALTH (AUSTRALIA) PTY LTD | Professional services | 1,696,312 |
| TERRA FIRMA PTY LTD | IT services | 1,095,439 |
| THE ADAPTABILITY FACTOR | Professional services | 5,890 |
| THE ALT SHIFT MELBOURNE | Professional services | 185,339 |
| THE ARCHITECTURE PRACTICE PTY LTD | Professional services | 23,725 |
| THE AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH LTD | Education services | 3,542,958 |
| THE BEHAVIOURAL ARCHITECTS AUSTRALIA PTY LTD | Professional services | 44,813 |
| THE LEARNING CATALYST | Professional services | 2,000 |
| THE LIFESTYLE SUITE TALENT PTY LTD | Professional services | 3,500 |
| THE LOTE AGENCY PTY LTD | Professional services | 7,820 |
| THE REAL BUSINESS PTY LTD | Training services | 12,365 |
| THE SHANNON COMPANY PTY LTD | Publishing, printing, promotions and communications or marketing services | 45,455 |
| THE TRUSTEE FOR BONAR FAMILY TRUST | Professional services | 33,400 |
| THE TRUSTEE FOR CASTELLO TRUST | Professional services | 4,000 |
| THE TRUSTEE FOR CODE BLACK TRUST | Professional services | 1,820 |
| THE TRUSTEE FOR DUX PROJECT TRUST | Professional services | 3,375 |
| THE TRUSTEE FOR ELIZABETH ANDREWS UNIT TRUST | Training services | 1,332 |
| THE TRUSTEE FOR H W CAHILL FAMILY TRUST | Training services | 249,302 |
| THE TRUSTEE FOR HART FAMILY TRUST | Professional services | 9,732 |
| THE TRUSTEE FOR IMPRINT CONSOLIDATED ATF R.K.MACDONALD FAMILY TRUST | Professional services | 1,154 |
| THE TRUSTEE FOR JACKG TRUST | Professional services | 43,514 |
| THE TRUSTEE FOR JWS RESEARCH UNIT TRUST | Professional services | 379,273 |
| THE TRUSTEE FOR KARABENA CONSULTING TRUST | Professional services | 4,332 |
| THE TRUSTEE FOR LEADING SCHOOLS UNIT TRUST | Professional services | 140,202 |
| THE TRUSTEE FOR LEARN LABS GLOBAL UNIT TRUST | Professional services | 27,045 |
| THE TRUSTEE FOR M & S KNIGHT FAMILY TRUST | Professional services | 24,168 |
| THE TRUSTEE FOR NWG PRODUCTIONS FAMILY TRUST | Professional services | 75,690 |
| THE TRUSTEE FOR THE BIG CANVAS TRUST | IT services | 37,255 |
| THE TRUSTEE FOR THE COOL AUSTRALIA TRUST | Professional services | 225,511 |
| THE TRUSTEE FOR THE FULLER FAMILY TRUST | Professional services | 88,000 |
| THE TRUSTEE FOR THE GUESSWORK TRUST | Professional services | 10,055 |
| THE TRUSTEE FOR THE INDEX CAPITAL FAMILY TRUST | Publishing, printing, promotions and communications or marketing services | 1,482 |
| THE TRUSTEE FOR THE ROBINSON FAMILY TRUST | Professional services | 284,805 |
| THE TRUSTEE FOR THE SOCIAL STENCIL TRUST | Professional services | 2,427 |
| THE TRUSTEE FOR TORMONT TRUST | Professional services | 1,341 |
| THE UNIVERSITY OF NEW ENGLAND | Professional services | 101,800 |
| THE WELLBEING DISTILLERY PTY LTD | Professional services | 3,750 |
| THERAPEUTIC ENGAGEMENT SUPPORT SERVICES ASSOCIATION | Professional services | 34,641 |
| THERESE RAULIN | Professional services | 31,395 |
| THINK PLAY THRIVE | Professional services | 21,288 |
| THINK THEN CREATE | Professional services | 27,231 |
| THOMPSON EMILY | Professional services | 2,850 |
| THOMSON GEER | Professional services | 8,771 |
| THRIVELY ADHD COACHING | Training services | 1,534 |
| TOP NOTCH TEACHING AGENCY PTY LTD | Education services | 2,546 |
| TRACEY LEA ROWE | Professional services | 8,400 |
| TREMAC INVESTIGATIONS PTY LTD | Professional services | 20,250 |
| TRINAMIX PTY LTD | IT services | 247,850 |
| TRIPLE P INTERNATIONAL PTY LTD | Professional services | 77,444 |
| TRUSTED IMPACT PTY LTD | Publishing, printing, promotions and communications or marketing services | 26,605 |
| TRY AUSTRALIA CHILDREN’S SERVICES | Education services | 1,943 |
| TSA MANAGEMENT | Strategic Services and Advice for Audit, Fraud and Procurement | 40,510 |
| TURNER KAREN | Professional services | 30,630 |
| TWOMEY TERENCE | Training services | 16,500 |
| TWOPOINTZERO | Professional services | 8,000 |
| UNITED MINDS COMMUNITY SERVICES LTD | Professional services | 41,582 |
| UNITED NATIONS ASSOCIATION OF AUSTRALIA VICTORIAN DIVISION INC | Professional services | 16,800 |
| UNIVERSITY OF CANTERBURY | Professional services | 27,845 |
| UNIVERSITY OF MELBOURNE | Professional services | 1,830,033 |
| URBIS PTY LTD | Professional services | 284,396 |
| UWORKIN PTY LTD | Professional services | 36,505 |
| VALAD SOLUTIONS PTY LTD | Professional services | 829,622 |
| VALUE ADVISORY PARTNERS PTY LTD | Professional services | 85,391 |
| VAN REES MICHONNE | Professional services | 46,000 |
| VASA CONSULTANCY | Training services | 1,500 |
| VENDORPANEL | Professional services | 34,425 |
| VERMONT CONSULTING | Professional services | 2,340 |
| VERSA AGENCY PTY LTD | Publishing, printing, promotions and communications or marketing services | 6,066 |
| VICSPORT | Professional services | 1,000 |
| VICTORIA UNIVERSITY | Professional services | 46,797 |
| VICTORIAN ASSESSMENT SERVICES | Education assessment services | 180,857 |
| VICTORIAN DEAF SOCIETY | Professional services | 14,715 |
| VICTORIAN EQUAL OPPORTUNITY AND HUMAN RIGHTS COMMISSION | Professional services | 4,500 |
| VICTORIAN INSTITUTE OF SPORT | Professional services | 11,500 |
| VICTORIAN STUDENT REPRESENTATIVE COUNCIL | Professional services | 101,986 |
| VICTORIAN YMCA COMMUNITY PROGRAMMING PTY LTD | Education and community development services | 5,548 |
| VIDEOPRO PTY LTD | Professional services | 1,848 |
| VILLAGE RESPONSE COLLECTIVE INCORPORATED | Professional services | 33,790 |
| VIRIDIAN RESEARCH AND CONSULTING | Professional services | 29,000 |
| VISION AUSTRALIA | IT services | 2,993 |
| VITA FIRST AID PTY LTD | Professional services | 42,977 |
| VJA EDUCATION CONSULTANT | Professional services | 35,649 |
| WALDARA BUSINESS SUPPORT SERVICES | Training services | 10,500 |
| WALL DEBORAH SUSAN | Education and community development services | 1,375 |
| WALLIS CONSULTING GROUP PTY LTD | Professional services | 503,159 |
| WANDANA ABORIGINAL EDUCATION AND EVENTS | Professional services | 5,400 |
| WANGARATTA & DISTRICT CRICKET ASSOCIATION INCORPORATED | Professional services | 1,900 |
| WATSON PSYCHOLOGY | Professional services | 2,905 |
| WHITE ANGELA EVELYN | Professional services | 2,690 |
| WIMMERA SOUTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK INC | Professional services | 9,091 |
| WISE WORKPLACE SOLUTIONS PTY LTD | Professional services | 17,341 |
| WITCHELL DAVID | Professional services | 7,590 |
| WOMENS HEALTH IN THE NORTH INC | Training services | 2,500 |
| WORKLOGIC | Professional services | 4,868 |
| WORLD EDUCATION PROGRAM AUSTRALIA LTD | Professional services | 50,910 |
| WURUNDJERI WOI WURRUNG CULTURAL HERITAGE ABORIGINAL CORPORATION | Professional services | 7,430 |
| YOUR PSYCHOLOGIST PTY LTD | Professional services | 3,000 |
| ZWAR TIMOTHY CRAIG | Professional services | 5,377 |
| ZZZ PROJECTS INC. | Professional services | 3,145 |

# Abbreviations

Table 10. Abbreviations

| Abbreviation | Full title |
| --- | --- |
| ARC | Audit and Risk Committee |
| BFMC | Budget and Financial Management Committee |
| EB | Executive Board |
| ERC | Executive Remuneration Committee |
| IMT | Information Management Technology |
| IMTC | Information Management and Technology Committee |
| PCB | Project Control Board |
| PPC | Procurement and Probity Committee |
| SPFAC | School Policy and Funding Advisory Council |
| STEAM | Science, Technology, Engineering, Art and Math |
| STEM | Science, Technology, Engineering and Mathematics |
| VAGO | Victorian Auditor-General’s Office |
| VCE | Victorian Certificate of Education |
| VPS | Victorian Public Service |