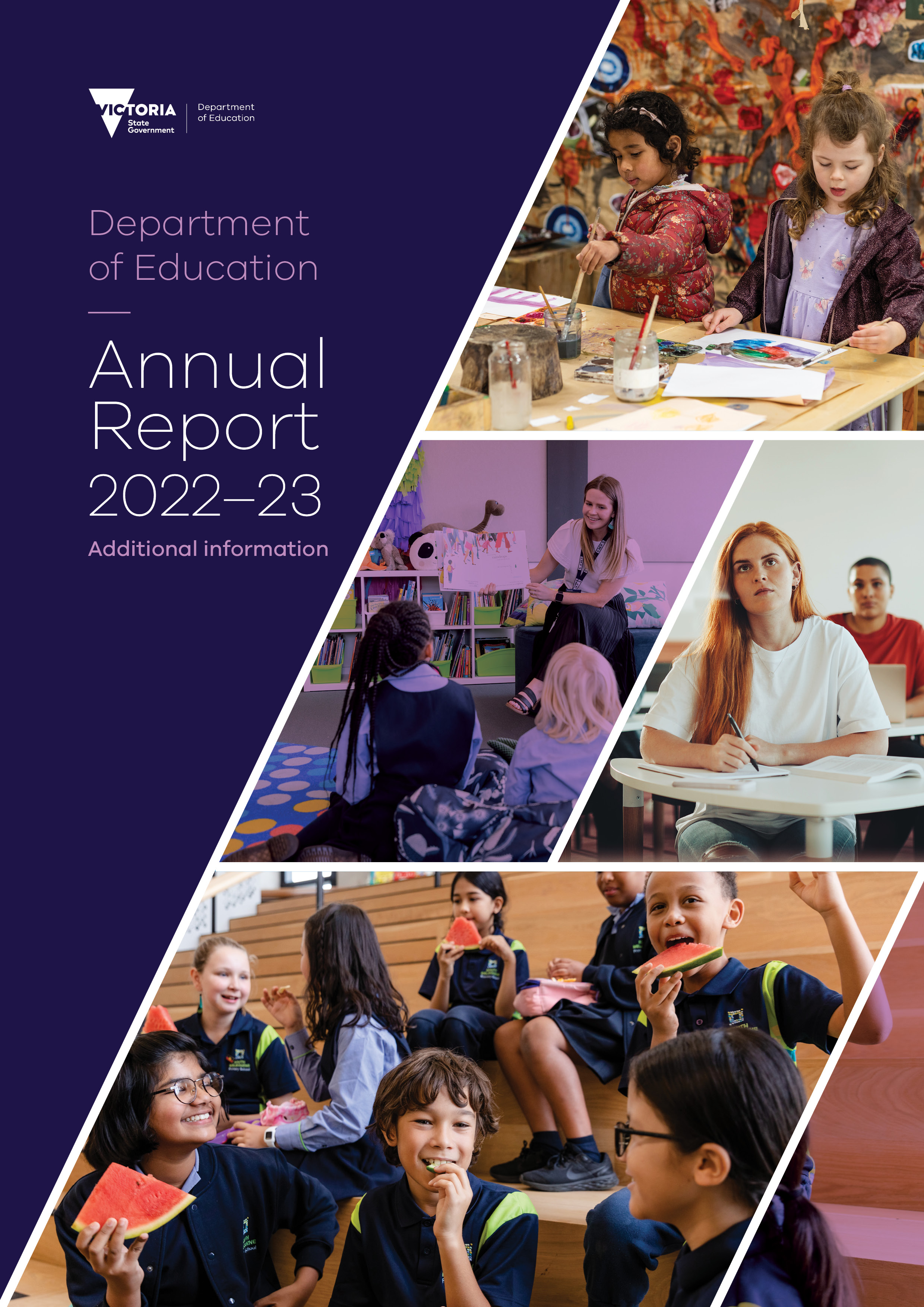
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ACKNOWLEDGEMENT

The department proudly acknowledges Victoria’s Aboriginal communities and their rich and enduring cultures.

We acknowledge Aboriginal people as Australia’s first peoples and as the Traditional Owners and custodians of the land and water on which we rely. We pay respect to Elders past and present, and we work to support emerging Aboriginal leaders.

We recognise Aboriginal people as Victoria’s first teachers, 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 embrace the spirit of reconciliation as we work together to deliver the Victorian Government’s commitment to Voice, Treaty and Truth.

Throughout this document the term Koorie is used to refer to both Aboriginal and Torres Strait Islander people. Use of the terms Aboriginal, Aboriginal and Torres Strait Islander and Indigenous are retained in the names of programs and initiatives and unless noted otherwise are inclusive of all Aboriginal and Torres Strait Islander peoples.

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Contents

[Introduction 4](#_Toc149690191)

[Declarations of pecuniary interests 5](#_Toc149690192)

[Shares held by senior officers 5](#_Toc149690193)

[Publications about the department 5](#_Toc149690194)

[Changes in prices, fees, charges, rates and levies 5](#_Toc149690195)

[Major external reviews 6](#_Toc149690196)

[Major research and development 7](#_Toc149690197)

[Overseas visits 11](#_Toc149690198)

[Major promotional, public relations and marketing activities 15](#_Toc149690199)

[Industrial relations 17](#_Toc149690200)

[Major committees 18](#_Toc149690201)

[Consultants and contractors 23](#_Toc149690202)

[Abbreviations 45](#_Toc149690203)

# Introduction

Financial Reporting Direction 22 requires the Department of Education’s Accountable Officer to retain specific information and make 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 in this report available. The information can be found in this report and the *Department of Education 2022–23 Annual Report*. Both reports are available on the department’s [Annual Reports webpage](https://www.vic.gov.au/department-education-annual-reports).

Information provided in this Additional Information report is as follows:

* 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 major research and development activities undertaken by 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 that details of assessments and measures undertaken to improve the occupational health and safety of employees are provided. Those details are available in the *Department of Education 2022–23 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 2022–23. It does not include publications by the department published on behalf of the government, or those published by external parties.

Publications produced by the department about the department

|  |  |  |
| --- | --- | --- |
| Publication | Date produced | How obtained |
| Department of Education and Training Annual Report 2021–22 | September 2022 | [*Department of Education and Training Annual Report 2021–22*](https://www.education.vic.gov.au/Documents/about/department/department_of_education_and_training_annual_report_2021-22.pdf) [PDF 3.5MB] |
| Department of Education and Training Strategic Plan 2022–26 | August 2022 | [*Department of Education and Training Strategic Plan 2022–26*](https://www.education.vic.gov.au/Documents/about/department/Strategic-Plan-%202022-26.pdf)[PDF 1.3MB] |

# 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 [payment, fees and fines webpage](http://www.vic.gov.au/payments-fees-and-fines-department-education-and-training) . Changes in these details are available on request, subject to the provisions of the Freedom of Information Act.

# Major external reviews

The following table details major external reviews carried out on the department and completed during 2022–23.

Major external reviews carried out on the department

| **R**eview | Conducted by | Purpose | Date completed |
| --- | --- | --- | --- |
| Fair Presentation of Service Delivery Performance 2022 | Victorian Auditor-General’s Office (VAGO) | To determine whether the public sector fairly presents its service delivery performance information. | 22 March 2023 |
| Major Projects Performance Reporting 2022 | VAGO | To determine whether the public sector transparently report the performance of major projects against cost, time, scope, and benefits. | 21 September 2022 |
| Principal Health and Wellbeing | VAGO | To determine whether the department is protecting the health and wellbeing of its school principals. | 22 June 2023 |
| Supporting Students with Disability | VAGO | To examine the Disability Inclusion Program, focusing on whether the program is set up to provide reasonable adjustments that allow students with disability to access and participate in education on the same basis as students without disability. | 21 June 2023 |

# Major research and development

The following table details the major research and development activities undertaken by the department. This includes reviews, studies and evaluations that were established, commenced or completed by or on behalf of the department in 2022–23 and that have a total cost in excess of $100,000.

Major research and development activities undertaken by the department

| Research and development activity | Conducted by | Purpose |
| --- | --- | --- |
| Allied health market research | EY Sweeney | To gain insights into which factors impact attraction and retention of allied health professionals in education settings. |
| Alternative education provision modelling | Geografia | To undertake demand and provision modelling of the alternative secondary school education sector. |
| Child Information Sharing mapping and demand analysis | ACIL Allen | To support improvements in the implementation and embedding of the Child Information Sharing Scheme. |
| Developmental evaluation of the Child Link pilot phase implementation | Allen and Clarke Consulting | To inform enhancement to the pilot phase implementation and subsequent phased implementation of Child Link. |
| Emerging trends and opportunities for school education | Boston Consulting Group | To gain an understanding of how school systems around the world developed new approaches to teaching and learning during COVID-19. |
| Evaluation of 2023 Department of Education Workforce Supports | Department of Education | To review and evaluate initiatives delivered by the department in 2023 to support teacher attraction and recruitment, in order to inform initiative improvement and continuation. |
| Evaluation of Amplify – Empowering Student Voice, Agency and Leadership | Australian Council for Educational Research | To evaluate the implementation and impact of Amplify – Empowering Student Voice, Agency and Leadership practice guide and the Amplify Toolkit. |
| Evaluation of Career Start pilot | Department of Education | To evaluate the effectiveness of the Career Start pilot in accelerating the professional development of first- and second-year graduate teachers. |
| Evaluation of Differentiated Support for School Improvement – Leadership Partners and Teaching Partners initiatives | ACIL Allen | To evaluate the Leadership Partners and Teaching Partners initiatives under the Differentiated Support for School Improvement initiative. |
| Evaluation of Disability Inclusion initiative | Deloitte Access Economics | To evaluate the implementation and short-term outcomes of the Disability Inclusion initiative. |
| Evaluation of Diverse Learners Hub and Inclusion Outreach Coaching Program | Deloitte | To evaluate system-level support for students with disability and diverse learners through implementation of the Diverse Learners Hub and Inclusion Outreach Coaching initiatives. |
| Evaluation of Early Childhood Language Program | Deloitte Access Economics | To evaluate the Early Childhood Language Program to support continuous improvement and inform next steps. |
| Evaluation of enhanced early years literacy assessment suite and implementation supports | Cube Management Group (Australia) | To evaluate the implementation of the enhanced early years literacy assessment suite and supports. |
| Evaluation of Excellence in Teacher Education Reform Multi-Program (2021–23) | Synergistiq | To evaluate and report on the National Exceptional Teaching in Disadvantaged Schools program, employment-based pathways and the Diploma of Teacher Education Preparation. |
| Evaluation of funded Three-Year-Old Kindergarten implementation | ACIL Allen | To inform ongoing reform implementation. |
| Evaluation of Glasses for Kids | Deloitte Access Economics | To evaluate the Glasses for Kids program. |
| Evaluation of Head Start expansion | Nous Group | To undertake an investigation on the barriers and challenges in implementing the program. The evaluation will track and assess implementation progress. |
| Evaluation of Head Start pilot | Nous Group | To undertake a process and impact evaluation to determine how the Head Start pilot has been rolled out in the 10 Head Start clusters, including its impact on schools, families and employers. |
| Evaluation of Inclusive Classrooms | Synergistiq | To evaluate the impact of the Inclusive Classrooms professional learning program. |
| Evaluation of Innovative Initial Teacher Education programs (2022–25) | Department of Education | To understand the contribution of the second suite of Innovative Initial Teacher Education programs to teacher supply in Victorian government secondary schools and identify opportunities to improve program effectiveness. |
| Evaluation of Jobs, Skills and Pathways Coordination (JSPC) funding initiative | Deloitte | To undertake a small-scale evaluation of how JSPC funding has been implemented at the school level and its effect on schools’ capacity to deliver high-quality vocational and applied learning programs. |
| Evaluation of Kindergarten Quality Improvement Program | ACIL Allen and Synergistiq | To inform future program design to support funded kindergartens with identified quality improvement needs. |
| Evaluation of Master of Inclusive Education and Graduate Certificate initiative | ARTD Consultants | To evaluate the extent to which the programs are promoting an advanced understanding of inclusive educational needs and practices for students with disability and diverse learning needs. |
| Evaluation of Mental Health in Primary Schools Expansion | Melbourne Children’s Research Institute and Department of Education | To evaluate the effectiveness and impact of the Mental Health in Primary Schools program. |
| Evaluation of Mental Health in Primary Schools pilot | Melbourne Children’s Research Institute | To evaluate the Mental Health and Wellbeing Leader model’s feasibility, acceptability and impact. |
| Evaluation of Mental Health Practitioners initiative | Dandolo Partners | To evaluate the Mental Health Practitioners Initiative in secondary and specialist schools. |
| Evaluation of Outside School Hours Care initiative | PwC Australia | To evaluate the implementation and outcomes of the Outside School Hours Care Initiative ("Increasing access to outside school hours care" commitment). |
| Evaluation of professional learning delivered for learning specialists | Allen and Clarke Consulting | To evaluate professional learning for learning specialists. |
| Evaluation of School Readiness Funding process | University of Melbourne | To identify opportunities for continuous improvement of school readiness funding. |
| Evaluation of School-Based Executive Class Principal program | Australian Council for Educational Research | To evaluate the School-Based Executive Class Principal program under the Differentiated Support for School Improvement initiative. |
| Evaluation of Student Excellence Program | Deloitte Access Economics | To evaluate the efficacy of the key aspects of the Student Excellence Program. |
| Evaluation of Student Member on School Council initiative | Synergistiq | To evaluate the implementation of the Student Member on School Council initiative. |
| Evaluation of supports for pre-service teachers | Deloitte | To review and evaluate supports for pre-service teachers across regional, rural and other target schools. |
| Evaluation of Tech Schools initiative | Deakin University | To evaluate and inform the ongoing operations and strategic development of the Tech Schools initiative. |
| Evaluation of transforming career education in Victorian government schools reforms | Urbis | To undertake a process and outcome evaluation of the suite of initiatives that make up the transforming career education in Victorian government schools reforms. |
| Evaluation of Tutor Learning Initiative (2023 implementation) | Department of Education | To evaluate the Tutor Learning Initiative in the 2023 school year. |
| Evaluation of Vocational Education and Training (VET) – Victorian Certificate of Applied Learning (VCAL) workforce reform program 2019–22 | Australian Council for Educational Research | To undertake a developmental and summative evaluation of the individual initiatives that made up the VET-VCAL workforce reform program (pre-[Firth Review](https://www.vic.gov.au/review-vocational-and-applied-learning-pathways-senior-secondary-schooling)), and the program as a whole. |
| Evaluation of Victorian Literacy and Numeracy Strategy (Phase 2) | University of Melbourne | To evaluate Phase 2 of the Literacy and Numeracy Strategy. |
| Evaluation of VET and applied learning workforce 2022–26 | Department of Education | To undertake an evaluation of a suite of programs aimed at building the supply, capability and retention of the VET and applied learning workforce in senior secondary schools. |
| Graduate Teacher Survey 2021–22 | Social Research Centre Pty Ltd | To understand the experiences of recent entrants to the teaching profession. |
| Kindergarten Information Management System (KIMS) review | Deloitte | To support improvements in the implementation process of new functionality within the KIMS solution. |
| Longitudinal evaluation of the Place-based Partnerships to Support School Engagement and Completion initiative | Nous Group | To evaluate the implementation of the Place-based Partnerships to Support School Engagement and Completion initiative. |
| Longitudinal evaluation of the Professional Learning Communities (PLC) initiative | Australian Council for Educational Research | To evaluate the ongoing implementation of the PLC Initiative. |
| Priority Focus for Student Outcomes | Deloitte Access Economics | To synthesise key themes from evaluations and reports on major investments and reforms. |
| Review of the Student Resource Package | Deloitte Access Economics | To understand expenditure requirements of schools in different contexts. |
| Social recovery initiatives for schools | Clear Horizon | To inform future social recovery initiatives within the education sector. |
| Use of literacy assessments with students with disabilities in the early years of school | Urbis | To research the use of the English Online Interview and literacy assessment practices for early years students with disabilities. |
| Victorian Deaf Education Institute - hearing assessment for entry-level students in rural/remote Victorian primary schools | University of Melbourne | To implement the second phase of the computer-based screening program that identifies educationally significant hearing loss and auditory processing disorder. |
| Victorian Deaf Education Institute – soundfield amplification and academic progress in primary school students | University of Melbourne | To explore the effect of periods of classroom amplification and non-amplification on the development of academic skills (literacy) in students in Years 3 and 4. |
| Vocational and Applied Learning (VAL) Pre-Senior Secondary | Dandolo Partners | To undertake mapping of VAL offerings across Victoria and an analysis of place-based initiatives that support exposure to VAL in the pre-senior secondary years. |

# Overseas visits

The following table details the overseas visits undertaken by departmental employees relating to the official business of the department during 2022–23.

Details of overseas visits

| Officer | Destination | Objective | Outcome |
| --- | --- | --- | --- |
| Assistant Principals × 14  Education Support × 2  Principals × 12  Teachers × 9  (multiple schools)  Communications and Marketing Officer × 1  Project Officer × 3  Senior Project Officer × 1  Victorian Public Service (VPS) Team Leader × 2 | Cambodia (3 trips)  Cambodia and Vietnam (16 trips)  Hong Kong and Taiwan (1 trip)  Hong Kong (3 trips)  Japan (2 trips)  Japan and South Korea (7 trips)  South Korea (1 trip)  Vietnam (13 trips) | 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.  The travel improved intercultural understanding and facilitated global citizenship and language learning of local students by studying alongside students from other countries. |
| Assistant Principal, Teacher | Canada | To build capacity of health and physical education staff to implement Victorian curriculum. | The experience facilitated shared learning with peers and improved staff capacity to deliver the health and physical education Victorian curriculum. |
| Director, Teaching Excellence | England | To raise standards of learning and development achieved by Victorians using the education system. | This visit to the University of Leeds International Higher Education Conference facilitated delivery of a keynote address on pedagogy and the continuum of learning from schools to university. |
| Assistant Principal, Teachers – multiple schools | France  New Caledonia | To support students of the French language to develop intercultural awareness. | The experience expanded students’ knowledge of the French language and enhanced their intercultural awareness, sensitivity and skills. |
| Teachers, Learning Specialist | Greece | To support Victorian Certificate of Education (VCE) classical studies, studio art and history students to expand their understandings and knowledge of curriculum content. | This experience further developed students’ knowledge of VCE curriculum content and facilitated experiential development of intercultural skills and awareness. |
| Principal, Assistant Principal, Teacher | Italy | To support students to develop intercultural understanding and to achieve a sister school partnership. | This visit deepened student’s’ global learning and built global citizenship, intercultural capabilities and critical and creative thinking. |
| Teacher | Japan | To undertake a study tour scholarship funded by Hakuhodo Foundation which offered pre-trip training with 9 teachers from around the world. | The experience included inspection of the suitability of junior high schools and fostered intercultural and language development of college students who study Japanese. |
| Principal, Teachers | Japan | To conduct a sister- school exchange visit. | The experience enhanced students’ multicultural and intercultural understanding and capabilities in both countries. |
| Principal, Teacher | Japan | To develop opportunities for students to expand their knowledge of the Japanese language and enhance their intercultural awareness. | This visit progressed elements of the memorandum of understanding between John Monash Science School and Ritsumeikan Junior & Senior High School including plans for exchange of teaching resources, curriculum and teaching staff, and facilitating collaboration in student-led research projects. |
| Teachers | Japan | To support students to participate in a sister school professional scholarship program. | This opportunity enhanced students’ intercultural understandings and Japanese- language capabilities. |
| Teachers – multiple schools | Malaysia  Vietnam  Thailand | To maintain schools’ Agency for French Education abroad (AEFE) accreditation and support delivery of French by working in alignment with AEFE and the French Ministry of Education on the future direction of the program. | As members of the Australian Association for French–English Bilingual Schools, the schools shared knowledge at board meetings and the annual conference. |
| Director × 2  Manager × 1  VPS Officers × 1 | New Zealand | To raise standards of learning and development achieved by Victorians using the education system. | Completed units of the Australia and New Zealand School of Government Executive Master of Public Administration program. |
| Assistant Principal, Teachers | New Zealand | To better understand the importance of planning and teaching to the point of student need. | The professional learning experience furthered staff skills for forming and teaching groups of students according to data evidence. |
| Principal, Assistant Principal, Learning Specialist, Teachers | New Zealand | To support the creation of the school's 2022 Strategic Plan. | This professional development experience assisted the school’s use of flexible learning environments, implementation of school values, bilingual education, and development of innovative pedagogical practices through the Breakthrough Inquiry Model. |
| Teachers – multiple schools | New Zealand | To support students to participate in a sustainability project to develop leadership skills. | The experience facilitated development of leadership skills and independence in a new culture and setting. The students brought back their experiences to the school community by taking an active role in the school leadership program. |
| Teachers, Learning Specialist | Papua New Guinea | To improve cultural and historical learnings. | The experience fostered professional and personal growth and built leadership skills. |
| Teachers | Papua New Guinea | To support students from low-socioeconomic schools to develop their leadership aspirations. | The travel enabled 4 staff and 6 students from the 2 local secondary schools in Colac to participate in AKD Softwoods’ leadership program. |
| Business Manager | Portugal | To enhance the business manager’s capacity to support students and schools and act in an advisory capacity for other Education Support staff. | The business manager shared conference outcomes and learnings with the Business Managers Network and Education Support Network. |
| Teacher | Singapore | To maintain Primary Years Program (PYP) accreditation. | This professional development experience helped meet accreditation criteria and increased knowledge and understanding of best practice in the teacher’s PYP coordinator role. |
| Principals and Assistant Principals - 2 schools | United States | To further implementation of the school’s Framework for Improving Student Outcomes Improvement Cycle by attending a conference. | Knowledge gained is being used to build consistency, improve staff knowledge and skills of literacy and numeracy, and build student agency. |
| Principal, Assistant Principal, and teachers - multiple schools | United States | To represent Victoria at the VEX Robotics World Championship in Dallas, Texas. | This visit enabled Victoria to be represented in a global forum and the experience helped build global connections with teams from 36 countries. |
| Teachers | United States | To understand how US schools build and promote engagement in their school community. | The experience enabled staff to see at first-hand how several schools implement community-engagement strategies in their school community. |
| Principal, Occupational Therapists | United States | To develop further understanding of the DIRFloortime developmental model to support children with autism spectrum disorders by attending a conference. | This professional development opportunity, which is available in the United States only, helped embed the DIRFloortime approach at the school by better understanding the biological challenges that may be hindering children’s development. |
| Principal, Assistant Principals | United States | To use the ‘Principal of the Year (2020)’ grant to inspect the American SPACE Camp Academy and Science, Technology, Engineering, the Arts, Mathematics (STEAM) Academy programs. | This experience helped enhance the school’s provision of the select-entry Launch program for Years 9 and 10 students with strength in, and passion for, mathematics and science. |
| Teachers | United States | To provide student basketball athletes with skills training. | The opportunity provided students with the experience of playing against athletes from the home of basketball and increased their skillset and understanding of basketball. |
| Teachers | United States | To support dance students to participate in international workshops. | The workshops and dance classes were facilitated by choreographers from around the world, so students observed the standard of the world of dance and further increased their skills in, and understanding of, dance. |
| Principal, Teachers, Education Support | United States | To support students to expand their knowledge of the scientific understandings studied in class. | This visit to the Advanced Space Academy further developed the students’ critical-thinking skills and scientific understanding. |
| Teachers, Education Support | United States | To support student athletes to participate in an international sporting competition. | This travel contributed to achieving the school's Strategic Plan goals relating to innovative partnerships with international sports organisations. It provided an opportunity for students to compete with international students, and helped develop personal growth, as well as skills. |
| Departmental Chief Information Officer | United States | To raise standards of learning and development achieved by Victorians using the education system. | This visit facilitated attendance at an education summit where knowledge was shared and connections were made with innovators in the application of technology to increase efficiency in the education system. |
| Principal, Assistant Principal | Vietnam | To share the school’s international program at the University of Languages & International Studies conference and middle school open day. | The travel provided opportunities for staff and students to work together, fostered international relationships and promoted a deeper understanding of different cultures through attending the conference that explored opportunities in teacher training, STEM education and a leadership and wellbeing program. |
| Principal, Assistant Principal, Teachers | Vietnam | To support students to improve intercultural understanding. | The experience included visiting ancient historical sites, historical war sites and listening to another language. |

# Major promotional, public relations and marketing activities

The table below details the major promotional, public relations and marketing activities undertaken during 2022–23 to develop community awareness of the department and its services.

Major promotional, public relations and marketing activities

| Activity | Purpose | Total cost ($ excl. GST) |
| --- | --- | --- |
| Best Start, Best Life (Three-Year-Old Kindergarten): public relations and engagement | Complementing the *Best Start, Best Life* campaign, non-advertising communication targets families and their influencers, and current and prospective workforce. Communications raise awareness of the reforms and fosters value in early childhood education. Activity includes, but is not limited to, stakeholder engagement, endorser strategy, content strategy, and events, including department presence at career expos and open days. | 206,193 |
| Communications and community engagement for culturally and linguistically diverse (CALD) audiences | Reflecting the diversity of Victoria, specifically tailored communications and engagement activity targets CALD audiences. Communications target new arrival and refugee families and their networks and influencers. Communications promote the benefits of early childhood education, and drive enrolment and participation of young children in kindergarten programs. Study, training, and career pathways (including the supports available such as Free TAFE and financial scholarships) are promoted to potential early childhood workforce (students, career changers and career starters). In 2022–23 new digital tools were delivered, including webpages translated into more than 30 languages. | 85,899 |
| Get Your Move On public relations | Supporting the Get Your Move On advertising campaign, the public relations activity aimed to inspire young Victorians to participate in physical activity, by encouraging them to do 15 minutes of any kind of physical activity 4 times a day. | 551,888 |
| Many Talents One VCE public relations | Public relations activity informing students and their parents about the changes to the VCE and introduction of the VCE Vocational Major (VCE VM) and Victorian Pathways Certificate. The campaign highlighted the benefits of the new VCE VM and encouraged students to follow their passions and consider the VCE VM as a pathway for their future. | 214,184 |
| Premiers’ Reading Challenge 2023 | The Premiers’ Reading Challenge promotes interest in literacy and reading by encouraging children to read a set number of books and record their efforts online. | 48,346 |
| Pre-Service Teacher (PST) regional and rural placements | Content to encourage more PSTs to consider doing one of their teaching placements in a regional or rural school. | 112,026 |
| Teach the Future public relations | A public relations campaign that supports the Teach the Future advertising campaign and its aims of raising awareness about the rewarding career opportunities in teaching, changing perceptions of teaching and driving demand for teaching positions across Victoria. | 398,135 |
| Victorian Early Years Awards | The awards celebrate leadership, outstanding achievement, exceptional dedication, and innovation in improving outcomes for children from birth to 8 years and their families. The award categories focus on improving engagement in learning, supporting parents, building collaborative community partnerships, improving child health and wellbeing, exemplary practice in early childhood education, leadership and significant improvement in learning and teaching practices. Targeted advertising and supporting communication build awareness of the awards and encourage award nominations. | 55,090 |
| Victorian State Schools Spectacular | The Victorian State Schools Spectacular involves a cast of 3,000 Victorian government school students, working towards a common goal in a collaborative, competition-free environment. Its dual aim is to provide an invaluable performing arts opportunity to Victoria's government school students and to showcase the enormous talent that exists in our schools. | 49,975 |

# Industrial relations

**Industrial relations statements**

The department places a high priority on, and strong commitment to, merit, equity, consultation, diversity and inclusion in all staffing matters. This year the department commenced implementing the Gender Equality Action Plan 2022–25which includes monitoring and tracking equality measures such as flexible work and recruitment indicators, and continued its commitment to improve occupational health and safety through implementing the Safe and Well in Education Strategy 2019–24.

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 expires on 20 March 2024.

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, education support staff and department nurses. This agreement has been lodged with the Fair Work Commission.

**Time lost through industrial actions and disputes**

No time was lost due to industrial action or disputes during 2022–23.

# Major committees

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

Major departmental governance committees

| Committee | Purpose | Extent of purpose achieved |
| --- | --- | --- |
| Audit and Risk Committee (ARC) | ARC assists the Secretary to fulfil governance responsibilities and obligations under the *Financial Management Act 1994*. ARC was established in August 2003 to comply with Standing Directions under the Financial Management Act, which requires an audit committee to oversee and advise on matters of accountability and internal control affecting the department’s operations. ARC provides direct advice to the Secretary on governance, risk management, audit and control assurance activities. | ARC met 7 times, including 2 special meetings in August 2022 and May 2023. The special meetings were held to perform the year-end attestation processes, including endorsement of the 2021–22 annual financial statements and to provide input to the development of the 2022–23 internal audit plan and to the School Council Financial Assurance Program.  ARC also oversaw governance, financial, risk management, audit and control assurance activities and advised the Secretary on matters of accountability and internal controls affecting the department’s operations. |
| Budget and Financial Management Committee (BFMC) | BFMC advises the department’s Executive Board (EB) on priorities for budget and finance matters, provides oversight of the department’s budget and finances, and acts as 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 International Education Division Quarterly updates. BFMC managed the allocation of financial resources in alignment with the department’s service delivery, planning objectives and government priorities. |
| Culture, People and Integrity Committee (CPIC) | CPIC advises EB on significant and strategic culture and capability matters related to the department’s VPS workforce. CPIC 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. | CPIC met monthly providing strategic oversight of relevant policies, strategies, and initiatives, including the department’s Gender Equality Action Plan, and the Hybrid Working Roadmap and VPS People Strategy 2021–24. It also discussed workforce planning and development, diversity and inclusion, and employee health, safety and wellbeing matters. |
| Education State Board (ESB) | ESB was an advisory body to EB for the department’s strategic policy thinking. On referral from EB, ESB considered and provided advice on major policies or reforms to progress the Education State agenda. | ESB met twice in the first half of the year providing direction on strategic cross-portfolio issues and reforms across early childhood, schools and higher education. It maintained a focus on the design and implementation of Education State reforms and fostered cross-portfolio collaboration.  ESB was discontinued in March 2023 after a review of governance arrangements. |
| Executive Board (EB) | EB provides stewardship by giving a whole‑of‑department perspective to advise the Secretary.  EB assists the Secretary with strategic leadership of the department, its entities and the department’s portfolios as a whole, including vision, purpose, strategic direction and objectives. | EB met fortnightly to set and oversee progress against the department’s strategic direction and performance targets, manage the financial and operational performance of the department, and monitor the delivery of key priorities. This included ensuring integration and alignment across groups and entities and supporting senior leadership to drive a high‑performing culture. |
| 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 VPSC’s Victorian Public Service Executive Employment Handbook. | ERC met 3 times in 2022–23 to consider and approve executive remuneration outcomes following the application of the annual executive remuneration review and ad hoc reviews. It provided a budget forecast of expenditure on executive salaries and forecast changes to the executive profile in the department. ERC also monitored executive contract renewals. |
| Information Management and Technology Committee (IMTC) | IMTC advises EB on priorities relating to information management and technology (IMT) matters and provides oversight and decision-making authority on the department’s IMT business objectives. IMTC ensures that departmental information systems are compliant with relevant legislation and standards, including the Victorian Government Information and Communication Technology Governance Framework and the Victorian Protective Data Security Standards. | IMTC met monthly and 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.  Its key activities included overseeing the corporate ICT platforms, monitoring cyber security policies, programs, standards and incidents, and considering strategies and policies in relation to information management. |
| Infrastructure Planning and Delivery Committee (IPDC) | IPDC provides assurance to EB that the department has a robust framework for developing and delivering infrastructure, and managing strategic development, implementation and delivery of departmental physical assets.  IPDC fulfils this role by approving and overseeing the infrastructure planning and implementation components of the Education State reform agenda. | IPDC 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.  Its key activities included discussing the school site selection criteria, specialist school provision, Three-Year-Old Kindergarten infrastructure, the department’s Climate Change Adaptation Action Plan, and monitoring key actions and deliverables under the Asset Strategy. |
| Kinder Reform Standing Committee (KRSC) (formerly Kindergarten Reform Implementation Board (KRIB)) | KRSC advises 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 centres and Free Kinder) and Three-Year-Old Kindergarten. | KRIB met monthly in 2022–23 and provided strategic oversight of early childhood reform activities.  KRSC was established in June 2023 in place of KRIB to expand the oversight for these significant reforms. |
| Procurement and Probity Committee (PPC) | PPC provides strategic oversight of the department’s procurement activities to ensure appropriate rigour is exercised in accordance with the department’s procurement policy. In doing so, the PPC supports the Secretary’s obligations under the Victorian Government Purchasing Board (VGPB) supply policies and the Financial Management Act.  PPC does not consider procurement related to construction or property. | PPC met monthly. It considered 91 requests for approval, either to approach the market or to engage a recommended supplier, relating to high-value procurement activities in 2022–23.  Following machinery of government changes, PPC reviewed its terms of reference, reinforcing alignment with the VGPB supply policies and upcoming revisions to the department's Corporate Procurement Policy. |
| School Policy and Priorities Committee (SPPC) (formerly Government Schools Reform Committee (GSRC)) | SPPC provides strategic oversight of significant current and planned school reform activity to support coherent and effective implementation of priorities. | GSRC met fortnightly in 2022–23 and provided strategic oversight of significant government school reform activities.  SPPC was established in March 2023 in place of GSRC and continues to provide strategic oversight of significant reform activities. |

Major departmental project and operational committees

| Major committee | Purpose | Extent of purpose achieved |
| --- | --- | --- |
| Best Start, Best Life Taskforce Advisory Group (BSBL-TAG) | The BSBL-TAG was established in July 2022 to provide advice and support on the design and implementation of the BSBL reforms. | BSBL-TAG met 6 times during 2022–23 to provide feedback and advice on the design and implementation of the reforms. |
| Budget Strategy Panel (BSP) | The BSP provides assurance to the Secretary and EB on the development of the department’s State Budget submission. BSP provides advice on the strategic direction of the submission to ensure coherence and consistency across portfolios. | BSP met 14 times during 2022–23 to provide advice on scale and scope of initiatives, ensuring the budget submission aligned with the government’s priorities. |
| Child Information Sharing Steering Committee (CISSC) | CISSC monitors the use and impact of the Child Information Sharing Scheme and evaluates reform outcomes. It oversees a whole-of-government work plan and contributes to strategic direction on critical policy elements, actions and strategies to support the operation of the scheme. | CISSC met quarterly in 2022–23 to continue to monitor the use and impact of the scheme and provide oversight of a range of projects supporting the operation of the scheme. |
| Child Link Board | The Child Link Board provides 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 Child Link Board met monthly in 2022–23 and provided direction and decision making during this time. The board continues its ongoing governance role during the implementation phase and will move to a quarterly schedule from late 2023 onwards. |
| Children’s Services Coordination Board Aboriginal Families and Children Working Group | The working group meets quarterly and brings together executives from peak Victorian Koorie community-controlled organisations and relevant Victorian government departments to share information and coordinate a strategic approach to improving outcomes for Koorie families and children, particularly those vulnerable to harm, disadvantage or social exclusion. | The working group met 3 times during 2022–23 to support cohesion between systems in strengthening inclusive curriculum and supporting enhanced inclusion in students’ learning. |
| Disability Inclusion Advisory Group | The advisory group is chaired by a Deputy Secretary and comprises peak bodies in the disability sector. It ensures that 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 across the year to receive implementation updates from the department and provide feedback on a range of matters relating to the implementation of disability inclusion. |
| Early Childhood Quality Board (formerly the Victorian Early Years Learning and Development Framework (VEYLDF) Project Board) | In November 2022, to support continuous improvement in the governance of early childhood practice initiatives, the VEYLDF Project Board was reconstituted as the Early Childhood Quality Board. It provides strategic oversight of design, coordination and implementation of department and Victorian Curriculum Assessment Authority (VCAA) initiatives to lift practice quality and improve children’s learning and development outcomes as outlined in the VEYLDF. | The VEYLDF met 2 times in 2022 and provided oversight of the Three-Year-Old Kindergarten Teaching Toolkit professional learning; the addition of new items to the 2021 School Readiness Funding menu; the Early Years Assessment Tool Implementation; continued implementation of the Early Learning Leadership Forums and Early Years Learning Networks; and the 2023 *Best Start, Best Life* Educational Leaders Conference.  The Early Childhood Quality Board first met in December 2022 and met 3 times during the remainder of 2022–23 to discuss the department’s and VCAA’s early childhood practice and pedagogy supports. |
| Environment and Climate Change Working Group | The working group provides assurance to EB that the department is meeting its environmental obligations. | The working group met 10 times during 2022–23 to consider streams of work: climate change adaptation, greenhouse gas emissions reduction, environmental management system and sustainability leadership networks. |
| Inclusive Education Expert Panel | The panel is chaired by a Deputy Secretary and comprises experts in the disability and education sectors. It provides advice to the department on the inclusive education agenda for students with disability. | The panel met 3 times to discuss matters relating to the implementation of the disability inclusion program and the broader inclusive education agenda. |
| Marrung Central Governance Committee | The committee is co-chaired by the Secretary and the President of the Victorian Aboriginal Education Association Inc. The committeemonitors and advises on the implementation of Marrung: Aboriginal Education Plan 2016–2026. It is part of a broader governance mechanism that ensures accountability for Marrung, including at regional partnership forums and Victorian Aboriginal Education Association Inc’s Koorie education roundtables. | The committee met 3 times. The committee extended is membership to other department Koorie caucus members to improve Koorie voice at the table. Throughout 2022–23 over 3,000 people participated in over 180 campfire conversations on self-determination in education held across the state. These conversations provided clear direction for action to achieve excellence in learning and wellbeing experiences and outcomes for Koorie learners. |
| Non-Government Schools Reference Group | The reference group is the primary consultation forum for discussion between the department, Catholic Education Commission of Victoria and Independent Schools Victoria on funding and related matters, including the development of non-government schools funding agreements and guidelines. | The reference group met twice during 2022–23. It discussed and advised on impacts of funding initiatives announced on the 25% linkage set out in the *Education Training and Reform Act (2006)* for non-government schools funding. Additional discussion included Camps, Sports and Excursion Fund data analysis and Betrayal of Trust insurance – eligibility and risk assessment. |
| Regulations 24 and 25 Oversight Group | This committee oversees the department’s compliance with Regulations 24 and 25 of the Education and Training Reform Regulations 2017. | The committee has convened each term to acquit the department’s obligations to review data and monitor any incidence of restraint, seclusion, or corporal punishment. |
| School Policy and Funding Advisory Council (SPFAC) | SPFAC provides advice to the Minister for Education on regulatory, policy and funding issues that affect government and non-government schools. | SPFAC met 3 times during 2022–23. Key areas of focus included Koorie self-determination in education, teaching workforce supply initiatives, and policy settings associated with artificial intelligence. |
| Schools Mental Health Reference Group | The reference group comprises peak bodies in the mental health and education sectors, school leaders and wellbeing staff, and students. It provides advice on key program design, implementation, evaluation and monitoring in relation to Recommendation 17 of the Royal Commission into Victoria’s Mental Health System. | The group met 4 times to contribute advice and guidance on the design and implementation of mental health reforms in education. |
| Senior Secondary Pathways Reform Inter-Departmental Committee (formerly Senior Secondary Pathways Reform Project Control Board) | The Senior Secondary Pathways Reform Inter-Departmental Committee (IDC) provides strategic oversight and decision making on the implementation of the recommendations from the Firth Review into vocational and applied learning pathways in senior secondary schooling. The IDC also manages links with other related reforms including jobs and skills initiatives in the Training and Skills and Higher Education portfolios in Department of Jobs, Skills, Industry and Regions. | The project control board changed to an IDC following machinery of government changes in January 2023. The IDC continued to meet monthly to provide strategic policy direction on major reforms. The committee also provided project governance, managed risk, and monitored performance and delivery against timelines and objectives. |
| Senior Secondary Reform Reference Group (SSRRG) | The SSRRG is a time-bound, cross-sectoral forum that supports the department and the VCAA in implementing the Senior Secondary Pathways Reform agenda, and remains informed of activities occurring as part of the reforms. The group brings together representatives from the school sector, VET sector, TAFEs, peak bodies, unions and employers. | The reference group continued to meet bi‑monthly to support co-design and build consensus for senior secondary pathways reform. The group discussed key reform elements, provides feedback on implementation and builds momentum for reform overall. |
| Student Resource Package Consultative Committee | The committee consists of key stakeholder organisations and provides a framework for consultations when considering policy and operational impacts of changes in school resourcing. The committee ensures policy congruence with the research, development and maintenance of the current school funding model. | The committee met 4 times during 2022–23. It discussed and advised on the operational aspects of funding initiatives announced in the State Budget such as the Tutor Learning Initiative, Mental Health in Primary Schools pilot, Disability Inclusion reforms and the Innovative Initial Teacher Education Program. |
| Victorian Schools Animal Ethics Committee | The committee reviews and approves applications from schools to use animals for teaching and scientific purposes in accordance with the Australian Code. It also provides advice to the department and Victorian schools on animal welfare issues in schools. | The committee met 5 times during 2022–23 and discussed and approved 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 2022–23.

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

Consultants and contractors are required to be reported by the department that was responsible when the expenditure occurred, in line with the time period applied for the financial statements. Therefore, consultancies and contractors for the Higher Education and Training and Skills portfolios between 1 July 2022 and 31 December 2022 have been included in the tables below.

**Details of consultancies valued at $10,000 or more**

In 2022–23, there were 24 consultancies where the total fees payable were $10,000 or more. These consultancies incurred a total expenditure of $3.35 million (excluding GST) and are detailed in the table below.

Consultancies valued at $10,000 or more

| Consultant | Purpose of consultancy | Start date | End date | Total approved project fee  ($ excl. GST) | Expenditure 2022-23  ($ excl. GST) | Future expenditure  ($ excl. GST) |
| --- | --- | --- | --- | --- | --- | --- |
| ACIL Allen Consulting Pty Ltd | Clean economy workforce development strategy | 29/09/2021 | 29/10/2022 | 756,300 | 89,732 | – |
| ACIL Allen Consulting Pty Ltd | Evaluation of the Doctors in Secondary Schools program | 29/05/2023 | 30/11/2023 | 135,700 | 20,020 | 115,680 |
| ACIL Allen Consulting Pty Ltd | Evaluation of the School Breakfast Clubs Expansion Program | 12/11/2020 | 30/09/2022 | 362,676 | 92,000 | – |
| Australian Council for Educational Research (ACER) | Evaluation of VET-VCAL Workforce Reform | 24/06/2020 | 31/12/2022 | 930,956 | 443,935 | – |
| ACER | Evaluation of the School-based Executive Class Principals Initiative | 23/07/2020 | 30/06/2024 | 699,982 | 125,996 | 287,900 |
| ACER | Evaluation of the Professional Learning Communities initiative | 1/03/2022 | 31/12/2023 | 413,582 | 262,589 | 150,994 |
| Deloitte Access Economics | Evaluation of the Student Excellence Program | 14/07/2021 | 31/08/2022 | 364,073 | 180,764 | – |
| Deloitte Access Economics | Evaluation of the Early Childhood Language Program | 24/08/2020 | 31/12/2022 | 783,771 | 160,363 | – |
| Deloitte Consulting Pty Ltd | Development of a policy proposal for incentive payments to ITE students | 24/06/2023 | 30/06/2023 | 33,829 | 33,829 | – |
| Deloitte Touche Tohmatsu | Evaluation of Higher Apprenticeships programs | 6/06/2022 | 27/07/2023 | 131,995 | 99,875 | 32,120 |
| Deloitte Touche Tohmatsu | Development of a provision model for Victorian VET | 24/01/2022 | 31/10/2022 | 492,391 | 492,391 | – |
| Deloitte Touche Tohmatsu | Mental Health in Primary Schools funding model review | 5/12/2022 | 1/12/2023 | 134,000 | 99,055 | 34,945 |
| DJ Clements Consulting | Strategic implementation of micro-credentials and Skills First Skill Sets | 16/09/2022 | 30/06/2023 | 58,000 | 58,000 | – |
| FBG | Local Learning Employment Networks negotiation | 21/03/2022 | 30/08/2023 | 13,500 | 9,000 | – |
| Jost & Co Pty Ltd | Mapping of internal function change | 6/12/2022 | 30/06/2023 | 12,420 | 12,420 | – |
| KPMG Australia | Corporate services initiatives | 16/06/2022 | 30/09/2022 | 421,629 | 417,504 | – |
| KPMG Australia | Options for government-owned Early Learning Centres Operating Structure | 19/10/2022 | 30/12/2022 | 176,746 | 176,746 | – |
| KPMG Australia | Review of government school employee housing | 27/06/2022 | 30/06/2023 | 101,241 | 81,818 | – |
| KPMG Australia | Victorian School Building Authority design for implementation | 1/07/2022 | 31/08/2022 | 96,792 | 96,423 | – |
| PwC Australia | Workforce management project | 16/12/2022 | 3/03/2023 | 177,082 | 177,082 | – |
| SGS Economics and Planning | Development of a TAFE asset strategy | 27/03/2022 | 31/12/2022 | 225,312 | 50,000 | – |
| Synergistiq Pty Ltd | Inclusive Education Professional Learning Needs Analysis | 18/07/2021 | 28/12/2022 | 136,265 | 19,759 | – |
| ThinkPlace Australia Pty Ltd | Development of statement of intent to embed environmental sustainability and action on climate change | 22/07/2022 | 19/12/2022 | 110,429 | 110,429 | – |
| University of Melbourne | Review of International Education Sister School Program | 6/06/2023 | 30/06/2023 | 45,350 | 40,815 | – |

Contractor expenditure[[1]](#footnote-2)

| Contractors engaged | Category of services provided | Expenditure ($ excluding GST) |
| --- | --- | --- |
| 3sidedsquare.com | Professional services | 6,960 |
| Ableside Pty Ltd | Training services | 5,664 |
| Abzeco Pty Ltd | Professional services | 6,480 |
| Accenture Australia Ltd | IT services | 163,832 |
| Access Innovation Media Pty Ltd | Publishing, printing, promotions and communications or marketing services | 8,358 |
| Access Testing Pty Ltd | Professional services | 160,129 |
| ACIL Allen Consulting Pty Ltd | Professional services | 1,315,260 |
| Adecco Australia Pty Ltd | Contract Staff (Whole of Government State Purchase Contract) | 1,870,731 |
| Adrienne Lipscomb | Professional services | 1,500 |
| Alena Tarr | Professional services | 4,290 |
| Aleryk Eamon Fricker | Professional services | 13,182 |
| Alexander Katherine | Professional services | 5,270 |
| Alexander McCubbin | Professional services | 5,958 |
| Allen and Clarke Consulting Pty Ltd | Professional services | 152,387 |
| Andrew Brian Chappell | Publishing, printing, promotions and communications or marketing services | 7,150 |
| Anglicare Victoria | Professional services | 99,810 |
| Anna Elizabeth Fasolo | Professional services | 24,675 |
| Anne Dalton + Associates | Financial, accounting, audit, taxation, risk management, insurance service | 14,888 |
| ANZUK Education Services Pty Ltd | Recruitment services | 218,700 |
| APP Corporation Pty Ltd | Professional services | 20,200 |
| ArcBlue Consulting (Aus) Pty Ltd | Training services | 52,113 |
| Arlo Software Ltd | IT services | 31,784 |
| ARTD Pty Ltd | Professional services | 185,230 |
| Asana Software Australia Pty Ltd | IT services | 56,272 |
| ASG Group Ltd | IT services | 453,648 |
| Aspire Education Services | Professional services | 2,250 |
| ASPL Australia Pty Ltd | Professional services | 13,636 |
| Audiocraft Pty Ltd | Professional services | 13,450 |
| Auslan Consultancy | Professional services | 63,539 |
| Australian Vocational Education and Training Research Association | Professional services | 6,273 |
| Australia and New Zealand School of Government Ltd | Professional services | 103,520 |
| Australian Association of Social Workers Ltd | Professional services | 1,100 |
| Australian Bureau of Statistics (Melb) | Professional services | 2,031 |
| Australian Careers Education Pty Ltd | Professional services | 45,440 |
| Australian Catholic University Ltd | Training services | 47,463 |
| Australian Children’s Education & Care Quality Authority | Training services | 20,594 |
| Australian College of Rural and Remote Medicine | Training services | 20,500 |
| Australian Council for Educational Research (ACER) | Professional services | 2,995,540 |
| Australian Council for Health, Physical Education and Recreation Victorian Branch | Education services | 2,501,225 |
| Australian Healthcare Associates Pty Ltd | Professional services | 6,265,072 |
| Australian Institute of Management Education and Training Pty Ltd | Professional services | 3,445 |
| Australian National University | Professional services | 4,901 |
| Australian Network on Disability Ltd | Training services | 28,860 |
| Australian Research Alliance for Children and Youth Ltd | Professional services | 19,208 |
| Australian Risk Services (Australasia) Pty Ltd | Professional services | 1,200 |
| Australian Survey Research Group Pty Ltd | Professional services | 69,299 |
| Australian Training Products Pty Ltd | Professional services | 93,918 |
| Autism Partnership Pty Ltd | Professional services | 4,773 |
| Automatic Data Processing Ltd | Professional services | 291,066 |
| Axiom EPM Australia | IT services | 65,870 |
| Baron Consulting Pty Ltd | Professional services | 85,588 |
| Barrington Centre Pty Ltd | Professional services | 5,850 |
| Bastian Graham | Professional services | 2,250 |
| Beaton Group Pty Ltd | Professional services | 10,710 |
| Beckon Media Pty Ltd | Publishing, printing, promotions and communications or marketing services | 32,348 |
| Behavioural Architects Australia Pty Ltd | Professional services | 109,378 |
| Beijing Language and Culture University | Professional services | 96,877 |
| Belmont Natasha Leigh | Professional services | 14,775 |
| Benestar Group Pty Ltd | Professional services | 29,320 |
| Berry Street Victoria Inc. | Professional services | 1,553 |
| Betteridge Legal Consulting | Professional services | 6,833 |
| Bevington Consulting Pty Ltd | Professional services | 75,189 |
| Big Sky Corporate Pty Ltd | Recruitment services | 39,750 |
| Blueboat Pty Ltd | Professional services | 11,044 |
| Bradley Scott Bloomfield | Professional services | 4,100 |
| Brash Consulting | Professional services | 19,571 |
| Brian Gaunt | Professional services | 145,683 |
| Broadbent Media Services | Publishing, printing, promotions and communications or marketing services | 4,800 |
| Brooke Institute Pty Ltd | IT services | 871,341 |
| Brotherhood of St Laurence | Professional services | 133,128 |
| BTS Australasia Pty Ltd | Professional services | 408,710 |
| Bundyi Girri Consulting Pty Ltd | Professional services | 12,790 |
| Burninghouse | Professional services | 17,065 |
| Business Managers Victoria Inc. | Professional services | 25,000 |
| Cairnmillar Institute | Training services | 14,500 |
| Capgemini Australia Pty Ltd | IT services | 1,206,604 |
| Capire Consulting Group Pty Ltd | Professional services | 9,688 |
| Captioning Studio Pty Ltd | Publishing, printing, promotions and communications or marketing services | 7,624 |
| Carbone Nello | Professional services | 3,000 |
| Career Education Association of Victoria Inc. | Professional services | 6,087,229 |
| Caroline Evans Psychological Services | Professional services | 2,600 |
| Carolynne Anne Regodeiro | Professional services | 23,932 |
| Carr Steven | Professional services | 37,638 |
| Centre for Evidence and Implementation | Professional services | 71,517 |
| Centre for Multicultural Youth Issues | Professional services | 2,714 |
| Chambers Consulting | Financial, accounting, audit, taxation, risk management, insurance service | 7,400 |
| Chandler Macleod | Contract Staff (Whole of Government State Purchase Contract) | 816,906 |
| CharterX Pty Ltd | IT services | 98,310 |
| Chiswell John Russell | Professional services | 13,735 |
| Chris Wardlaw Pty Ltd | Professional services | 34,500 |
| Christine Jeanette Grove | Professional services | 19,200 |
| Clarke Frederick James | Professional services | 5,035 |
| Clear Horizon Consulting Pty Ltd | Professional services | 184,082 |
| Clicks Recruit Australia | Contract Staff (Whole of Government State Purchase Contract) | 23,069 |
| Clinical Supervision Consultants | Professional services | 73,050 |
| CLIPO | Publishing, printing, promotions and communications or marketing services | 11,770 |
| Cogent Advisory Pty Ltd | Professional services | 1,071,821 |
| Cognition Education Australia Pty Ltd | Education and community development services | 452,441 |
| Cole Debbie | Professional services | 1,500 |
| Colin Twisse | Professional services | 7,958 |
| Collective Wisdom Consulting | Professional services | 4,000 |
| Community Child Care Association Inc. | Education and community development services | 13,011 |
| Community in Abundance Inc. | Education and community development services | 66,000 |
| Comprara Group Pty Ltd | Strategic services and advice for audit, fraud and procurement | 54,208 |
| Comprara Pty Ltd | Strategic services and advice for audit, fraud and procurement | 17,380 |
| Conduct | Professional services | 26,017 |
| Content Empire Pty Ltd | Professional services | 18,800 |
| Converge International Pty Ltd | Professional services | 370,998 |
| Costing and Business Solutions Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 104,348 |
| Council of Professional Teaching Associations of Victoria Inc. | Professional services | 9,000 |
| Counselling Services | Professional services | 14,900 |
| Craig Natalie | Professional services | 13,060 |
| Creativa Pty Ltd | Professional services | 4,810 |
| CrowdComms Pty Ltd | Professional services | 27,299 |
| CSIRO | Professional services | 43,636 |
| Cube Group Management Consulting (Australia) Pty Ltd | Professional services | 484,848 |
| D and D Taxation Consulting Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 50,490 |
| Dandolo International Pty Ltd | Professional services | 589,462 |
| Daniel Hately | Professional services | 1,125 |
| Daniel Lloyd Christie | Professional services | 9,671 |
| Darell Blewett | Professional services | 7,576 |
| Databank Escrow Services Pty Ltd | Professional services | 1,017 |
| Datacom Systems (Au) Pty Ltd | IT services | 117,327 |
| David Cherry and Associates | Professional services | 6,400 |
| David Moore | Professional services | 6,000 |
| David Tyson | Professional services | 8,807 |
| David Younger Psychology | Professional services | 19,349 |
| Davidson Executive and Boards Pty Ltd | Recruitment services | 10,000 |
| Davidson Recruitment Pty Ltd | Contract Staff (Whole of Government State Purchase Contract) | 183,219 |
| DDB Melbourne Pty Ltd | Professional services | 3,636 |
| DDLS Australia Pty Ltd | Professional services | 51,178 |
| Deakin University | Professional services | 2,137,446 |
| Debbie Joy Ollis | Professional services | 307,350 |
| Deborah Mierisch | Professional services | 11,400 |
| Debre Genet St Michael Ethiopian Orthodox Tewahedo | Professional services | 99,000 |
| Decker Advisory Pty Ltd | Professional services | 48,900 |
| Deloitte Access Economics | Professional services | 1,651,577 |
| Deloitte Consulting Pty Ltd | Professional services | 2,288,093 |
| Deloitte Financial Advisory Pty Ltd | Professional services | 159,003 |
| Deloitte Touche Tohmatsu | Professional services | 3,129,483 |
| Dench McClean Carlson Pty Ltd | Professional services | 13,266 |
| Design State | Publishing, printing, promotions and communications or marketing services | 20,563 |
| Dialog Information Technology | Professional services | 346,009 |
| Dialogic Pty Ltd | Professional services | 5,000 |
| Dixon Appointments Pty Ltd | Contract Staff (Whole of Government State Purchase Contract) | 3,053,316 |
| DJClements Consulting | Professional services | 173,000 |
| DLR Consulting – Debra Russell | Professional services | 1,250 |
| Domestic Violence Victoria (DVVIC) Inc. | Training services | 6,579 |
| Donald Lim | Professional services | 14,518 |
| Douglas John Harnetty | Professional services | 1,840 |
| DXC Eclipse Pty Ltd | Professional services | 62,322 |
| DXC Professional Solutions Pty Ltd | IT professional services | 394,680 |
| Dye Durham Property Pty Ltd | Professional services | 2,665 |
| Dynamic Web Training Pty Ltd | Training services | 2,500 |
| e-CentricInnovations Pty Ltd | IT services | 466,413 |
| EABC Pty Ltd | Professional services | 6,818 |
| Eccleston Tanya Karen | Professional services | 12,135 |
| Edmund Rice Camps Victoria | Professional services | 66,000 |
| EdPartnerships International Pty Ltd | Professional services | 997,597 |
| Edutest Pty Ltd | Professional services | 178,646 |
| Edvaluate Pty Ltd | Professional services | 803,918 |
| EdViews | Professional services | 12,598 |
| Electrical Electronic Industry Training Ltd | Professional services | 12,366 |
| Ellen Young | Professional services | 17,471 |
| ELMO Software Ltd | IT services | 30,525 |
| Elysium Digital Pty Ltd | Professional services | 237,188 |
| Emergency Planning Australia Pty Ltd | Professional services | 1,100 |
| Emina McLean | Professional services | 64,247 |
| Empired Ltd | IT services | 48,289 |
| Enable Professional Services Pty Ltd | IT services | 2,898,743 |
| Enable Workplace Consulting Pty Ltd | Professional services | 23,955 |
| Enablo Pty Ltd | Professional services | 17,290 |
| Energy Factory | Professional services | 2,500 |
| Equifax Australasia Credit Ratings Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 124,048 |
| Equifax Australia Information Services and Solutions Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 14,336 |
| Ernst and Young | Financial, accounting, audit, taxation, risk management, insurance service | 4,181,940 |
| ESM Compliance | Professional services | 2,194 |
| Ethnolink Language Services | Professional services | 21,631 |
| Evaluation Associates Pty Ltd | Professional services | 7,425 |
| Eve Learning Pty Ltd | Professional services | 3,498 |
| Eve Media Pty Ltd | Professional services | 19,030 |
| Experian Australia Pty Ltd | Professional services | 4,582 |
| Exponet Pty Ltd | Professional services | 2,831 |
| EY Identity Pty Ltd | IT services | 58,215 |
| Eyres and Associates | Professional services | 16,420 |
| Farron Research Group Pty Ltd | Professional services | 2,115 |
| Faye Cormick Consulting | Training services | 9,900 |
| FBG Group Pty Ltd | Professional services | 538,229 |
| Federation University Australia | Professional services | 1,188 |
| Fenton Strategic Communications Pty Ltd | Publishing, printing, promotions and communications or marketing services | 39,995 |
| Fin-Nie Claire Ho | Professional services | 1,382 |
| Fire and Safety Australia Pty Ltd | Professional services | 3,250 |
| Fischer’s Cleaning Pty Ltd | Professional services | 60,880 |
| Fisher Leadership | Professional services | 22,000 |
| FKA Childrens Services Inc. | Professional services | 2,308,558 |
| Focused Future | Professional services | 32,730 |
| FPL Advisory Pty Ltd | Professional services | 3,241 |
| Fram Marie | Professional services | 20,911 |
| Fujitsu Australia Ltd | IT services | 3,583,749 |
| Fulcrum Consulting Pty Ltd | Professional services | 30,415 |
| Gail Elizabeth Allen | Professional services | 5,600 |
| Gartner Australasia Pty Ltd | Professional services | 175,650 |
| Geelong Lutheran College Association | Professional services | 5,000 |
| Gel Events Pty Ltd | Professional services | 7,392 |
| Gender Equity Victoria (GEN VIC) | Professional services | 22,572 |
| Genos International Pty Ltd | Professional services | 5,000 |
| Geografia Pty Ltd | IT services | 150,170 |
| Gibbs Consultancy | Professional services | 16,624 |
| Global Speech Networks Pty Ltd | Professional services | 1,463 |
| Gordon Rob | Professional services | 43,790 |
| Goulburn Valley Health | Professional services | 45,454 |
| Gowrie Victoria | Education and community development services | 251,379 |
| Gozer Media Pty Ltd | Professional services | 14,500 |
| Graeme George Russell | Professional services | 9,428 |
| Grange Advisory Pty Ltd | Professional services | 17,985 |
| Green Makeover | Professional services | 34,715 |
| Greg Bird | Professional services | 30,840 |
| Griffith Synergy | Professional services | 21,879 |
| Growth Coaching International | Professional services | 26,525 |
| Guide Dogs Victoria | Professional services | 76,555 |
| GV Developmental Clinic Pty Ltd | Professional services | 43,424 |
| HA Harrington & T Harrington | Professional services | 1,500 |
| Hall & Partners Pty Ltd | Professional services | 22,500 |
| Hamilton Loretta Anne | Professional services | 2,250 |
| Hammond Street Developments Pty Ltd | IT services | 137,533 |
| Hannah Louise Stark | Professional services | 3,780 |
| Hara Papoulias | Professional services | 5,455 |
| Harrison S Media | Professional services | 9,998 |
| Hawker Brownlow Education Pty Ltd | Professional services | 6,750 |
| Hayden Josie Ann | Professional services | 4,162 |
| Hays Specialist Recruitment Australia Pty Ltd | Recruitment services | 9,000 |
| Hays Specialist Recruitment Australia Pty Ltd | Contract staff (whole-of-government state purchase contract) | 20,986,001 |
| Heather Barnes Pty Ltd | Professional services | 80,250 |
| Heather Hill Consulting | Professional services | 3,850 |
| Hello Learning Academy | Professional services | 133,350 |
| Heritage Insight Pty Ltd | Professional services | 5,719 |
| Hermann Karen Lesley | Professional services | 124,635 |
| Hero Head Quarters Pty Ltd | Training services | 83,949 |
| Hibbins Peter L | Professional services | 90,727 |
| Hicks-Davies Consulting Pty Ltd | IT services | 207,230 |
| Himilo Ltd | Professional services | 66,000 |
| HLB Mann Judd (Vic.) Pty Ltd | Professional services | 49,408 |
| Hoban Recruitment Pty Ltd | Contract staff (whole-of-government state purchase contract) | 322,883 |
| Hopcroft Heather | Professional services | 12,028 |
| Hudson Global Resources (Aust) Pty Ltd | Recruitment services | 137,986 |
| Hudson Global Resources (Aust) Pty Ltd | Contract staff (whole-of-government state purchase contract) | 7,576,443 |
| Human Link Consulting Pty Ltd | Professional services | 115,193 |
| HWC Consulting Pty Ltd | Professional services | 1,000 |
| Iliadis Irene | Professional services | 11,700 |
| Illumined Enterprises | Training services | 3,600 |
| IMA Management and Technology Pty Ltd | Professional services | 499,369 |
| IMC Information Multimedia Communication Pty Ltd | Professional services | 6,350 |
| Impactful Work | Professional services | 159,719 |
| Industry Capability Network (Victoria) Ltd | Professional services | 39,683 |
| Infin8IT Pty Ltd | Professional services | 14,350 |
| Injurynet Australia Pty Ltd | Professional services | 65,068 |
| Innovation and Business Skills Australia | Professional services | 17,500 |
| Innovation Unit Australia New Zealand Ltd | Professional services | 43,360 |
| Innovative Educational Ideas | Professional services | 39,908 |
| Instinct International Pty Ltd | Professional services | 2,250 |
| Institute of Internal Auditors Australia | Professional services | 6,296 |
| Institute of Public Administration Australia (Victorian Division) Inc. | Professional services | 100,020 |
| Instructure Global Ltd | IT services | 607,131 |
| Integrate AV | Professional services | 5,395 |
| Interior Lane Pty Ltd | Professional services | 3,600 |
| Intrepid Minds Pty Ltd | Professional services | 1,706 |
| Investigation Compliance and Enforcement Training Systems Pty Ltd | Professional services | 5,250 |
| IPAR Rehabilitation Pty Ltd | Professional services | 28,240 |
| Ipsos Public Affairs Pty Ltd | Professional services | 106,342 |
| IRM Training | Training services | 4,900 |
| ISG Information Services Group Americas, Inc. | Professional services | 42,000 |
| Ithaca Group | Professional services | 68,300 |
| iVvy Pty Ltd | Professional services | 9,437 |
| JDS Australia Pty Ltd | IT services | 289,802 |
| Jeanette Pope | Professional services | 3,230 |
| Jeff Whalan Learning Group | Training services | 20,350 |
| Jennifer Anne Wallace | Professional services | 4,000 |
| Jessica Lauren McLinden | Professional services | 2,684 |
| Jesuit Social Services Ltd | Professional services | 35,333 |
| JLW Educational Consultancy | Professional services | 30,487 |
| JOConsultancy | Professional services | 3,200 |
| John Boris Dainutis | Professional services | 10,908 |
| John McCarthy Consulting | Professional services | 6,750 |
| Jones Bronwyn | Professional services | 103,021 |
| Jost & Co Pty Ltd | Professional services | 292,162 |
| JR Consultancy Services | Professional services | 2,500 |
| Julie O’Donoghue | Professional services | 1,133 |
| Justitia Pty Ltd | Professional services | 21,313 |
| K.E. Corrie & M.A. Corrie | Professional services | 3,500 |
| Kadisha Enterprises Pty Ltd | Professional services | 6,234 |
| Kaiko Fidgets Australia Pty Ltd | Professional services | 1,374 |
| Kantar Public Australia Pty Ltd | Professional services | 116,390 |
| Kare Psychology | Professional services | 17,790 |
| Kerry Woods | Professional services | 1,000 |
| KGM Electrical and Communications Pty Ltd | Professional services | 12,075 |
| Kinections Psychology | Professional services | 9,300 |
| Kirkman Janet Faye | Professional services | 3,045 |
| Kirrae Health Service Inc. | Professional services | 1,000 |
| Klock Anne Maree | Professional services | 13,465 |
| Koorie Heritage Trust | Professional services | 10,600 |
| KPMG Australia | Professional services | 2,553,689 |
| Kwong Lee Dow | Professional services | 1,219 |
| La Trobe University | Professional services | 270,120 |
| Laisarn Julie Leong | Professional services | 2,150 |
| Landell Probity Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 195,486 |
| Lander and Rogers | Professional services | 110,511 |
| Landserv Pty Ltd | Professional services | 68,944 |
| Language Loop | Professional services | 28,363 |
| Larsen White Tracy | Professional services | 126,678 |
| Launch Recruitment Pty Ltd | Contract Staff (Whole of Government State Purchase Contract) | 1,696,997 |
| Law Architects Pty Ltd | Professional services | 1,260 |
| Leadership Resilience Group Pty Ltd | Training services | 2,975 |
| Leadership Through Data Pty Ltd | Professional services | 3,900 |
| Leading With Strength Pty Ltd | Professional services | 319,508 |
| Leicha Bragg | Professional services | 54,240 |
| Leigh Jeanette | Professional services | 31,310 |
| Leigh-Lancaster Consulting | Professional services | 61,200 |
| Lerna Group Pty Ltd | Training services | 220,025 |
| Level Up Psychology Pty Ltd | Professional services | 37,301 |
| Liberate eLearning Pty Ltd | Training services | 333,287 |
| Liberate Learning Pty Ltd | Training services | 172,410 |
| Life Saving First Aid Pty Ltd | Professional services | 1,765 |
| Lifeworks Com Pty Ltd | Professional services | 2,123,163 |
| Lirata Ltd | Professional services | 117,495 |
| Little Rocket | Professional services | 23,208 |
| Lloyd Connect Pty Ltd | Recruitment services | 76,500 |
| Logical Services Pty Ltd | Professional services | 21,327 |
| Logicly Pty Ltd | Professional services | 43,250 |
| Lorell Gurruwiwi | Professional services | 2,000 |
| Louise Ann Pearce | Professional services | 2,250 |
| Ludowyk Evaluation | Professional services | 20,930 |
| M.I.A. Consulting Services Pty Ltd | Professional services | 4,770 |
| Macutex Pty Ltd | Professional services | 65,048 |
| Mann Dean Graeme | Professional services | 61,600 |
| Manpower Services (Australia) Pty Ltd | Contract Staff (Whole of Government State Purchase Contract) | 1,565,344 |
| Maps Marketing | IT services | 4,091 |
| Margaret Bainbridge Educational Consultancy | Professional services | 2,600 |
| Marshall Day Acoustics Pty Ltd | Professional services | 1,350 |
| Martin Pamela Gaye | Professional services | 12,912 |
| Max Solutions | Professional services | 34,000 |
| Mayfair Group Management Pty Ltd | Professional services | 13,250 |
| McArthur (Vic.) Pty Ltd | Recruitment services | 1,750 |
| McIntosh Heather Ann | Professional services | 5,815 |
| McKenzie Music Productions Pty Ltd | Professional services | 23,561 |
| McPhee Andrewartha Pty Ltd | Professional services | 6,500 |
| McPhee Frances A | Professional services | 1,425 |
| Meg Languages Pty Ltd | Professional services | 75,700 |
| Melinda Metaxas and Associates Pty Ltd | Professional services | 19,110 |
| Mental Health Education and Training | Professional services | 2,543 |
| Mercer Consulting (Australia) Pty Ltd | Professional services | 10,000 |
| Meta PM Pty Ltd | Professional services | 764,258 |
| Michael David Emond | Professional services | 3,500 |
| Michael Joseph Gahan | Professional services | 14,892 |
| Michael Minas | Professional services | 3,500 |
| Michael Page International (Australia) Pty Ltd | Contract staff (whole-of-government state purchase contract) | 3,207,518 |
| Mind Tribes Pty Ltd | Professional services | 15,000 |
| Minter Ellison | Professional services | 109,066 |
| Minus18 Foundation Ltd | Professional services | 4,800 |
| Mitchell Kathryn | Professional services | 2,250 |
| Modern Language Teachers’ Association of Victoria (MLTAV) Inc. | Professional services | 27,200 |
| Momentum Changing Mindsets Pty Ltd | Professional services | 3,465 |
| Monash University | Professional services | 2,054,961 |
| Montague Continuing Education Centre | Professional services | 3,658 |
| Morgan Adam John | Publishing, printing, promotions and communications or marketing services | 1,100 |
| Mott MacDonald Australia Pty Ltd | Professional services | 4,346,531 |
| Moya Fyfe Pty Ltd | Professional services | 27,250 |
| Mudaly Neeroshinee | Professional services | 19,013 |
| Multicultural Youth Support Services Incorporated | Professional services | 66,000 |
| Murdoch Childrens Research Institute | Early childhood services | 8,281 |
| MurriMatters Pty Ltd | Professional services | 3,650 |
| MyEvent Productions | Professional services | 1,750 |
| National Curriculum Services | Professional services | 949,954 |
| National Institute of Dramatic Art | Professional services | 8,010 |
| Natus Medical Pty Ltd | Professional services | 1,620 |
| Neil Cunningham | Professional services | 14,914 |
| Nemo Digital Transformation Ltd | Professional services | 60,000 |
| Nepean Psychology and Counselling Centre | Professional services | 22,900 |
| Neu21 | Professional services | 45,000 |
| Nexacu | Professional services | 8,927 |
| Nexus Primary Health | Professional services | 53,795 |
| NGIS Australia Pty Ltd | Professional services | 12,532 |
| Nicholas James Bamford | Professional services | 13,091 |
| Ningjun Wang | Professional services | 12,660 |
| No Fuss Admin | Professional services | 19,752 |
| Nous Group Pty Ltd | Professional services | 1,248,535 |
| NTT Australia Digital Pty Ltd | IT services | 1,609,134 |
| NTT Australia Pty Ltd | IT services | 7,522 |
| O’Connor Marsden + Associates Pty Ltd | Professional services | 48,751 |
| O’Dowd Karen | Professional services | 1,500 |
| Odyssey Training | Training services | 34,800 |
| OmniAdvisory Consulting | Professional services | 8,250 |
| Oncall Language Services Pty Ltd | Professional services | 4,110,000 |
| Optimum Media Direction Pty Ltd | Recruitment services | 101,331 |
| Oracle Corporation Australia Pty Ltd | IT services | 1,786,321 |
| Orima Research Pty Ltd | Professional services | 856,778 |
| Orygen | Professional services | 252,304 |
| Our Community Pty Ltd | IT services | 46,409 |
| Parenting Research Centre Inc. | Publishing, printing, promotions and communications or marketing services | 126,707 |
| Parisfirst Partners Pty Ltd | Publishing, printing, promotions and communications or marketing services | 92,705 |
| Parkville Institute Ltd | Professional services | 250,000 |
| Patricia Ann Nunan | Professional services | 6,000 |
| Pearson Australia Group Pty Ltd | Professional services | 26,693 |
| Peninsula Paediatric Psychology Pty Ltd | Professional services | 15,345 |
| Peninsula Speech Pathology Services Pty Ltd | Professional services | 7,636 |
| people2people Recruitment (Victoria) Pty Ltd | Contract staff (whole-of-government state purchase contract) | 264,619 |
| PeopleScout Technology Pty Ltd | Professional services | 1,750 |
| PEPworldwide Pty Ltd | Professional services | 47,502 |
| PERSOLKELLY Australia Pty Ltd | Contract staff (whole-of-government state purchase contract) | 459,451 |
| Peter Jeffrey Griffiths | Professional services | 58,127 |
| Phillips Education Services | Professional services | 88,425 |
| Phillips KPA Pty Ltd | Professional services | 180,923 |
| Pie Creative Agency Pty Ltd | Publishing, printing, promotions and communications or marketing services | 22,240 |
| Pinnacle Group Australia Pty Ltd | Professional services | 305,433 |
| Pique Global Partnership | Professional services | 5,000 |
| Pivot Professional Learning Pty Ltd | Education assessment services | 10,000 |
| Pixel Perfect Pty Ltd | Training services | 205,020 |
| PKF Integrity Services BMNS Pty Ltd | Professional services | 17,188 |
| Placard Pty Ltd | Professional services | 18,496 |
| Planit Test Management Solutions Pty Ltd | IT services | 536,813 |
| PM-Partners Group | Professional services | 5,326 |
| Polaron Language Services Pty Ltd | Publishing, printing, promotions and communications or marketing services | 3,280 |
| Polygraph Productions | Publishing, printing, promotions and communications or marketing services | 30,267 |
| Possibility to Reality Pty Ltd | Professional services | 8,027 |
| Powell Des | Professional services | 11,118 |
| Prensa Pty Ltd | Utilities, infrastructure/sustainability, transport and project management services | 83,886 |
| Pricewaterhouse Coopers | Financial, accounting, audit, taxation, risk management, insurance service | 1,667,623 |
| PricewaterhouseCoopers Consulting Australia Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 1,472,783 |
| Prime Forensic Psychology Pty Ltd | Professional services | 2,800 |
| Process Consulting and Facilitating | Publishing, printing, promotions and communications or marketing services | 8,205 |
| Procurement Co. | Strategic services and advice for audit, fraud and procurement | 41,526 |
| Profile Speakers | Publishing, printing, promotions and communications or marketing services | 10,000 |
| Project Evoke Pty Ltd | Utilities, infrastructure/sustainability, transport and project management services | 1,100 |
| Projectura Pty Ltd | Professional services | 3,500 |
| ProPsych | Professional services | 1,188 |
| Protiviti Pty Ltd | Professional services | 201,561 |
| Proximity Advisory Services Pty Ltd | Financial, accounting, audit, taxation, risk management, insurance service | 141,747 |
| Punchy Digital Media Pty Ltd | Professional services | 8,000 |
| Queen Acknowledgements | Professional services | 37,600 |
| R2S Training and Education Pty Ltd | Training services | 13,930 |
| Rachel Sarah Anne Kania | Professional services | 3,916 |
| Randstad Pty Ltd | Recruitment services | 188,567 |
| Randstad Pty Ltd | Contract staff (whole-of-government state purchase contract) | 11,765,709 |
| RealWell Pty Ltd | Professional services | 4,500 |
| RecordPoint Software APAC Pty Ltd | IT services | 105,930 |
| Red Pony Pty Ltd | Professional services | 20,735 |
| Redgate Workforce Solutions | IT services | 128,048 |
| Relationships Australia Victoria Inc. | Professional services | 141,284 |
| Resolution Media Pty Ltd | Publishing, printing, promotions and communications or marketing services | 13,980 |
| Revolution IT | Professional services | 548,206 |
| Richmond John | Professional services | 12,856 |
| Rider Levett Bucknall Victoria Pty Ltd | Professional services | 11,300 |
| Risk Resolve Pty Ltd | Professional services | 31,250 |
| Riverside Education | Professional services | 1,400 |
| Rixstewart Pty Ltd | Professional services | 96,848 |
| Robert Clevin Newton | Professional services | 2,250 |
| Robert Fearnside | Professional services | 24,394 |
| Robert Sztojka | Professional services | 1,500 |
| Rod Allen Consulting | Professional services | 39,249 |
| Rod Williamson Education Consulting | Professional services | 8,240 |
| Roma Margaret McKinnon | Professional services | 21,600 |
| Rosemary Roberts | Professional services | 4,950 |
| Ross Huggard | Professional services | 2,000 |
| Royal Australasian College of Surgeons | Professional services | 5,017 |
| Royal Historical Society of Victoria Inc. | Professional services | 11,590 |
| Royal Victorian Eye and Ear Hospital | Professional services | 34,343 |
| RSM Australia Pty Ltd | IT services | 556,073 |
| Russell Education | Professional services | 35,739 |
| Safeguarding Services | Professional services | 15,892 |
| Sally Hanratty Psychology | Professional services | 20,988 |
| Salter Hill Group Pty Ltd | Professional services | 34,200 |
| SAP Australia Pty Ltd | IT services | 287,052 |
| Save the Children Fund Australia | Professional services | 66,000 |
| Scope Aust Ltd | Professional services | 1,720 |
| Scott Ramsdell Psychology and Assessment Services | Professional services | 9,900 |
| S-Docs Inc. | Professional services | 13,480 |
| Seamer Design | Professional services | 9,890 |
| Seek Ltd | Professional services | 2,251 |
| Semann Slattery and Associates Pty Ltd | Professional services | 3,421,589 |
| Senateshj | IT services | 459,932 |
| Sentience Consulting | Professional services | 9,030 |
| SFDC Australia Pty Ltd | IT services | 1,605,713 |
| Shane Peter Wainwright | Professional services | 17,400 |
| SHK Asia Pacific Pty Ltd | Recruitment services | 126,000 |
| Silent Partners Learning Services | Professional services | 100,110 |
| Simone Malcolm Psychologist | Professional services | 12,250 |
| Simplus Australia Pty Ltd | IT professional services | 793,048 |
| Siobhan Boyd-Squires Consulting | Professional services | 33,750 |
| Sketch Group | Publishing, printing, promotions and communications or marketing services | 1,000 |
| Slattery Australia Pty Ltd | Professional services | 60,265 |
| Smart Apps Pty Ltd | IT services | 2,150,318 |
| Smart Education (Australia) Pty Ltd | Professional services | 15,000 |
| Smith Lucia Michelle | Professional services | 5,000 |
| Snapper Screen Productions Pty Ltd | Publishing, printing, promotions and communications or marketing services | 45,129 |
| Social Research Centre Pty Ltd | Professional services | 1,724,962 |
| Somali Community Inc. | Professional services | 33,000 |
| Song Room Ltd | Education and community development services | 224,088 |
| Southern Cross Trophies and Awards Corporate | Professional services | 2,203 |
| Southern Knowledge Services | Professional services | 20,118 |
| Spark Chart Pty Ltd | Professional services | 10,800 |
| Specialist Behaviour Consultancy and Training | Professional services | 1,500 |
| Specialisterne Centre Australia Ltd | Professional services | 23,400 |
| Speech Pathology for Schools Pty Ltd | Professional services | 7,480 |
| Speech Pathology Plus | Professional services | 1,858 |
| Spence Deirdre Geraldine | Professional services | 33,869 |
| Stagewolf Entertainment Pty Ltd | Professional services | 1,809 |
| State Schools Relief Inc. | Professional services | 34,000 |
| Stephen James Moneghetti | Professional services | 2,000 |
| Steve McLachlan Psychologist | Professional services | 2,400 |
| Streaming Guys | Publishing, printing, promotions and communications or marketing services | 9,450 |
| Studio Binocular Pty Ltd | Professional services | 16,350 |
| Success Measures | Professional services | 34,875 |
| Surote Pty Ltd | Professional services | 2,093 |
| SurveyMonkey | Professional services | 10,534 |
| Susan Green & Associates | Professional services | 1,400 |
| Swinburne University of Technology | Professional services | 128,810 |
| Synergistiq Pty Ltd | Professional services | 956,488 |
| Talent International (Vic.) Pty Ltd | Contract staff (whole-of-government state purchase contract) | 9,342,922 |
| Talk Recruitment Ltd | Recruitment services | 233,420 |
| Tam Vu | Professional services | 1,801 |
| Tamara Nicole Pearce | Professional services | 48,263 |
| TDW Consulting | Professional services | 43,425 |
| Team Creative | Professional services | 75,955 |
| Technically Minded Pty Ltd | Professional services | 1,360 |
| Tech-Savvy Solutions | Publishing, printing, promotions and communications or marketing services | 28,060 |
| Tegan Ann Podubinski | Professional services | 3,520 |
| Telethon Kids Institute | Professional services | 72,465 |
| Telstra Ltd | IT services | 646,230 |
| Terra Firma Pty Ltd | IT services | 2,105,020 |
| Tertiary Education Analysis | Professional services | 8,100 |
| The Alt Shift Melbourne | Professional services | 248,416 |
| The Boston Consulting Group Pty Ltd | Professional services | 150,000 |
| The Good Life Farm Ltd | Professional services | 8,426 |
| The Grass Ceiling Pty Ltd | Professional services | 2,382 |
| The Inclusive School Pty Ltd | Professional services | 2,500 |
| The Trustee for Beam Wellbeing Unit Trust | Professional services | 1,430 |
| The Trustee for Bonar Family Trust | Professional services | 33,400 |
| The Trustee for Creative Visuals Unit Trust | Professional services | 2,513 |
| The Trustee for Francescutti Family Trust | Professional services | 11,286 |
| The Trustee for Green Heritage Unit Trust | Professional services | 15,130 |
| The Trustee for H W Cahill Family Trust | Training services | 180,707 |
| The Trustee for Hart Family Trust | Professional services | 13,427 |
| The Trustee for JACKG Trust | Professional services | 4,970 |
| The Trustee for JWS Research Unit Trust | Professional services | 118,750 |
| The Trustee for Leading Schools Unit Trust | Professional services | 85,085 |
| The Trustee for Learn Labs Global Unit Trust | Professional services | 46,500 |
| The Trustee for M & S Knight Family Trust | Professional services | 16,431 |
| The Trustee for Moore Family Trust | Professional services | 5,058 |
| The Trustee for NS & GG Family Trust | Professional services | 3,000 |
| The Trustee for Peter William Partners Trust | Professional services | 54,545 |
| The Trustee for Raise Foundation | Professional services | 14,000 |
| The Trustee for Robosoft Discretionary Trust | Training services | 76,261 |
| The Trustee for the Big Canvas Trust | IT services | 74,826 |
| The Trustee for the Fuller Family Trust | Professional services | 11,250 |
| The Trustee for the Guesswork Trust | Professional services | 5,000 |
| The Trustee for the Preece Family Trust | Professional services | 14,880 |
| The Trustee for the Robinson Family Trust | Professional services | 160,200 |
| The Trustee for Walsh Family Trust | Professional services | 5,000 |
| The University of New England | Professional services | 412,182 |
| The Wellness Strategy | Professional services | 5,000 |
| Therapeutic Engagement Support Services Association | Professional services | 70,966 |
| Therese Raulin | Professional services | 31,395 |
| Think HQ Pty Ltd | Professional services | 3,900 |
| Think Productions | Professional services | 11,850 |
| Think Then Create | Professional services | 17,607 |
| Thomson Geer | Professional services | 3,869 |
| Thrive Wellness & Consulting | Professional services | 1,770 |
| Through the Roof Pty Ltd | Professional services | 5,250 |
| Tracey Lea Rowe | Professional services | 6,120 |
| Trina Pitcher | Professional services | 10,775 |
| Triple P International Pty Ltd | Professional services | 69,212 |
| Trusted Impact Pty Ltd | Publishing, printing, promotions and communications or marketing services | 5,800 |
| Truth Agency | Professional services | 255,662 |
| Try Julianne Christine | Professional services | 1,937 |
| TSA Management | Strategic services and advice for audit, fraud and procurement | 86,360 |
| Turner Karen | Professional services | 11,406 |
| Twomey Terence | Training services | 16,300 |
| U1 Group | IT services | 27,164 |
| United Minds Community Services Ltd | Professional services | 45,942 |
| United Nations Association of Australia Victorian Division Inc. | Professional services | 12,600 |
| University of Melbourne | Professional services | 2,037,196 |
| University of Technology Sydney | Professional services | 3,000 |
| Urbis Pty Ltd | Professional services | 601,537 |
| Valad Solutions Pty Ltd | Professional services | 678,001 |
| Value Learning Pty Ltd | Professional services | 77,416 |
| Van Rees Michonne | Professional services | 37,000 |
| Vandestadt Design Pty Ltd | Publishing, printing, promotions and communications or marketing services | 2,050 |
| Versa Agency Pty Ltd | Publishing, printing, promotions and communications or marketing services | 28,472 |
| VET Development Centre Ltd | Professional services | 15,700 |
| Vicissitude | Training services | 6,653 |
| Victoria University | Professional services | 23,173 |
| Victorian Applied Learning Association Inc. | Professional services | 4,000 |
| Victorian Assessment Services | Education assessment services | 205,971 |
| Victorian Education and Training Group Pty Ltd | Training services | 6,970 |
| Victorian Government Solicitor | Professional services | 102,836 |
| Victorian Institute of Sport | Professional services | 3,000 |
| Victorian TAFE Association | Professional services | 5,200 |
| VJA Education Consultant | Professional services | 25,836 |
| Wallis Consulting Group Pty Ltd | Professional services | 145,049 |
| Watson Psychology | Professional services | 8,325 |
| Wavelength Australia | Professional services | 20,463 |
| Way Back When Consulting Historians Pty Ltd | Professional services | 33,455 |
| White Angela Evelyn | Professional services | 2,860 |
| Wilcob Pty Ltd | Training services | 40,638 |
| Wise Workplace Solutions Pty Ltd | Professional services | 46,813 |
| Working Together | Professional services | 7,780 |
| Worklogic | Professional services | 52,594 |
| World Education Program Australia Ltd | Professional services | 39,090 |
| Wunderman Thompson Pty Ltd | Publishing, printing, promotions and communications or marketing services | 3,636 |
| Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation | Professional services | 8,450 |
| Youth Affairs Council of Victoria Inc. | Professional services | 44,950 |
| Zed Be People Partners Pty Ltd | Recruitment services | 6,688 |
| Zero 3 Communications Pty Ltd | IT services | 1,105 |

# Abbreviations

| Abbreviation | Full title |
| --- | --- |
| ACER | Australian Council for Educational Research |
| ARC | Audit and Risk Committee |
| BFMC | Budget and Financial Management Committee |
| BSBL-TAG | Best Start Best Life Taskforce Advisory Group |
| BSP | Budget Strategy Panel |
| CISSC | Child Information Sharing Steering Committee |
| CPIC | Culture, People and Integrity Committee |
| EB | Executive Board |
| ERC | Executive Remuneration Committee |
| ESB | Education State Board |
| GSRC | Government Schools Reform Committee |
| IDC | inter-departmental committee |
| IMTC | Information Management and Technology Committee |
| IPDC | Infrastructure Planning and Delivery Committee |
| KRIB | Kindergarten Reform Implementation Board |
| KRSC | Kinder Reform Standing Committee |
| PPC | Procurement and Probity Committee |
| SPFAC | School Policy and Funding Advisory Council |
| SPPC | School Policy and Priorities Committee |
| VAGO | Victorian Auditor General’s Office |
| VCAA | Victorian Curriculum and Assessment Authority |
| VCE | Victorian Certificate of Education |
| VET | Vocational Education and Training |
| VEYLDF | Victorian Early Learning and Development Framework |
| VM | Vocational Major |
| VPS | Victorian public service |

1. Contractor expenditures valued at or more than $1,000 are disclosed in this table. Duplicate names are shown in this table due to different Australian Business Numbers used by some contractors. [↑](#footnote-ref-2)