



Department
of Education

Department
of Education
—
Annual
Report
2022–23
Additional information



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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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](#).

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](#).

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 [PDF 3.5MB]
Department of Education and Training Strategic Plan 2022–26	August 2022	Department of Education and Training Strategic Plan 2022–26 [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](#) . 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

Review	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.

Research and development activity	Conducted by	Purpose
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.

Research and development activity	Conducted by	Purpose
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), 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.

Research and development activity	Conducted by	Purpose
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.

Officer	Destination	Objective	Outcome
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.

Officer	Destination	Objective	Outcome
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.

Officer	Destination	Objective	Outcome
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 <i>Best Start, Best Life</i> 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

Activity	Purpose	Total cost (\$ excl. GST)
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 2022–25 which 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 <i>Financial Management Act 1994</i> . 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.

Committee	Purpose	Extent of purpose achieved
Executive Board (EB)	<p>EB provides stewardship by giving a whole-of-department perspective to advise the Secretary.</p> <p>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.</p>	<p>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.</p>
Executive Remuneration Committee (ERC)	<p>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.</p>	<p>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.</p>
Information Management and Technology Committee (IMTC)	<p>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.</p>	<p>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.</p> <p>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.</p>
Infrastructure Planning and Delivery Committee (IPDC)	<p>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.</p> <p>IPDC fulfils this role by approving and overseeing the infrastructure planning and implementation components of the Education State reform agenda.</p>	<p>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.</p> <p>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.</p>
Kinder Reform Standing Committee (KRSC) (formerly Kindergarten Reform Implementation Board (KRIB))	<p>KRSC advises EB on kindergarten reform, from policy design to implementation. The committee provides strategic oversight of significant reform activity including the <i>Best Start, Best Life</i> reform (Pre-Prep, 50 early learning centres and Free Kinder) and Three-Year-Old Kindergarten.</p>	<p>KRIB met monthly in 2022–23 and provided strategic oversight of early childhood reform activities.</p> <p>KRSC was established in June 2023 in place of KRIB to expand the oversight for these significant reforms.</p>

Committee	Purpose	Extent of purpose achieved
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.

Major committee	Purpose	Extent of purpose achieved
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 <i>Best Start, Best Life</i> 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 committee monitors 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 its 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 <i>Education Training and Reform Act (2006)</i> 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.

Major committee	Purpose	Extent of purpose achieved
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

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (\$ excl. GST)	Expenditure 2022-23 (\$ excl. GST)	Future expenditure (\$ excl. GST)
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 expenditure¹

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

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.

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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
Bundy Girri Consulting Pty Ltd	Professional services	12,790
Burninghouse	Professional services	17,065
Business Managers Victoria Inc.	Professional services	25,000
Cairmillar 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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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
Injury.net 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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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
Kinectons 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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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
Logicy 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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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

Contractors engaged	Category of services provided	Expenditure (\$ excluding GST)
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