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## Appendix 1 Commonwealth Disability Strategy

The Commonwealth Disability Strategy provides a framework for Australian Government departments to ensure that their services, programs and facilities are accessible to people with disability. This includes:

- » ensuring that people with disability are consulted about issues that affect them
- » making information available to people with disability in accessible formats
- » providing accessible complaints and grievance mechanisms through which people can raise concerns.

As an employer the department provides statistical data through the Australian Public Service Commission's State of the Service Report survey.

### Disability initiatives in DEEWR

DEEWR is responsible for key aspects of the Government's social inclusion agenda. The development of the *DEEWR Disability Employment Plan 2009–2012* and the appointment of a Disability Champion provide a visible public statement of DEEWR's support and commitment to employees with disability.

The plan reflects the goals and strategies embedded within the *DEEWR Strategic Plan 2008–2011* and is based on changing the department's approach to people with disability from one focused on assimilation to that which recognises and builds on difference. Further information and a copy of the plan can be found at [www.deewr.gov.au](http://www.deewr.gov.au).

DEEWR's Disability Champion is John Kovacic, Deputy Secretary of the Workplace Relations and Economic Strategy Group. He promotes disability-related initiatives, champions issues and participates in events supporting the Disability Employment Plan.

DEEWR's Disability Employment Committee provides a forum for employees with disability to provide advice to DEEWR on disability issues. The committee contributes to positioning DEEWR as an employer of choice for employees with disability by:

- » advising on the development of strategic approaches to recruit, retain and develop the careers of people with disability
- » guiding the implementation and evaluation of the Disability Employment Plan
- » identifying issues affecting the attraction, retention and support of employees with disability in DEEWR and making recommendations to address those issues.

A Disability Employee Network has been established in DEEWR. A planning day was held in October 2010 and John Kovacic launched the day and staff discussed both his role as the Disability Champion and the future direction and purpose of the network. A group of interested people are now helping establish the network with a focus on peer support, consultation, awareness raising and information.

## International Day of People with Disability

In December 2010, DEEWR staff marked International Day of People with Disability and the first anniversary of DEEWR's Disability Employment Plan with a number of events, including an inspirational address to national office staff by elite athlete and paralympic champion Michael Milton.

Michael's address was streamed to all DEEWR offices and provided a humorous, enlightening and inspirational insight into his life, his experiences and the ways in which he has overcome challenges.

DEEWR was also joined on the day by Emeritus Professor Tony Shaddock, who spoke about his work for DEEWR on improving learning outcomes for students with disability in



L to R: John Kovacic, Kate Driver, Margaret Leggett, Michael Milton, Jenny Roylance, Sarah Bailey.

mainstream classes in the early, middle and post-compulsory years of schooling, and Dr Chris Kilham, who spoke about her project to create national interactive online training in disability standards for Australian universities.

Reflecting on the success of the day, Disability Champion John Kovacic discussed how DEEWR can benefit from broader participation of people with disability in every aspect of work and life as a workplace that's good for people with disability is a workplace that's better for everybody.

The DEEWR Reasonable Adjustment Policy took effect on 1 March 2011. The policy outlines the department's commitment to ensuring an accessible and inclusive work environment by applying the principles of reasonable adjustment to remove barriers to participation at work. The aim of the policy is to enable DEEWR employees with disability, injury or illness to fully participate in DEEWR to the best of their ability.

### Consulting

DEEWR administers a number of programs that impact on people with disability. The department consults with stakeholders to ensure that input from people with disability and other departments is considered in the development and implementation of its policies and programs.

The department's procurement procedures require compliance with the Commonwealth Procurement Guidelines and related legislation, which includes the *Disability Discrimination Act 1992*. Consultation with appropriate stakeholders ensures that the diverse needs of all members of the disability community are included in the development of services, programs and facilities.

### Accessibility of information

Publicly available information on programs and associated regulations, tender documents and reports on regulatory compliance and quality assurance systems is provided in accessible formats on the department's website or on request.

### Grievance mechanisms

The DEEWR Service Charter sets out the ways in which DEEWR assists people with disability to access services and information. The Service Charter encourages feedback and gives information on how to contact the department, including options for people with disability.

Complaints and grievances are managed in accordance with departmental policy and advice is available from external agencies such as the Commonwealth Ombudsman. Some programs, such as Disability Employment Services, provide specific information on and assistance with client services that are available to people with disability. Information about complaint mechanisms is available on the DEEWR website.

## Appendix 2 Ecologically sustainable development

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* requires Commonwealth agencies to report on their environmental performance. This includes the effects of the agency's activities on the environment, the measures taken to minimise those effects and the methods for reviewing and increasing the effectiveness of those measures.

The Department of Sustainability, Environment, Water, Population and Communities has developed three environmental themes for agencies to report against: energy efficiency, waste and water. DEEWR's progress under each of these themes is described in Table 63. There are also targets, actions and reporting obligations for government agencies' information and communication technology (ICT) operations under the Australian Government *ICT Sustainability Plan 2010–2015*.

**Table 63: Energy efficiency, waste and water measures**

Theme	Initiatives	Measures to review and increase effectiveness
Energy efficiency	Steps taken to reduce energy consumption	DEEWR has continued to rationalise its property portfolio into fewer, more energy-efficient buildings. Energy-saving initiatives, such as sensor lighting and energy-efficient appliances, are being increasingly adopted. The department also actively participates in Earth Hour and other environmental activities.
	Energy intensity targets	Energy intensity targets are set by government policy. The department has significantly reduced its energy intensity from 2009–10 levels and reached the government target of 7500 megajoules per person per year in the first half of 2011.
	Target % of electricity from renewable (green) sources	The department uses the whole-of-government energy contract in Canberra, which includes 10% accredited GreenPower. Outside Canberra, the department's leases now require energy providers to supply 10% GreenPower. In 2010–11 DEEWR's overall power usage therefore included 10% GreenPower across approximately 90% of its portfolio.
	Information and communications technology efficiency	The department has achieved outstanding improvements in the running costs, resource consumption and environmental impacts of its ICT operations, through initiatives including energy-efficient monitors and use of virtual servers and print-on-demand, duplex-default multi-function devices. The new printing system achieved a 33% reduction in paper usage in 2010–11. The Desktop 2010 project is nearing completion; since its commencement the project has reduced the number of desktop computers, computer monitors by 3000 and printers from over 2500 to around 300. A desktop power management system was trialled in early 2011 which will provide power reporting capability to further minimise desktop energy consumption.
Waste	Vehicle fleet and air travel distances	DEEWR operates a fleet of 107 pool vehicles, including seven four-wheel-drive vehicles in remote areas. DEEWR's target of 60% of pool vehicles being rated in the top half of the Green Vehicle Guide has been exceeded at 77%. In 2010–11 DEEWR staff travelled 22 340 190 kilometres by air, a 15% reduction from 2009–10.
	Steps taken to reduce waste production	A standardised waste management system, designed on best-practice principles, is operating in five out of eight Canberra buildings and is being progressively adopted in all departmental buildings. The system is in the process of being accredited under the ACT Government's Smart Office waste scheme.
Water	Waste management initiatives	DEEWR's waste management initiatives are designed to minimise the amount of waste going to landfill and help the department to achieve its target of 80% effective recycling. Formal waste audits at DEEWR's main building at 50 Marcus Clarke Street, Canberra, show that the department is reliably meeting this target.
	Steps taken to reduce water consumption	An optimum range of water-saving systems has been implemented in national office buildings. Water-saving technologies are in place in 80% of possible situations, including low-flow sensor taps, grey water recycling for flushing toilets, waterless urinals and rainwater retention for use in cooling towers.

### Program activities incorporating ecologically sustainable development principles

DEEWR is working on a number of initiatives to assist Australians to access high-quality, industry-relevant skills for sustainability and ensure that businesses are equipped to promote sustainable products, services and advice. These initiatives include the Critical Skills Investment Fund, Green Skills Agreement and National Green Jobs Corps.

More information on how the department is implementing programs, working with state and territory governments and contributing to the Australian Government's sustainability agenda is available on the DEEWR website.

### DEEWR's environmental performance

The department's Environment Subcommittee reports directly to the Accommodation Committee and ensures that all environmental activities are integrated with DEEWR's long-term accommodation strategy and departmental objectives. Quarterly reports are provided on the performance of the department's whole property portfolio, with a particular focus on energy and waste management.

The committee oversees the development and maintenance of an ISO 14001-certified environmental management system, advocates environmental matters throughout the department and works with other committees and managers to ensure that the impact on the environment is considered in decision-making processes.

#### Improving waste management in DEEWR



After consulting with a wide range of stakeholders and waste management experts, DEEWR's Environmental Management Coordinator and the Environment Subcommittee have designed and implemented a best-practice waste management system.

The system caters for organic recycling and full recycling of paper, cardboard, mobile phones and components, commingled materials (bottles, cans and plastic), toner cartridges and domestic batteries where possible.

Regular waste audits are conducted to assess the effectiveness of the system at DEEWR's national office buildings in Canberra, and these reports are revealing positive trends in recycling rates. The reports provide a floor-by-floor result, which encourages staff to achieve the highest percentage of effective recycling possible.

Peter Hosking of Great Forest Australia (left) and Felix MacNeill, DEEWR's Environmental Management Coordinator, conducting a waste audit at 50 Marcus Clarke Street in June 2011.

## Appendix 3 Freedom of information

As a result of changes to the *Freedom of Information Act 1982* (FOI Act), the department is required to publish a range of information on its website as part of the Information Publication Scheme (IPS). This information can be found at [foi.deewr.gov.au/pages/information-publication-scheme-ips](http://foi.deewr.gov.au/pages/information-publication-scheme-ips).

Guidelines issued by the Australian Information Commissioner require agencies to publish in their 2010–11 annual reports information about:

- » the organisation and functions of the department, including decision making and other powers that affect members of the public
- » arrangements for outside participation in policy formation or administration of any enactment or scheme
- » the categories of documents the department possesses
- » how members of the public can gain access to documents held by the department.

### Organisation and functions and powers of the department

Part 1 of this report provides information about the organisation and functions of the department. The department's organisational structure can be found at [foi.deewr.gov.au/node/132](http://foi.deewr.gov.au/node/132) and its functions and powers at [foi.deewr.gov.au/node/133](http://foi.deewr.gov.au/node/133).

### Arrangements for outside participation

Arrangements exist for members of the public (including organisations) to participate in forming the department's policies and the administration of its programs. Where possible the department consults with members of the public through procedures established by DEEWR. Current consultation arrangements are at [foi.deewr.gov.au/node/136](http://foi.deewr.gov.au/node/136).

### Categories of documents held by the department

The department holds a wide range of documents for which access can be requested under the FOI Act. Certain documents may be exempt under the FOI Act. Categories of documents held by the department include:

- » Cabinet documents, ministerial briefings and records of correspondence to the Minister and the department
- » documents relating to internal administration; audits, investigations and Ombudsman inquiries; policy advice and portfolio administration (including reports, briefings, secretariat papers, correspondence, minutes and submissions); and program administration (including applications and approvals, progress reports, payments, research and evaluation reports, program evaluation reports, and correspondence)
- » electronic records maintained on departmental databases
- » grant applications, supporting documentation, assessments, decisions and consequential accounting documents
- » legal advice and related documentation
- » reference material used by staff and contract providers (including guidelines, manuals and operational advice)
- » requests for tender, exposure drafts, proposals, evaluations and contracts
- » research papers
- » submissions to and reports on public inquiries.

### Access to documents

The department has a wide range of documents available free of charge or for a fee. These can be found from various sections at [www.deewr.gov.au](http://www.deewr.gov.au), including the IPS component of the website, or by telephoning the department's general inquiries line on 1300 363 079.

Inquiries about access to documents under the FOI Act can be made by email to [foi@deewr.gov.au](mailto:foi@deewr.gov.au) or by post to:

FOI Team Leader  
Freedom of Information, Ombudsman and Privacy Branch  
Legal and Investigations Group  
GPO Box 9880  
CANBERRA ACT 2601

Requests for access to documents must be in writing, state that the application is made under the FOI Act, provide enough information regarding the documents sought and specify how notices may be sent to the applicant.

## Appendix 4 Social inclusion measurement framework

The Government is committed to public accountability for progress in reducing the incidence of social exclusion. Reporting and accountability help drive greater effort towards areas where progress might be slow, and help identify where success is being achieved so that it can be shared and built on.

In December 2009, the Government agreed to a national social inclusion measurement framework and reporting strategy. The framework is intended to reflect both longer term goals and outcomes of social inclusion and the key areas of government action, through:

- » headline indicators—the high-level outcomes of social inclusion which are influenced by many factors, including government policy, and tend to change only very slowly
- » supplementary indicators—outcome indicators that support the headline indicators
- » strategic change indicators—leading indicators of potential progress in relevant areas of government policy and service delivery; they include risk factors for exclusion, and data on government programs designed to improve inclusion outcomes. Strategic change indicators measure short-term progress in improving social inclusion.

The headline and supplementary indicators were published in the Australian Social Inclusion Board's annual report *Social inclusion in Australia: how Australia is faring*, released in January 2010. The full report is available at [www.socialinclusion.gov.au/sites/www.socialinclusion.gov.au/files/publications/pdf/SI\\_HowAusIsFaring.pdf](http://www.socialinclusion.gov.au/sites/www.socialinclusion.gov.au/files/publications/pdf/SI_HowAusIsFaring.pdf).

The 16 strategic change indicators developed in 2010–11 are grouped under six priority areas:

- » Targeting jobless families with children to increase work opportunities, improve parenting and build capacity.
- » Improving the life chances of children at greatest risk of long-term disadvantage.
- » Reducing the incidence of homelessness.
- » Improving outcomes for people living with disability or mental illness and their carers.
- » Closing the gap for Aboriginal and Torres Strait Islander Australians.
- » Breaking the cycle of entrenched and multiple disadvantage in particular neighbourhoods.

Commonwealth agencies responsible for the relevant policy areas will report against these indicators annually from October 2011. These agencies include DEEWR.

DEEWR has responsibility for reporting against six strategic change indicators under three of the priority areas. These are:

- » Priority area 1: Targeting jobless families with children to increase work opportunities, improve parenting and build capacity
  - Proportion of long-term unemployed job seekers in employment, education or training three months following participation in employment services. (Long-term unemployed is defined as being unemployed for 12 months or more.)
  - Proportion of long-term unemployed job seekers off benefit 12 months following participation in employment services
  - Labour force participation of single parents by age group of youngest child (0–4, 5–9, 10–14).
- » Priority area 2: Improving the life chances of children at greatest risk of long-term disadvantage
  - Proportion of children (aged 3–5 years) from special needs groups enrolled in state and territory funded or provided preschools. (Special needs groups include children from language backgrounds other than English, Aboriginal and Torres Strait Islander children, children with disability, children from regional areas and children from remote areas.)

- Proportion of students at or above the national minimum standard in reading and numeracy for:
  - Students in schools participating in the Literacy and Numeracy National Partnership in years 3, 5 and 7
  - Indigenous students in years 3, 5, 7 and 9.
- » Priority area 3: Improving outcomes for people living with disability
  - Proportion of job seekers with disability in employment, education or training three months after participation in employment services.

### Priority area 1: Targeting jobless families with children to increase work opportunities, improve parenting and build capacity

Indicator 1—Proportion of long-term unemployed job seekers in employment, education or training three months following participation in employment services

Indicator 2—Proportion of long-term unemployed off benefit 12 months following participation in employment services

Job Services Australia and Disability Employment Services Australia play an important role in promoting social inclusion. The department measures the employment, education and training outcomes of job seekers who participate in these services, including those who have been unemployed for a long period of time and are at risk of being socially excluded. Outcomes data shows how job seekers in this group benefit from participation in employment services (see Table 64).

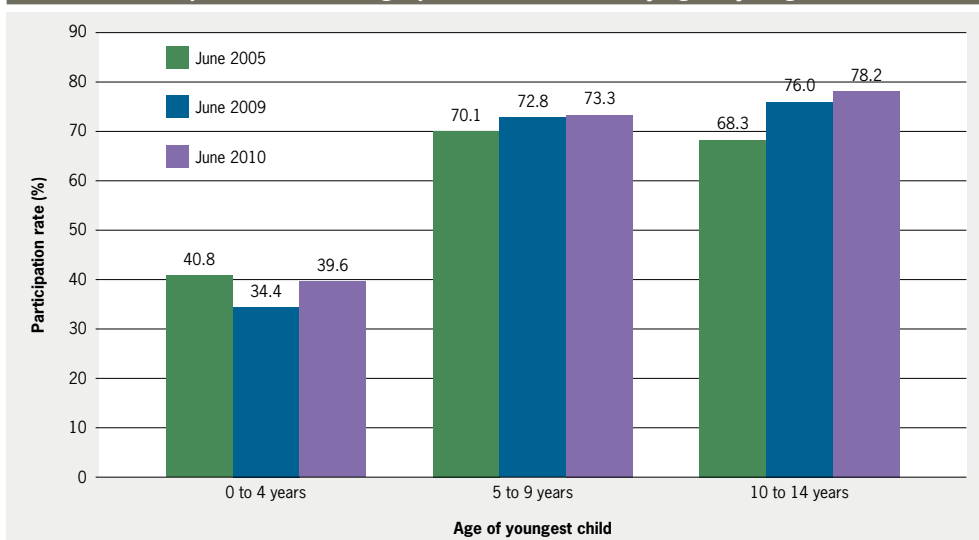
**Table 64: Outcomes for long-term unemployed job seekers**

Indicator	Program	2010–11
Proportion of long-term unemployed job seekers in employment, education or training three months following participation in employment services	Job Services Australia/ Disability Employment Services	46.7%
Proportion of long-term unemployed job seekers off benefit 12 months following participation in employment services	Job Services Australia	na

na = not available.

Indicator 3—Labour force participation of single parents by age group of youngest child (0–4, 5–9, 10–14)

The labour force participation rate of the head of single-parent families varies significantly by age of the youngest child. (In 87 per cent of cases, single-parent families are headed by females.) For example, as illustrated in Chart 10, where the youngest child is aged between 0 and 4 years, only 40 per cent of single parents were participating in the labour force as at June 2010 (latest available data). For single parents whose youngest child is aged between 5 and 9 years, the participation rate increases to 73 per cent, while the participation rate where the youngest child is aged between 10 and 14 years stands at 78 per cent. This compares favourably with the overall participation rate for females aged 15 to 64 years, which stood at 70 per cent in June 2010.

**Chart 10: Participation rates for single parents with children by age of youngest child**

Source: ABS Labour Force, Australia: Labour Force Status and Other Characteristics of Families, June 2010 (Cat No. 6224.0.55.001)

## Priority area 2: Improving the life chances of children at greatest risk of long-term disadvantage

Indicator 4—Proportion of children (aged 3–5 years) from special needs groups enrolled in state and territory funded or provided preschools

The benefits of early childhood education have been widely examined and recognised. It has been demonstrated to be especially beneficial for cognitively disadvantaged children.

Preschool is especially important in laying the foundations of primary education, reading and other life skills. Lack of preschool preparation can be a risk factor, especially in families where the parents' own educational resources are limited.

Early childhood education is delivered in a wide range of settings across Australia, resulting in different levels of quality, service and access. The National Partnership Agreement on Early Childhood Education was established in December 2008 as a key initiative in wide-ranging efforts towards joint Commonwealth, state and territory action to improve the supply and integration of early childhood services through the delivery of universal access to quality early childhood education in the year before full-time schooling. The commitment is that by 2013 all children in Australia will have universal access to quality early childhood education for 15 hours a week in the year before full-time schooling.

There are six performance indicators under the national partnership, two of which directly relate to social inclusion:

- » The proportion of disadvantaged children enrolled in (and attending, where possible to measure) a preschool program.
- » The proportion of Aboriginal and Torres Strait Islander children (by geographic location as identified by the Australian Standard Geographic Classification) who are enrolled in (and attending, where possible to measure) a preschool program.

Each jurisdiction reports against these performance indicators for the children in the relevant state or territory, and the Commonwealth reports at the national level on Aboriginal and Torres Strait Islander enrolments by geographic location. At this stage, state and territory data is not nationally consistent, making aggregation problematic.

Currently, the best publicly available single source of national data for these indicators is in the *Report on government services 2011*. In terms of social inclusion, the data on children with special needs is most relevant (see Table 65). This indicator compares the proportion of children using preschool services with special needs to the proportion of children with special needs in the community. If the proportions are similar, it is considered that there is equity in participation. The data reported in the *Report on government services* does not necessarily align with what is reported for the Early Childhood Education National Partnership, as the latter has a broader scope (all preschool services, rather than state and territory government funded and/or provided).

In 2009, the National Information Agreement on Early Childhood Education and Care was endorsed by the Ministerial Council for Education, Early Childhood Development and Youth Affairs. The agreement provides a framework for cooperation between Commonwealth, state and territory jurisdictions and information agencies and supports the performance information requirements for the Early Childhood Education National Partnership and other relevant agreements under COAG. Among other aspects, it commits all jurisdictions and the Commonwealth to comprehensive data coverage on children's participation in preschool programs.

The two main activities under the information agreement have been the development of a National Early Childhood Education and Care Data Collection, and the development of associated nationally consistent standards and classifications as outlined in the Early Childhood Education and Care National Minimum Data Set. While the first tranche of data from the national collection was released by the Australian Bureau of Statistics in April 2011, the data is transitional. It is expected that more robust and comprehensive data will be available from the 2011 national collection, which will be published in 2012.

Table 65: Representation of children from special needs groups in state and territory government preschool services, 2009–10<sup>a</sup>

Unit	NSW <sup>b</sup>	Vic.	Qld <sup>c</sup>	WA <sup>d</sup>	SA <sup>e</sup>	Tas.	ACT <sup>f</sup>	NT <sup>g</sup>	Australia <sup>h</sup>
<b>Children from language backgrounds other than English</b>									
Number of children	7138	11 467	608	na	2550	na	835	na	22 598
Representation in children's services	%	11.1	17.1	3.8	na	11.4	21.0	na	10.6
Representation in the community (3–5 years)	%	23.2	21.6	11.6	15.6	7.2	16.1	38.7	18.7
<b>Indigenous children</b>									
Number of children	3187	876	1240	2862	1420	303	128	1391	11 407
Representation in children's services	%	4.9	1.3	7.8	9.3	5.2	3.2	43.2	5.3
Representation in the community (3–5 years)	%	4.1	1.2	6.4	5.8	6.4	2.3	41.8	4.5
<b>Children with disability<sup>i</sup></b>									
Number of children	3546	4139	956	950	3100	na	179	128	12 998
Representation in children's services	%	5.5	6.2	6.0	3.1	na	4.5	4.0	6.1
Representation in the community (3–5 years)	%	7.7	6.5	8.6	10.2	7.2	14.3	np	8.0
<b>Children from regional areas</b>									
Number of children	20 175	16 013	6364	5991	5910	5763	na	1432	61 648
Representation in children's services	%	31.3	23.9	40.2	19.5	98.3	na	44.4	28.9
Representation in the community (3–5 years)	%	28.0	27.5	45.1	24.5	97.7	0.1	48.2	32.3
<b>Children from remote areas</b>									
Number of children	777	42	1966	2539	1280	97	..	1790	8491
Representation in children's services	%	1.2	0.1	12.4	8.3	1.7	..	55.6	4.0
Representation in the community (3–5 years)	%	0.7	0.1	4.7	9.0	2.0	..	53.1	3.2

na = not available; np = not published; .. = not applicable.

a Data for representation in the community is estimated from the ABS *Census of Population and Housing 2006*, except for 'children with a disability'. Data for the representation of children with disability in the community was obtained from the ABS *Survey of Disability, Ageing and Carers 2003*. Due to the various data sources used in different years, caution should be used when making comparisons across the years.

b As NSW does not discriminate between child care and preschool services, special needs children counted in child care services include the count of children accessing designated preschool services. Data is for children attending funded licensed services during the survey week in September. In NSW, total special needs children using child care services and total special needs children using preschool services should not be added together as a total and should be interpreted with caution.

c Queensland child care data is based on an annual voluntary census and response rates are variable by service type and over time. Preschool data includes Indigenous Community Pre-Preparatory services and C&K community kindergarten services. Data on regional and remote areas is for children attending in the census week, based on location of services according to the Australian Standard Geographic Classification.

d For WA, it is assumed that the ratio of disabled students in the non-government system is the same as in the government system.

- e In SA, children in preschool in the year before full-time school include 4- and 5-year-old children only.
- f In the ACT there are no regions classified as remote. In the ACT preschool students may be counted in more than one special needs group.
- g NT preschools data includes Catholic Remote schools. Data for children from non-English speaking backgrounds is of a quality too poor to report. Aboriginal and Torres Strait Islander children and children with disability in preschools include 3-year-old children. Aboriginal and Torres Strait Islander children aged 4 years in preschool are a proxy for children in preschool in the year before full-time school. Children with disability aged 4 and 5 years in preschool are a proxy for children in preschool in the year before full-time school.
- h Data for Australia for children in services is the total of the sum of the states and territories for which data is available, and should not be interpreted as national data. All other data for Australia represents all states and territories and can be considered as national data.
- i Data is not directly comparable between jurisdictions because there is no national definition or standard on children with disability. In Victoria, children with disability in preschool services are children identified as having additional needs by the qualified early childhood teacher delivering the funded kindergarten program. In Queensland, the definition of disability refers to a diagnosed disability.

Source: Steering Committee for the Review of Government Service Provision 2011, *Report on government services 2011*, Commonwealth of Australia, Table 3A.16.

### Indicator 5—Proportion of students at or above the national minimum standard in reading and numeracy for students in schools participating in the Literacy and Numeracy National Partnership in years 3, 5 and 7

The National Partnership Agreement on Literacy and Numeracy between the Commonwealth, state and territory governments aims to deliver sustained improvements in literacy and numeracy outcomes for all students, especially those who are falling behind.

Reforms in each state and territory have been implemented since 2009 in more than 1000 schools, both government and non-government. This includes approximately 400 000 students, or 12 per cent of Australia's student population and 18 per cent of Australia's Aboriginal and Torres Strait Islander student population (approximately 28 000 Aboriginal and Torres Strait Islander students).

The national partnership has been implemented in different ways in each state and territory, and performance measures and targets are negotiated bilaterally with each jurisdiction. Performance under the national partnership agreement is assessed by the COAG Reform Council. The council's role is to assess the extent to which targets negotiated between each jurisdiction and the Commonwealth have been met. The council's first report on the national partnership was published in April 2011 and is available on the council's website at [www.coagreformcouncil.gov.au](http://www.coagreformcouncil.gov.au).

The council report notes that the diverse range of reform strategies implemented by jurisdictions are not intended to support a comparative analysis of performance. In addition, jurisdictions did not have comparable starting points in terms of literacy and numeracy outcomes and there is significant variation in the level of ambition of reform targets set in each bilateral agreement. It is therefore not possible to provide a succinct report against this indicator in 2010–11.

The council report includes recommendations for COAG about providing simpler, standardised and more transparent public performance reporting under the national partnership. DEEWR will work to refine this indicator, in line with any changes to reporting implemented by COAG, in order to meet future reporting requirements.

### Indicator 5—Proportion of students at or above the national minimum standard in reading and numeracy for Indigenous students in years 3, 5, 7 and 9

In 2010, nationally across all domains, around 70 per cent of Aboriginal and Torres Strait Islander students were at or above the national minimum standard compared to 94 per cent for non-Aboriginal and Torres Strait Islander students. The percentage of Aboriginal and Torres Strait Islander students at or above the national minimum standards ranged from 62.7 per cent for Year 9 grammar and punctuation to 79 per cent for Year 3 writing.

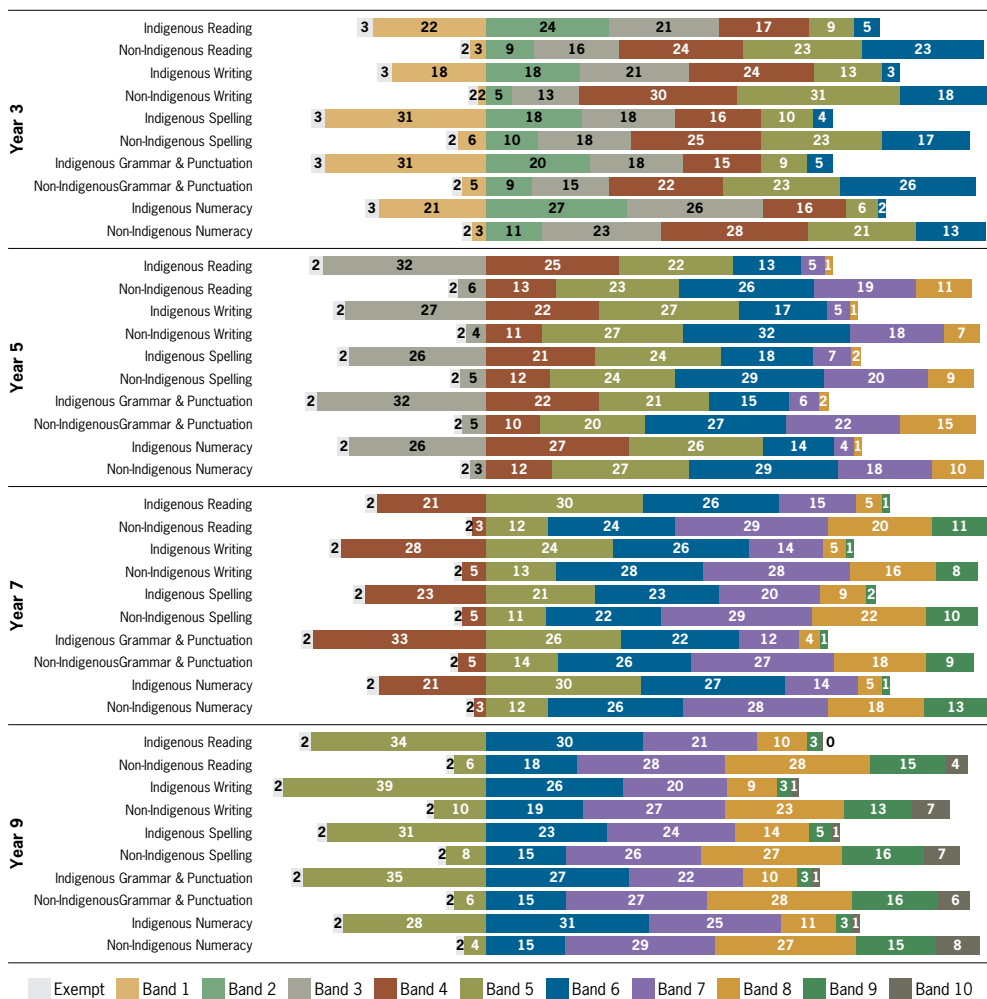
Since 2009, there have been some small decreases in the gaps between the percentages of Aboriginal and Torres Strait Islander and other Australian students at or above the national minimum standard. The largest decrease in the gap of 2.5 percentage points occurred in both Year 3 numeracy and Year 7 reading. The percentages of Aboriginal and Torres Strait Islander

and other Australian students at or above the national minimum standard in these domains and year levels increased from 2009–10, with Aboriginal and Torres Strait Islander students showing a greater increase.

Over the same period there were also increases in the gaps between the percentages of Aboriginal and Torres Strait Islander and other Australian students at or above the national minimum standard in some areas, and in particular for Year 9 numeracy where the increase in the gap was 2.9 percentage points. The gap between Aboriginal and Torres Strait Islander and other Australian student results for Year 9 numeracy increased because the decrease in the percentage of students achieving at or above the national minimum standard was larger for Aboriginal and Torres Strait Islander students (75 per cent in 2009 to 70.4 per cent in 2010) than for other Australian students (96 per cent in 2009 to 94.3 per cent in 2010).

Chart 11 shows the percentage distribution of Aboriginal and Torres Strait Islander students across the achievement bands for all domains compared to the percentage distribution of other Australian students for 2010. The chart highlights the comparison of percentages of Aboriginal and Torres Strait Islander and other Australian students below the national minimum standard.

**Chart 11: Percentage distribution of students across the NAPLAN achievement bands, 2010**



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA) 2010, *National Report for 2010, National Assessment Program – Literacy and Numeracy: Achievement in Reading, Writing, Language Conventions and Numeracy*.

In 2010, for the first time, data on student 'gain' was available. Student gain is a measure of the increase in achievement for the same cohort of students (for example, Year 3 in 2008 and Year 5 in 2010).

Table 66 shows that in the Year 3 to Year 5 cohort the gains for Aboriginal and Torres Strait Islander students were similar to those of other Australian students in all domains except spelling, where the gains for Aboriginal and Torres Strait Islander students were statistically significant and exceeded those for other Australian students. This was largely due to the statistically significant gains made in spelling by Aboriginal and Torres Strait Islander students in Victoria.

In the Year 5 to Year 7 cohort the gains for Aboriginal and Torres Strait Islander students were statistically significant and exceeded those for other Australian students in reading and grammar and punctuation. In all other domains the Aboriginal and Torres Strait Islander and other Australian student gains were similar.

In the Year 7 to Year 9 cohort the gains for Aboriginal and Torres Strait Islander students and other Australian students were similar for all domains.

**Table 66: Percentage gains for students in various cohorts across the NAPLAN domains, 2010**

Cohort by year	Domain	Average gain	Average gain Indigenous students	Average gain non-Indigenous students	Difference Indigenous and non-Indigenous students
3 to 5	Reading	86.9	95.9	86.4	9.5
	Writing	71.0	72.2	70.9	1.3
	Spelling	87.6	103.8	86.7	17.1
	Grammar and punctuation	96.5	103.9	96.1	7.8
	Numeracy	91.9	89.3	92.1	-2.8
5 to 7	Reading	61.6	73.6	60.9	12.7
	Writing	47.0	48.5	46.7	1.8
	Spelling	60.9	66.4	60.5	5.9
	Grammar and punctuation	38.9	52.8	38.1	14.7
	Numeracy	71.9	69.5	71.9	-2.4
7 to 9	Reading	37.2	39.1	36.9	2.2
	Writing	34.0	32.2	33.7	-1.5
	Spelling	39.8	41.4	39.5	1.9
	Grammar and punctuation	49.9	55.2	49.3	5.9
	Numeracy	40.1	39.0	39.9	-0.9

Source: Australian Curriculum, Assessment and Reporting Authority (ACARA) 2010, *National Report for 2010, National Assessment Program – Literacy and Numeracy: Achievement in Reading, Writing, Language Conventions and Numeracy*.

### Priority area 3: Improving outcomes for people living with disability

Indicator 6—Proportion of job seekers with disability in employment, education or training three months after participation in employment services

Job Services Australia and Disability Employment Services play an important role in promoting social inclusion and participation of people with disability. The department measures the employment, education and training outcomes of job seekers with disability who participate in these services. Outcomes data show how job seekers in this group benefit from participation in employment services (see Table 67).

**Table 67: Proportion of job seekers with disability in employment, education and training three months after participation in employment services**

Indicator	Program	2010–11
Proportion of job seekers with disability in employment, education and training three months after participation in employment services	Job Services Australia/ Disability Employment Services	42.3%

## Appendix 5 Tripartite consultation on International Labour Organization matters

This report on tripartite consultations on International Labour Organization (ILO) matters has been prepared in accordance with Australia's commitments under the ILO Tripartite Consultation (International Labour Standards) Convention, 1976 (Convention No. 144). Australia ratified the convention in June 1979.

Tripartite consultation on ILO matters, including international labour standards, occurs through:

- » regular meetings of the International Labour Affairs Committee (ILAC), a committee of the National Workplace Relations Consultative Council
- » direct consultation between the department and the representative worker and employer organisations (the social partners)—that is, the Australian Council of Trade Unions, the Australian Chamber of Commerce and Industry, and the Australian Industry Group.

ILAC was established in 1978 under section 12(1) of the then *National Labour Consultative Council Act 1977* (replaced by the *National Workplace Relations Consultative Council Act 2002*). Its terms of reference require it to consider matters of substance relating to the ILO and other relevant international bodies.

In 2010–11, ILAC met three times: 1 November 2010, 25 February 2011 and 3 May 2011.

Article 5 of Convention No. 144 requires consultation on several matters. A summary of these matters, and the way in which the Australian Government responded to them in 2010–11, follows.

### Government replies to questionnaires

The social partners were invited to contribute to a variety of Australian Government responses to ILO questionnaires and reports throughout 2010–11.

#### Tabling of HIV and AIDS Recommendation 2010 (No. 200)

The social partners were invited to comment on a new recommendation, adopted by the ILO in June 2010, which was designed to strengthen the contribution of the world of work to universal access to HIV prevention, treatment, care and support.

As required by the ILO, the department tabled the recommendation in the Australian Parliament on 15 June 2011 with an accompanying submission detailing the extent to which the recommendation is given effect in Australia and further action in relation to the recommendation.

#### 2011 International Labour Conference

The One-Hundredth Session of the International Labour Conference held on 1–17 June 2011 covered the following technical items:

- » decent work for domestic workers (standard setting—second discussion)
- » general discussion on labour administration and inspection
- » recurrent discussion on the strategic objective of social security.

The technical items covered at the conference were discussed at the ILAC meetings of 25 February 2011 and 3 May 2011. Consultations with social partners on the technical items were also undertaken in the margins of the conference.

### Article 19 report on selected unratified conventions

The Australian Government was required to respond to a questionnaire on unratified ILO conventions and recommendations which is requested annually under Article 19 of the ILO Constitution. In 2010–11 Australia was required to report on fundamental ILO conventions that it has not ratified, of which there is one:

- » Convention No. 138, Minimum Age Convention, 1973.

ILAC members were informed of this obligation at meetings on 1 November 2010 and 25 February 2011.

### Re-examination at appropriate intervals of unratified conventions and of recommendations

At the ILAC meetings of 1 November 2010, 25 February 2011 and 3 May 2011, members discussed the following unratified ILO instruments:

- » Convention No. 129, Labour Inspection (Agriculture) Convention, 1969
- » Convention No. 138, Minimum Age Convention, 1973
- » Convention No. 162, Asbestos Convention, 1986
- » Convention No. 169, Indigenous and Tribal Peoples Convention, 1989
- » Convention No. 175, Part-Time Work Convention, 1994
- » Convention No. 177, Home Work Convention, 1996
- » Convention No. 186, Maritime Labour Convention, 2006
- » Protocol No. 155, Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

During 2010–11 ILAC noted, with respect to Convention No. 162, Convention No. 175 and Protocol No. 155, that all states and territories had confirmed that their law and practice was compliant with these instruments and had expressed their support for ratification. ILAC members were further advised that ratification of these instruments would take place in 2011.

The United Nations International Convention on the Protection of the Rights of all Migrant Workers and Their Families was also discussed at the ILAC meeting on 1 November 2010.

### Questions arising out of reports made to the ILO under Article 22 of the ILO Constitution

In late 2010, in accordance with Article 22 of the ILO Constitution, the Australian Government submitted reports to the ILO on the following ratified ILO conventions. The social partners were invited to comment on these reports and were provided with final copies.

- » Convention No. 29, Forced Labour Convention, 1930
- » Convention No. 42, Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
- » Convention No. 81, Labour Inspection Convention, 1947
- » Convention No. 88, Employment Service Convention, 1948
- » Convention No. 105, Abolition of Forced Labour Convention, 1957
- » Convention No. 155, Occupational Safety and Health Convention, 1981
- » Convention No. 159, Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
- » Convention No. 182, Worst Forms of Child Labour Convention, 1999.

The Australian Council of Trade Unions provided comments to the ILO on these reports.

The social partners were also invited to contribute to reports required under the ILO Constitution in relation to certain ratified conventions. Reports are due to be submitted to the ILO in September 2011 for the following ratified conventions:

- » Convention No. 10, Minimum Age (Agriculture) Convention, 1921
- » Convention No. 11, Right of Association (Agriculture) Convention, 1921
- » Convention No. 87, Freedom of Association and Protection of the Right to Organise Convention, 1948
- » Convention No. 98, Right to Organise and Collective Bargaining Convention, 1949
- » Convention No. 99, Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
- » Convention No. 100, Equal Remuneration Convention, 1951
- » Convention No. 111, Discrimination (Employment and Occupation) Convention, 1958
- » Convention No. 112, Minimum Age (Fishermen) Convention, 1959
- » Convention No. 122, Employment Policy Convention, 1964
- » Convention No. 123, Minimum Age (Underground Work) Convention, 1965
- » Convention No. 131, Minimum Wage Fixing Convention, 1970
- » Convention No. 144, Tripartite Consultation (International Labour Standards) Convention, 1976
- » Convention No. 156, Workers with Family Responsibilities Convention, 1981
- » Convention No. 158, Termination of Employment Convention, 1982
- » Convention No. 173, Protection of Workers' Claims (Employer's Insolvency) Convention, 1992.

## Appendix 6 Commonwealth involvement in proceedings before courts and tribunals

This appendix describes matters dealt with by courts or tribunals in 2010–11 that involved participation by the Minister for Tertiary Education, Skills, Jobs and Workplace Relations or funding provided by the department.

### Fair Work Australia

#### Annual Wage Review 2010–11

On 18 March 2011, the Australian Government lodged its submission to Fair Work Australia's Annual Wage Review 2010–11. The Government's submission recommended that any increase to the national minimum wage and award wages in 2011 should reflect changes in living costs and other changes in the economic environment since the last minimum wage rise in 2010, such as employment, wages growth, inflation and productivity outcomes.

On 13 May 2011, the Government lodged a post-budget submission which updated the Minimum Wage Panel with the Government's 2011–12 macroeconomic forecasts as well as relevant budget measures and other data released since the initial submission was lodged. The panel held consultation hearings with key stakeholders over three days, beginning on 16 May 2011. Officials from DEEWR and the Treasury attended the consultation hearings to outline the Government's position.

On 3 June 2011, the panel released its decision to set the new national minimum wage at \$589.30 per week, or \$15.51 per hour, with effect from the first full pay period on or after 1 July 2011.

#### Application for an Equal Remuneration Order in the Social and Community Services Industry (Case No. C2010/3131)

On 11 March 2010, the Australian Municipal, Administrative, Clerical and Services Union, on behalf of itself and four other unions, filed an application under the *Fair Work Act 2009* for an equal remuneration order for social and community services workers. The application, which has been varied during the course of the proceedings, seeks significant pay increases for these workers. A full bench of Fair Work Australia handed down a preliminary decision in the matter on 16 May 2011 which, among other things, sought further submissions from the parties to assist the bench in determining an appropriate remedy in the case. In accordance with directions issued by Fair Work Australia in the case, the Government filed submissions on 18 November 2010 and 4 March 2011; a third submission will be filed in July 2011. The matter is listed for further hearings in August 2011.

## Appendix 7 Advertising and market research

Details of payments made to advertising, market research, polling, media advertising and direct mail organisations by the department in 2010–11 are listed in the following tables. Where the total paid is less than \$11 200 (inclusive of GST) details have not been included. This is consistent with section 311A of the *Commonwealth Electoral Act 1918*.

Table 68: Advertising agencies			
Procurement reference no.	Contract no.	Organisation	Service provided
26226	83324	Newd Corp. Pty Ltd	Development of creative materials for the Child Care Assistance Awareness campaign
<b>Total</b>			<b>1 003 040.50</b>

Table 69: Market research and polling organisations			
Procurement reference no.	Contract no.	Organisation	Service provided
23578	80290	Bloomberg L. P	Data service subscription for 2009–10
26227	83340	Blue moon Unit Trust	Developmental and product testing market research for My University website, HELP and VET FEE-HELP programs
25919	83000	Hall & Partners Open Mind Pty Ltd	Market research with working age Australians and employers in relation to their language, literacy and numeracy communication needs, stigma and barriers
25432	83475	Lighthouse Data Collection Pty Ltd	Fieldwork services for the 2011 Metro Survey
26220	83258	Orima Research Pty Ltd	Market research services for the Child Care Assistance Awareness campaign
25198	83730	The Australian Council for Educational Research Limited	Development of a University Experience Survey
24859	81566	Universities Australia	National survey of international students studying in Australian higher education sector
9042	76555	Wallis Consulting Group Pty Ltd	Conduct of the Longitudinal Surveys of Australian Youth 2006–2011
<b>Total</b>			<b>2 324 147.16</b>

Table 70: Media advertising organisations

Procurement reference no.	Contract no.	Organisation	Service provided	Total \$ paid in 2010-11
26118	83047	Adcorp Australia Limited	2011 Indigenous Staff Scholarship program	20 175.39
26228	83135	Adcorp Australia Limited	Advertising of the 2011 Endeavour Awards	18 789.35
26970	83912	Adcorp Australia Limited	Provision of advertising services for National Literacy and Numeracy Week 2011	19 503.00
27116	84039	Adcorp Australia Limited	Advertising of the 2012 Endeavour Awards	17 823.00
27137	84072	Adcorp Australia Limited	Advertising of positions available in the Australian Skills Quality Authority	13 416.34
4500011678	4500011678	Adcorp Australia Limited	Workplace English Language and Literacy resource 2009-10 advertisement	21 336.05
4500020792	4500020792	Adcorp Australia Limited	Advertising of Language, Literacy and Numeracy Practitioner Scholarships program	25 049.01
4500026907	4500026907	Adcorp Australia Limited	Workplace English Language and Literacy resource 2010-11 advertisement	24 614.19
4500027757	4500027757	Adcorp Australia Limited	Adult Learners Week 2011	18 540.44
4500028943	4500028943	Avant Card Pty Ltd	Production of Avant Cards promoting a career in early childhood and providing information on the Government's Early Childhood Workforce initiatives	13 123.00
26462	83425	Mediabrand Australia Pty Ltd	Indigenous Youth Leadership program	11 475.65
26613	83565	Mediabrand Australia Pty Ltd	Advertising services for the Child Care Assistance Awareness campaign	6 910 388.00
26800	83728	Mediabrand Australia Pty Ltd	Advertising services for National Youth Week 2011	20 216.87
25754	83580	Sensis Pty Ltd	Provision of DEEWR's White Pages and Yellow Pages listing and directory assistance throughout Australia	516 885.00
<b>Total</b>				<b>7 651 335.29</b>

Table 71: Direct mail organisations

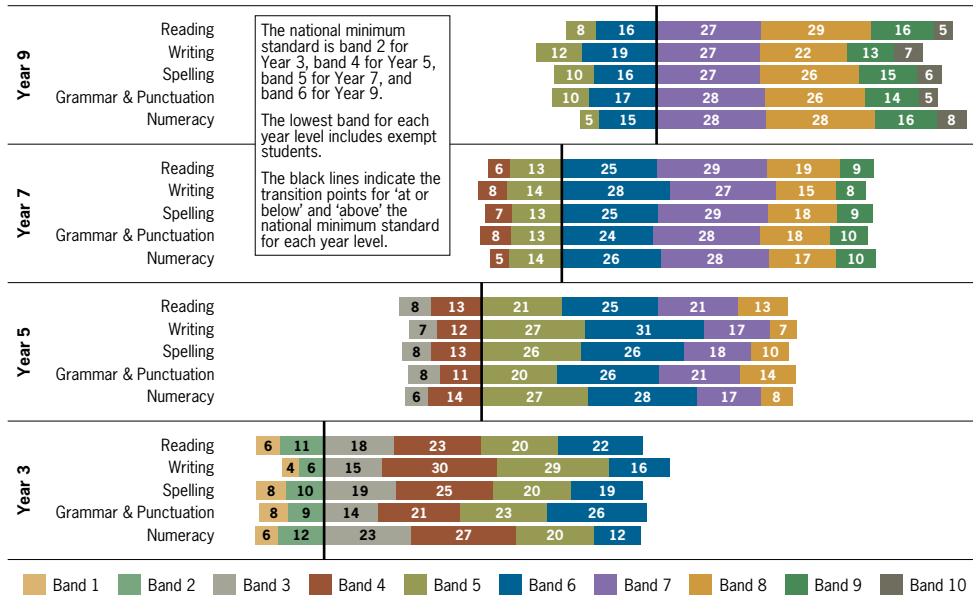
Procurement reference no.	Contract no.	Organisation	Service provided	Total \$ paid in 2010-11
26924	83812	Blue Star Group Australia Pty Limited	Distribution of printed material for National Literacy and Numeracy Week 2011	24 821.06
23381	79928	Salamat Document Management	Job seeker and employer direct mail for the new employment services campaign	312 000.00
<b>Total</b>				<b>336 821.06</b>

## Appendix 8 Errors in the 2009–10 annual report

This appendix details errors identified in the 2009–10 annual report and the relevant corrections.

### Outcome 2

On page 38, under 'Indigenous students achieving national minimum standards in literacy and numeracy', Chart 2.2 should be replaced with the chart below as the data was not aligned to the right domains.



On page 43, in the last sentence under 'Establishment Assistance' the figure should have been \$358 533 not \$358 533 408.

On page 48, under 'Quality Outcomes Program—other initiatives', in the third sentence the words 'national awards for excellence in school music education and' should be deleted.

### Outcome 4

On page 115, under 'Key achievements' the sixth dot point should have read 'Changes were introduced to Youth Allowance from 1 July 2009 to support the Youth Compact and the National Youth Participation Requirements agreed by COAG in April 2009'.

### Part 3—Corporate accountability

On page 180, under 'Consultancies' the first paragraph should have read 'During 2009–10, 169 new consultancies were entered into, involving total actual expenditure of \$17 393 133. In addition, 66 ongoing consultancy contracts were active during 2009–10, involving total actual expenditure of \$10 541 629.'

### Appendix 6—Advertising and market research

On page 221, in Table A6.2—Market research and polling organisations, the following contract information should have been included:

Procurement reference no.	Contract no.	Organisation	Service provided	Total \$ paid in 2009–10
9042	76555	Wallis Consulting Group Pty Ltd	Conduct of the Longitudinal Surveys of Australian Youth 2006–2011	713 080.00

### Appendix 7—Consultants and consultancy services

On page 223, under 'Summary of active consultancies' the paragraph should have read 'During 2009–10, 169 new consultancies were entered into, involving total actual expenditure of \$17 393 133. In addition, 66 ongoing consultancy contracts were active during 2009–10, involving total actual expenditure of \$10 541 629.'

On page 231, the contract with procurement reference number 25377 should have been excluded.

The following contracts should have been included in Table A7.1—Consultancy contracts let in 2009–10:

Group	Procurement reference no.	Contract no.	Consultant name	Description	Contract price \$	Selection process	Justification
Curriculum Assessment and Teaching	20829	83318	Australian Council for Educational Research	Staff in Australia's Schools Survey 2010	483 797.00	OT	B
	26422	83377	Australian Council for Educational Research	Consultancy services for the Organisation for Economic Co-operation and Development Teaching and Learning International survey	446 480.00	OT	B
	24681	82215	Australian Council for Educational Research	The implementation and coordination of the Fifth Cycle of the Organisation for Economic Co-operation and Development Programme for International Student Assessment 2012	2 289 755.05	OT	B
Early Childhood Quality	25091	81797	Griffith University	Development of the Framework for school age care	86 637.00	SS	B
	26144	83131	Australian Council for Educational Research	Development of an assessment and rating process for the National Quality Standard	185 200.00	OT	C
Finance and Business Services	25679	82560	The Nous Group	Information technology consultation services	77 298.02	OT	B
Higher Education	26267	83366	The trustee for Phillips KPA Unit Trust	Analysis of the public benefits of higher education	73 590.00	OT	B
Indigenous Economic Strategy	24860	81548	University of Melbourne	Provision of management and business professionals and administrative services	90 900.00	SS	B
	25146	81878	Cuttagee Consulting Pty Ltd	Advice in relation to demanded strategies and improved outcomes for disadvantaged jobseekers	13 000.00	SS	C
National Schools and Youth Partnerships	25304	81879	Turner, David John	Development of Partnership Broker resources	13 750.00	SS	B
	25845	82832	Business Aspect	Technical advice for a high-speed broadband tender process	100 400.00	OT	B
	26186	83174	The trustee for Phillips KPA Unit Trust	Research to support the consultations of the Business – School Connections Roundtable	108 570.00	OT	C
Skills	20829	79320-WO006	Urbis Pty Ltd	Foundation Skills Taster Course evaluation	213 023.15	OT	B
	25222	82210	NCVER	Projections of the supply of tradespeople for 2015 and 2020 relating to the resources sector	35 640.00	OT	B
Workplace Relations Policy	25342	82218	Mercer (Australia) Pty Ltd	Provision of research	77 997.15	RS	C
<b>Subtotal</b>					<b>4 296 037.37</b>		

## Appendix 9 Agency resource statements and resources for Outcomes

<b>Agency Resource Statement—2010–11</b>			
	<b>Actual Available Appropriations for 2010–11</b>	<b>Payments Made 2010–11</b>	<b>Balance Remaining</b>
	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>
<b>Ordinary Annual Services</b>			
<b>Departmental appropriation</b>			
Prior year departmental appropriation	180,060	151,330	28,730
Departmental appropriation	817,875	679,852	138,023
S.31 Relevant agency receipts	43,772	43,772	-
<b>Total</b>	<b>1,041,707</b>	<b>874,954</b>	<b>166,753</b>
<b>Administered expenses</b>			
Outcome 1	383,355	384,068	
Outcome 2	387,890	387,857	
Outcome 3	1,887,941	1,798,636	
Outcome 4	2,928,315	2,724,324	
Outcome 5	168,460	164,811	
Payments to CAC Act Bodies	8,372	8,372	
<b>Total</b>	<b>5,764,333</b>	<b>5,468,068</b>	
<b>Total ordinary annual services</b>	<b>6,806,040</b>	<b>6,343,022</b>	
<b>Other services</b>			
<b>Administered expenses</b>			
<b>Specific payments to States, ACT, NT and local government</b>			
Outcome 2	1,750,494	1,757,489	
<b>Total</b>	<b>1,750,494</b>	<b>1,757,489</b>	
<b>Departmental non-operating</b>			
Prior year departmental appropriation			-
Equity injections	5,917	5,917	-
Previous years' outputs			-
<b>Total</b>	<b>5,917</b>	<b>5,917</b>	<b>-</b>
<b>Total other services</b>	<b>1,756,411</b>	<b>1,763,406</b>	
<b>Total available annual appropriations</b>	<b>8,562,451</b>	<b>8,106,428</b>	

<b>Agency Resource Statement—2010–11</b>			
	<b>Actual Available Appropriations for 2010–11</b>	<b>Payments Made 2010–11</b>	<b>Balance Remaining</b>
	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>
<b>Special appropriations</b>			
<b>Special appropriations limited by criteria/entitlement</b>			
<i>A New Tax System (Family Assistance) (Administration) Act 1999</i>		3,588,425	
<i>Flexibility in Achieving Australia's Skills Act 2005</i>		-	
<i>Schools Assistance (Learning Together—Achievement Through Choice and Opportunity) Act 2004</i>		-	
<i>Schools Assistance Act 2008</i>		7,084,494	
<i>Indigenous Education (Targeted Assistance) Act 2000</i>		175,980	
<i>Higher Education Support Act 2003</i>		9,401,830	
<i>Student Assistance Act 1973</i>		277,066	
<i>Social Security (Administration) Act 1999</i>		16,621,818	
<i>Skilling Australia's Workforce Act 2005</i>		-	
<i>Coal Mining Industry (LSL) Funding Act 1992</i>		-	
<i>Remuneration and Allowances Act 1990</i>		4,823	
<i>Remuneration and Tribunal Act 1973</i>		4,059	
<i>Safety, Rehabilitation and Compensation Act 1988</i>		45,303	
<i>Asbestos-related Claims (Management of Commonwealth Liabilities Act) 2005</i>		22,314	
<b>Total special appropriations</b>		<b>37,226,112</b>	
<b>Special Accounts</b>			
Opening Balance	6,534		
Appropriation receipts	405,001		
Appropriation receipts - other agencies	-		
Non-appropriation receipts to Special Accounts	5,722		
Payments made		410,776	
Closing Balance			6,481

<b>Outcome 1</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A–B</b>
<b>Administered expenses</b>			
<b>Program 1.1: Support for the Child Care System</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Child Care Services Support	340,345	308,500	-31,845
Jobs Education and Training (JET) Child Care Fee Assistance	52,675	65,328	12,653
<b>Total for Program 1.1</b>	<b>393,020</b>	<b>373,828</b>	<b>-19,192</b>
<b>Program 1.2: Child Care Fee Assistance</b>			
<b>Special Appropriations</b>			
<i>A New Tax System (Family Assistance) (Administration) Act 1999</i>			
Child Care Benefit	2,105,241	2,207,970	102,729
Child Care Rebate	1,495,573	1,562,590	67,017
<b>Total for Program 1.2</b>	<b>3,600,814</b>	<b>3,770,560</b>	<b>169,746</b>
<b>Program 1.3: Early Childhood Education</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Early Childhood Education- Universal Access	3,000	2,806	-194
<b>Total for Program 1.3</b>	<b>3,000</b>	<b>2,806</b>	<b>-194</b>
<b>Outcome 1 Totals by appropriation type</b>			
<b>Administered expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	396,020	376,634	-19,386
Other services (Appropriation Bill No. 2)	-	-	-
Special Appropriations	3,600,814	3,770,560	169,746
Special Accounts	-	-	-
<b>Departmental expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	84,043	89,144	5,101
Revenues from independent sources (Section 31)	1,397	609	-788
Special Appropriations	-	-	-
Special Accounts	-	-	-
Expenses not requiring appropriation in the Budget year	1,799	7,602	5,803
<b>Total for Outcome 1</b>	<b>4,084,073</b>	<b>4,244,549</b>	<b>160,476</b>
<b>Average staffing level (number)</b>	<b>472</b>	<b>584</b>	<b>112</b>

<b>Outcome 2</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A-B</b>
<b>Administered expenses</b>			
<b>Program 2.1: Government Schools National Support</b>			
<b>Administered expenses</b>	-	-	-
<b>Special Appropriations</b>	-	-	-
<b>Total for Program 2.1</b>	-	-	-
<b>Program 2.2: Non-government Schools National Support</b>			
<b>Special Appropriations</b>			
<i>Schools Assistance Act 2008</i>	7,112,006	7,088,066	-23,940
<i>Indigenous Education (Targeted Assistance) Act 2000</i>	146,475	175,900	29,425
<b>Total for Program 2.2</b>	<b>7,258,481</b>	<b>7,263,966</b>	<b>5,485</b>
<b>Program 2.3: Schools Support</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Rewards for School Improvement	3,993	-	-3,993
Empowering Local Schools	-	-	-
Reward Payments for Great Teachers	-	-	-
Teach Next	-	-	-
National Trade Cadetship	2,500	-	-2,500
Online Diagnostic Tools	2,847	-	-2,847
National Asian Languages in Schools	28,194	28,128	-66
Grants and Awards	3,978	3,939	-39
National School Chaplaincy Program	49,858	49,810	-48
Helping Children with Autism	5,265	5,242	-23
Quality Outcomes	56,963	54,518	-2,445
Framework for Open Learning	3,306	3,201	-105
Supplementary Funding for School Operations	4,000	4,000	-
Local Schools Working Together	18,230	18,287	57
Indigenous Education	51,825	37,219	-14,606
<b>Total for Program 2.3</b>	<b>230,959</b>	<b>204,344</b>	<b>-26,615</b>
<b>Program 2.4: Trade Training</b>			
<b>Other Services (Appropriation Bill No 2)</b>			
Trade Training Centres (Non-government)	91,246	68,368	-22,878
<b>Total for Program 2.4</b>	<b>91,246</b>	<b>68,368</b>	<b>-22,878</b>
<b>Program 2.5: Digital Education Revolution</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Digital Education Revolution Project Pool	40,431	40,369	-62
<b>Other Services (Appropriation Bill No 2)</b>			
Digital Education Revolution (Non-government)	37,000	37,000	-
<b>Total for Program 2.5</b>	<b>77,431</b>	<b>77,369</b>	<b>-62</b>
<b>Program 2.6: National Action Plan on Literacy and Numeracy</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
National Action Plan on Literacy and Numeracy (Non-Government)	14,814	10,321	-4,493
<b>Total for Program 2.6</b>	<b>14,814</b>	<b>10,321</b>	<b>-4,493</b>
<b>Program 2.7: Education Infrastructure (referred to as Building the Education Revolution)</b>			
<b>Other Services (Appropriation Bill No 2)</b>			
Building the Education Revolution (Non-government)	1,750,598	1,645,126	-105,472
<b>Total for Program 2.7</b>	<b>1,750,598</b>	<b>1,645,126</b>	<b>-105,472</b>

<b>Outcome 2</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A–B</b>
<b>Program 2.8: Smarter Schools- Low SES School Communities National Partnership</b>			
Administered expenses	-	-	-
Special Appropriations	-	-	-
<b>Total for Program 2.8</b>	-	-	-
<b>Program 2.9: Smarter Schools- Improving Teacher Quality National Partnership</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Teacher Quality (Non government)	3,798	3,719	-79
<b>Total for Program 2.9</b>	<b>3,798</b>	<b>3,719</b>	<b>-79</b>
<b>Program 2.10: More support for students with disabilities</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Students with Disabilities	-	-	-
<b>Other Services (Appropriation Bill No 2)</b>			
Students with Disabilities (Non Government)	-	-	-
<b>Total for Program 2.10</b>	-	-	-
<b>Program 2.11: Youth Support</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Youth Attainment and Transitions NP	115,960	116,065	105
Youth Engagement	7,294	7,111	-183
<b>Special Account Expenses:</b>			
National Youth Affairs Research Scheme Special Account	240	114	-126
<b>Total for Program 2.11</b>	<b>123,494</b>	<b>123,290</b>	<b>-204</b>
<b>Program 2.12: School Student Assistance</b>			
<b>Special Appropriations</b>			
<i>Student Assistance Act 1973</i>			
ABSTUDY—Secondary	136,807	137,588	781
Assistance for Isolated Children	69,379	61,958	-7,421
<b>Special Account Expenses:</b>			
Superannuation Payments for ATAS Tutors	5	-	-5
<b>Total for Program 2.12</b>	<b>206,191</b>	<b>199,546</b>	<b>-6,645</b>
<b>Outcome 2 Totals by appropriation type</b>			
<b>Administered expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	413,256	381,929	-31,327
Other services (Appropriation Bill No. 2)	1,878,844	1,750,494	-128,350
Special Appropriations	7,464,667	7,463,512	-1,155
Special Accounts	245	114	-131
<b>Departmental expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	170,814	127,532	-43,282
Revenues from independent sources (Section 31)	2,632	928	-1,704
Special Appropriations	-	-	-
Special Accounts	-	-	-
Expenses not requiring appropriation in the Budget year	13,765	18,293	4,528
<b>Total for Outcome 2</b>	<b>9,944,223</b>	<b>9,742,802</b>	<b>-201,421</b>
<b>Average staffing level (number)</b>	<b>1,062</b>	<b>838</b>	<b>-224</b>

<b>Outcome 3</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A–B</b>
<b>Administered expenses</b>			
<b>Program 3.1: Higher Education Support</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Tertiary Education Quality and Standards Agency	11,991	9,683	-2,308
Indigenous Higher Education Advisory Council	301	200	-101
Higher Education Special Projects	2,000	2,000	-
Superannuation Payments for Former Commissioners	81	76	-5
Centre for Finance and International Regulation	-	-	-
<b>Special Appropriations</b>			
<i>Higher Education Support Act 2003</i>			
Commonwealth Grant Scheme	5,065,208	5,006,310	-58,898
Higher Education Participation and Partnerships Program	84,849	78,126	-6,723
Disability Support Program	6,137	6,267	130
Indigenous Support Program	35,789	35,869	80
Diversity and Structural Adjustment	32,185	18,109	-14,076
Superannuation Program—Higher Education <sup>1</sup>	274,897	305,000	30,103
Quality Initiatives	29,493	28,040	-1,453
Open Learning Initiative	280	278	-2
National Institutes	181,370	181,369	-
Commonwealth Scholarships	102,293	69,340	-32,953
Higher Education Special Projects (Capital Development Pool)	75,170	61,869	-13,301
<b>Special Accounts</b>			
<i>Education Investment Fund</i>	383,303	383,303	-
<b>Total for Program 3.1</b>	<b>6,285,347</b>	<b>6,185,839</b>	<b>-99,508</b>
<b>Program 3.2: HELP</b>			
<b>Special Appropriations</b>			
<i>Higher Education Support Act 2003</i>			
Higher Education Loan Programmes (HELP) <sup>1</sup>	1,351,678	1,078,211	-273,467
<b>Total for Program 3.2</b>	<b>1,351,678</b>	<b>1,078,211</b>	<b>-273,467</b>
<b>Program 3.3: Tertiary Student Assistance</b>			
<b>Special Appropriations</b>			
<i>Student Assistance Act 1973</i>			
ABSTUDY—Tertiary	66,183	73,258	7,075
<i>Social Security Act 1991</i>			
Austudy	389,999	418,819	28,820
Youth Allowance	2,656,776	2,555,704	-101,072
Fares Allowance	1,177	698	-479
<b>Total for Program 3.3</b>	<b>3,114,135</b>	<b>3,048,479</b>	<b>-65,656</b>
<b>Program 3.4: Vocational Education and Training</b>			
<b>Special Appropriations</b>			
<i>Skilling Australia's Workforce Act 2005</i>			
Vocational Education and Training Recurrent Funding	-	18	18
<b>Total for Program 3.4</b>	<b>-</b>	<b>18</b>	<b>18</b>

<b>Outcome 3</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A–B</b>
<b>Program 3.5: VET National Support</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
National Centre for Vocational Education Research	652	652	-
Australian Apprenticeship Centres	201,636	209,240	7,604
Support for Australian Apprenticeships	1,090,350	1,065,224	-25,126
Australian Apprenticeship Workforce Skills Development	285,155	254,965	-30,190
Australian Apprenticeship Access Program	87,817	90,914	3,097
Workplace English Language and Literacy	26,467	21,863	-4,604
Language, Literacy and Numeracy	86,431	77,684	-8,747
Critical Skills Investment Fund	200	202	2
National Foundation Skills Strategy	4,108	1,384	-2,724
<b>Special Accounts</b>			
<i>Education Investment Fund</i>	21,698	21,698	-
<i>COAG National Licensing System</i>	-	3,268	3,268
<b>Total for Program 3.5</b>	<b>1,804,514</b>	<b>1,747,094</b>	<b>-57,420</b>
<b>Program 3.6: International Education Support</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
International Education and Training	58,380	58,328	-52
Assessment Subsidy for Overseas Trained Professionals	772	772	-
Education Services for Overseas Students Assurance Fund	14,300	7,200	-7,100
<b>Total for Program 3.6</b>	<b>73,452</b>	<b>66,300</b>	<b>-7,152</b>
<b>Outcome 3 Totals by appropriation type</b>			
<b>Administered expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	1,870,641	1,800,387	-70,254
Special Appropriations	10,353,484	9,917,285	-436,199
Special Accounts	405,001	408,269	3,268
<b>Departmental expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	160,450	172,061	11,611
Revenues from independent sources (Section 31)	22,367	21,211	-1,156
Special Appropriations			-
Special Accounts			-
Expenses not requiring appropriation in the Budget year	30,456	38,750	8,294
<b>Total for Outcome 3</b>	<b>12,842,399</b>	<b>12,357,963</b>	<b>-484,436</b>
<b>Average staffing level (number)</b>	1,031	1,177	146

1 Actual expenses relate to actuarial assessments of the value of assets and liabilities. The outcome is dependent on numerous factors that cannot be reliably forecast.

<b>Outcome 4</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A–B</b>
<b>Administered expenses</b>			
<b>Program 4.1: Employment Services</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Job Services Australia	1,505,480	1,540,443	34,963
Job Capacity Assessment	145,311	185,311	40,000
Jobs Fund	98,370	72,475	-25,895
National Green Jobs Corps	43,670	36,670	-7,000
Productive Ageing Package	4,483	1,859	-2,624
Insulation Workers Support	6,100	2,888	-3,212
<b>Total for Program 4.1</b>	<b>1,803,414</b>	<b>1,839,646</b>	<b>36,232</b>
<b>Program 4.2: Indigenous Employment</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Indigenous Employment Program	152,436	147,921	-4,515
Indigenous Public Sector Employment	1,211	-	-1,211
<b>Total for Program 4.2</b>	<b>153,647</b>	<b>147,921</b>	<b>-5,726</b>
<b>Program 4.3: Disability Employment Services</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Employment Assistance and Other Services	28,242	28,946	704
Disability Employment Services	706,918	713,896	6,978
<b>Total for Program 4.3</b>	<b>735,160</b>	<b>742,842</b>	<b>7,682</b>
<b>Program 4.4: Working Age Payments</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Compensation and Debt Relief	198	-	-
<b>Special Appropriations</b>			
<i>Social Security (Administration) Act 1999</i>			
Mobility Allowance	129,944	129,999	55
Newstart Allowance	6,205,860	6,148,714	-57,146
Parenting Payment (Single)	4,524,470	4,531,454	6,984
Parenting Payment (Partnered)	1,046,542	1,048,067	1,525
Partner Allowance (Benefit)	25,279	25,097	-182
Partner Allowance (Pension)	191,246	191,325	79
Pensioner Education Supplement	82,477	85,877	3,400
Sickness Allowance	85,858	85,159	-699
Utilities Allowance	24,975	21,218	-3,757
Widow Allowance	407,583	405,975	-1,608
Youth Allowance (other)	685,145	707,547	22,402
<b>Total for Program 4.4</b>	<b>13,409,577</b>	<b>13,380,432</b>	<b>-28,947</b>
<b>Outcome 4 Totals by appropriation type</b>			
<b>Administered expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	2,692,419	2,730,409	37,990
Special Appropriations	13,409,379	13,380,432	-28,947
Special Accounts	-	-	-
<b>Departmental expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	293,896	309,305	15,409
Revenues from independent sources (Section 31)	4,903	2,517	-2,386
Special Accounts	-	-	-
Expenses not requiring appropriation in the Budget year	67,452	58,988	-8,464
<b>Total for Outcome 4</b>	<b>16,468,049</b>	<b>16,481,651</b>	<b>13,602</b>
<b>Average staffing level (number)</b>	<b>2,102</b>	<b>2,117</b>	<b>15</b>

<b>Outcome 5</b>			
	<b>Budget</b>	<b>Actual expenses</b>	<b>Variation</b>
	<b>(2010–11)</b>	<b>(2010–11)</b>	<b>(2010–11)</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
	<b>A</b>	<b>B</b>	<b>A–B</b>
<b>Administered expenses</b>			
<b>Program 5.1: Employee Assistance</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
General Employee Entitlements and Redundancy Scheme	188,508	151,488	-37,020
<b>Special Appropriations</b>			
Coal Mining Industry (LSL) Funding Act 1992	118,900	123,821	4,921
<b>Total for Program 5.1</b>	<b>307,408</b>	<b>275,309</b>	<b>-32,099</b>
<b>Program 5.2: Workplace Assistance</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Protected Action Ballots Scheme	1,600	927	-673
Home Workers Code of Practice Program	1,000	1,000	-
International Labour Organisation—Subscription	8,183	7,354	-829
Fair Work Education and Information Campaign	650	131	-519
<b>Total for Program 5.2</b>	<b>11,433</b>	<b>9,412</b>	<b>-2,021</b>
<b>Program 5.3: Workers compensation payments</b>			
<b>Ordinary Annual Services (Appropriation Bill No 1)</b>			
Workers Compensation payment	8,809	8,372	-437
<b>Special Appropriations</b>			
Asbestos related claims Act 200–s8(2)	22,314	1,615	-20,699
Safety, Rehabilitation & Compensation Act–s90D	43,030	266,697	223,667
<b>Total for Program 5.3</b>	<b>74,153</b>	<b>276,684</b>	<b>202,531</b>
<b>Program 5.4: Parliamentarians' and Judicial Office Holders' Remuneration and Entitlements</b>			
<b>Special Appropriations</b>			
Remuneration Tribunal Act 1973–s7(13) Remuneration (including salary) or allowances	4,058	4,059	1
Remuneration and Allowances Act 1990	4,823	4,823	-
<b>Total for Program 5.4</b>	<b>8,881</b>	<b>8,882</b>	<b>1</b>
<b>Outcome 5 Totals by appropriation type</b>			
<b>Administered expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	199,941	160,900	-39,041
Special Appropriations	193,125	409,387	216,262
<b>Departmental expenses</b>			
Ordinary Annual Services (Appropriation Bill No 1)	28,405	48,938	20,533
Revenues from independent sources (Section 31)	16,752	18,149	1,397
Special Accounts			-
Expenses not requiring appropriation in the Budget year	1,066	7,560	6,494
<b>Total for Outcome 5</b>	<b>439,289</b>	<b>644,934</b>	<b>205,645</b>
<b>Average staffing level (number)</b>	<b>402</b>	<b>373</b>	<b>-29</b>