CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES

2008 Annual Report
# 2008 Annual Report

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My Lord,

It is with great pleasure that I submit the 2008 Annual Report of the Catholic Education Commission New South Wales (CEC) for the consideration of the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn (NSW/ACT Bishops).

I am very pleased to be back as Chairman of the Commission after two years with World Youth Day 2008. The Commission and the CEC Secretariat have smoothed my resumption of the roles of Chairman of the Commission and of the NSW Catholic Block Grant Authority (CBGA) Delegate.

This Annual Report is really that of Bishop David Walker DD who held the role of Chairman whilst I was with WYD. Accordingly, I have asked Bishop David to write a foreword to this Annual Report, which is about his stewardship.

I would like publicly to thank Bishop David for his leadership of the CEC and of the CBGA over this time. I am also very pleased to be working again with a renewed Dr. Brian Croke after his sick leave.

This 2008 Annual Report presents a very vital and active Commission and CEC Secretariat, making significant contributions in the service of NSW Catholic schools.

The Commission and the CBGA have great challenges ahead. Education is at a time of reorientation and reconfiguration. The Australian Government is driving a new national education agenda, with changed priorities and with very specific contracted outcomes. The Australian Government has also established a substantial schools capital program with a short two year timeframe.

I commend the 2008 Annual Report to the NSW/ACT Bishops.

Yours sincerely in Christ,

Bishop Anthony Fisher OP DD
Chairman
14 December 2009
Chairman’s Report

2008 was a major year for the CEC. It was the last year of the 2005 Quadrennium and the first year signalling significant change for education in terms of legislation, national curricula and education infrastructure. It also marked the end of my two and half years as Commission Chairman and as CBGA Delegate. I am now very happy to hand over my two roles serving State wide Catholic schools to Bishop Anthony Fisher OP DD who resumes on 1 January 2009, after great success leading World Youth Day 2008.

I have thoroughly enjoyed my time as Chairman of the Commission and as CBGA Delegate. I am staying on with the Commission as the second Bishop Commissioner. I would like to congratulate and thank Commissioners for assisting me with the work of the Commission over the past two and half years and for providing me with advice on priorities as CBGA Delegate.

Commission membership

Most Commissioners will be staying on into 2009. Some are retiring and I would like to especially thank them.

Bishop Patrick Dougherty DD retired in November 2008 both as Bishop of Bathurst and as Commissioner. Bishop Patrick has given great service to Catholic education in many ways, including with the Commission. For eight years, he gave regional and spiritual perspectives to discussions at the Commission and will be greatly missed.

Dr. Kristin Johnston rsj retired as Commissioner on 31 December 2008. She was one of two nominees of the Conference of Religious Leaders NSW. She served on the Commission for almost twenty years and was Deputy Chair of the Commission for most of that time. Kristin is the equal third longest serving Commissioner ever and deserving of her bronze medal. She worked tirelessly for the CEC and I have no doubt will make a very valuable contribution in her new work with the Centre for Community Engagement at the Australian Catholic University.

Susan MacLeod retired as Commissioner on 31 December 2008 after eight years as the country nominee of the Council of Catholic School Parents. Susan brought to the Commission her long standing community experience, which is important to the work of the Commission. I know that Susan will continue to make valuable contributions to her community work.
During 2008, we also welcomed new Commissioners and renewals of membership:

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<tr>
<th>Name</th>
<th>Nomination</th>
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<td>Ray Collins</td>
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<td>Sharon Cooke</td>
<td>NSW/ACT Bishops as Aboriginal Commissioner</td>
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<td>John Couani</td>
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<td>Peter Hill</td>
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<td>Brian Lacey</td>
<td>Association of Catholic School Principals</td>
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<td>Dr. Anne Wenham</td>
<td>Bishop of Lismore</td>
<td>January 2008&lt;sup&gt;1&lt;/sup&gt;</td>
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Notes:
1: for the period to 31 December 2011.
2: for the period to 31 December 2012.
3: for twelve months, pending recruitment of the Executive Director of Catholic Schools position in the Sydney CEO.

**Brother John Taylor Award 2007**

The Commission awarded the 2007 Brother John Taylor Award to Brother Michael Flanagan fms. I was very pleased to present Brother Michael with his award at The John Berne School on 11 March 2008. Brother Michael was given this honour for his significant contribution to Catholic schooling, particularly as the first Principal of The John Berne School.

**Brother Tony Whelan cfc AM**

It is always good news to see formal recognition for one of our Commissioners. Brother Tony was recognised in the 2008 Queen’s Birthday awards. He was awarded an AM for service to education through a range of executive and teaching roles in the Catholic education sector, to the promotion of social justice, and to professional standards development. This is a well deserved honour. Brother Tony and I work together in the Diocese of Broken Bay where he is the Director of Schools. This award was given for his significant leadership at my Diocese as well as for his previous teaching and executive roles.
World Youth Day 2008

The biggest spiritual event for Catholic schools in 2008 was World Youth Day. Sydney was proud to host Pope Benedict XVI and as many as half a million young people at the various events held during 15-20 July 2008. Huge numbers of Catholic school students and young teachers took part as pilgrims. The Catholic schools of greater Sydney were very welcoming home-hosts to thousands of visitors during the WYD week and the schools and families of other Dioceses hosted overseas pilgrims in the week before. Many of our schools welcomed the World Youth Day Cross, Icon and Indigenous Message Stick in the months prior, took part in the catechetical preparation programmes, engaged in fundraising to assist pilgrims from disadvantaged nations in our region to attend, and provided performers and volunteers throughout the week. The Catholic education sector was involved at every level of planning, preparation and delivery of WYD and deserves much of the credit for its great success. A particular honour was given to Frank Pearce (pictured) who is CEC’s State Coordinator for Aboriginal education. Frank was part of the honour guard, which welcomed Pope Benedict XVI at Barangaroo.

300th Commission meeting

On 15 October 2008, the Commission held its 300th meeting. This was a major milestone for the Commission. Dr. Kristin Johnston rsj chaired the meeting. The prayer was prepared by Adrian Brown and the theme was My Place. The prayer traced the history of Sydney and the emergence of settlers and their interaction with the Gadigal people, around the Polding Centre area. The prayer also included a roll call of all Commissioners – past and present – and featured superb historical images associated with the CEC. Kristin led the prayer and reflected on the similarities between the agenda facing the first Commissioners and the current Commission.

The Commission decided to defer its 300th celebration to early 2009 to be held in conjunction with the launch of the 2009 Catholic Schools Week.

1st Commission Meeting

The NSW/ACT Bishops established the Catholic Education Commission NSW in late 1974. James Cardinal Freeman Archbishop of Sydney conveyed the decision of the Bishops in his letters of appointment of Commissioners dated 24 December 1974. He opined that changing methods of education, particularly forms of government assistance to non-government schools, made it advisable to establish one single body to represent NSW Catholic schools. In establishing the CEC, the Bishops merged three existing bodies – Catholic Schools Committee NSW, Catholic Education Board NSW and Catholic Interim Committee NSW.

The NSW Bishops did not create a separate body corporate under companies’ legislation. Rather the Bishops established CEC as an agent of the then Trustees of the Province of Sydney under the Roman Catholic Church Communities Land Act 1942 as amended. The CEC is governed by the CEC Charter approved by the NSW/ACT Bishops, now known as the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn.

The first Commission meeting was held on 28 February 1975 at the premises of the Catholic Education Office Sydney on Broadway, which are now part of premises of the...
University of Notre Dame, Australia. The meeting was held under the Chairmanship of Archbishop James Carroll. Including the Chairman, there were fifteen Commissioners.

**Collage Portrait of the First Commission**
*(in its original meeting room)*

The early CEC concerned itself with Government funding. Since that time, the mandate of the CEC has expanded to include advocacy and representation of the NSW Catholic schools sector and provision of services to NSW Catholic schools.

**2008 Commission Agenda**

The Commission’s 2008 agenda covered the following broad areas:

1. representations to:
   a. and negotiations with the Australian Government and its agencies on new funding arrangements for implementation in 2009;
   b. the Australian Government on national curricula and testing matters;
   c. the NSW Government on funding and student wellbeing matters;

2. assistance to NSW Catholic schools in the management of key education issues;

3. strategies for:
   a. the implementation of and management of existing and new Government funding programs;
   b. improving the equity of distribution of general recurrent grants and targeted education program funds; and,

4. improvements in governance arrangements within the CEC.
I was particularly pleased that the Commission recommended to the NSW/ACT Bishops a significant change to the funding distribution model for the 2009-2012 Quadrennium. The new formula was developed in response to the Bishops request when approving the distribution model for the 2005-2008 Quadrennium. The Bishops at their 5 November 2008 meeting, requested the Commission to monitor the model up to 2012 and to advise on changes that would be required from 2013 onwards.

I was also pleased to recommend a new CEC Charter to the NSW/ACT Bishops to improve governance of this organisation.

I reported to Bishops that the Commission had rescinded the Standing Committee on Religious Education and subsumed some of its responsibilities into the Education Policy Committee, as requested. Further, the CEC commenced work to improve coordination with the Catholic Committee for Religious Education in State Schools (CCRESS) and to commence planning for the 2010 joint CEC/CCRESS Forum.

**CEC Secretariat**

I would also like to thank the members of the CEC Secretariat for their work in 2008. They are a very dedicated group of people, playing an important role in support of NSW Catholic schools.

Dr. Brian Croke was on sick leave from August to November 2008. During this time, Ian Baker acted as Executive Director and together with his colleagues successfully served the Commission and its Committees, when the workload was particularly demanding. Thank you, Ian and colleagues.

I am looking forward to the great challenges of 2009.

Yours Sincerely in Christ,

Bishop David Walker DD
**Chairman**
Executive Director’s Report

Few years mark such decisive turning points in education policy and administration as did 2008. In particular, it was the year that the anticipated movement from a state-based system of education to a more nationally-based approach to education occurred. The election of a new Australian Government in late 2007 gave impetus to several trends, particularly national curriculum, assessment and reporting. In April I was invited to join the newly formed National Curriculum Board (NCB). The NCB was entrusted with the task of producing national curriculum in English, Maths, Science and History for students in K-12 in all Australian schools. At the end of 2008 the NCB was superseded by the Australian Curriculum, Assessment and Reporting Authority (ACARA) that has a wider remit. This was also the year that saw the first ever national tests in literacy and numeracy for students in Years 3, 5, 7 and 9. The National Assessment Program in Literacy and Numeracy (NAPLAN) will be an annual event. NSW Catholic schools and teachers were involved in the first detailed discussions on the shape of national curriculum and will continue to contribute to national development in curriculum, assessment and reporting.

A significant development arising from the advent of a new Australian Government was the introduction of a new model of educational funding under the general label of ‘National Partnership’. This model is based on detailed agreements between the Premiers and Prime Minister on behalf of their respective governments. The agreements are being formulated through the Council of Australian Governments (COAG), a new player in education policy. This has provided fresh impetus to the development of common approaches across Government, Catholic and Independent schools in a number of areas. At this stage, National Partnerships will cover: Low SES Communities; Literacy and Numeracy for Low Performing Schools; Teacher Quality; and Early Childhood.

Another notable change in 2008 was the sharper focus of the Australian Government on student outcomes. Transparency is the priority policy and new requirements will commit all school systems to meet the same outcomes and be subject to the same transparent reporting regime. Most of these new arrangements and expectations are incorporated into the ‘Schools Assistance Act’ for 2009-12.

The CEC’s engagement in NSW issues and projects included a substantial submission to the NSW Parliamentary Inquiry into 9 to 14 year olds, as well as on the Government’s proposal to increase the NSW School Leaving Age. The introduction of a NSW State Mini Budget required immediate CEC response and advocacy.
Clearly the most significant event in the life of Sydney and Catholic education in 2008 was World Youth Day in July 2008. While the Commission had no direct role, most Commissioners and a number of Secretariat staff were involved in different ways. The vast numbers of people from around the world, united in prayer and witness to their Faith was powerful and provided much cause for hope.

Among other initiatives during the year, the CEC undertook particular studies of ‘Aboriginal Students being Educated away from Home’ and formed new Working Parties on ‘Sustainability’ and ‘Prior to School’ (Early Childhood) issues. A special highlight during the year was the 300th meeting of the Commission held on 15 October 2008. The 300th meeting marked 35 years of support for Catholic schools in NSW through advocacy, consultation and the provision of administrative support. It was decided to commemorate the milestone in March 2009 when it could be combined with Catholic Schools’ Week. The Commission continues to serve effectively the cause of Catholic education in NSW.

Dr. Brian Croke
Executive Director
Catholic Education Commission NSW

The Catholic Education Commission New South Wales (CEC) was established by the then Province of Sydney in 1974 for the co-ordination and representation of Catholic School Education in New South Wales. CEC is not a body corporate but is an agent of the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn (NSW/ACT Bishops). CEC is accountable to the Bishops for the objects and functions set out in clause 1.3 of the CEC Charter.

On behalf of NSW Catholic schools sector, the CEC:

- is the funding contract authority with the Australian and NSW Governments for general recurrent and targeted programs;
- advocates for and represents the sector with governments and other education related bodies; and,
- undertakes research and develops and publishes State wide education materials for the betterment of Catholic education.

Responsibility for the direct management of NSW Catholic schools rests with relevant Diocesan Catholic School Authority (under the canonical authority of their respective Diocesan Bishop) for Systemic schools and with the Religious Institutes or their agents for Congregational schools.

The NSW/ACT Bishops’ mandate is broader than that of the CEC and covers both religious education and pastoral care for all Catholic school children, whether attending Catholic or other schools, as well as the oversight of all Catholic educational establishments including, but without limitation, Catholic Universities and adult education.

The CEC gives witness to its own commitment to Christ as part of the Church's mission of education in faith and strives to model and to promote a faith relationship with Christ.

2005 Review of CEC


CEC NSW Charter

The NSW/ACT Bishops approved a new Charter at their meeting on 5 June 2008. The Charter was amended at their meeting on 6 November 2008 to provide for changed contractual arrangements with the Australian Government for the new 2009-2012 Quadrennium.
The new CEC Charter does not widen the previous mandate. However, it does:

- clarify the respective roles of the NSW/ACT Bishops, Commission and Executive Director and codifies the relationships;
- articulate the powers and functions of the CEC and allows for a clear understanding of the authority to act by the various parties;
- increase the authority of the Commission consistent with a Board of Directors;
- clarify the role of the Executive Director as the Chief Executive;
- allow for the Commission to approve delegations within the CEC;
- make clear the reporting requirements of the CEC; and,
- include a wide range of new governance requirements.

**Committees**

In 2008, the Commission subsumed all functions of the Special Purposes Standing Committee and certain elements of the Religious Education Standing Committee within the mandate of the Education Policy Committee.

The Commission also approved revised Terms of Reference for its Core Committees, meeting procedures and delegations of authority to the CEC Secretariat.

**The Commission**

The CEC is governed by the Commission, which has a similar role to that of a Board of Directors and is responsible to the NSW/ACT Bishops.

The Commission comprises:

- the Chairman who is a Bishop who is incardinated in a Diocese within New South Wales;
- a Bishop who is incardinated in a Diocese within New South Wales;
- the Executive Director who is the ex officio Commissioner;
- one member nominated from each of the Dioceses in New South Wales;
- two members who are nominees of the Conference of Leaders of Religious Institutes in New South Wales;
- two members who are nominees of the Council of Catholic School Parents (one Metropolitan and one Country/Regional);
- two members who are nominees of the Association of Catholic School Principals (one Secondary Principal and one Primary Principal);
- one Aboriginal member; and
- other members as appointed from time to time.
In appointing Commissioners, the NSW/ACT Bishops endeavour to ensure that Commission itself has the following broad background in:

- education administration;
- Catholic religious education;
- management;
- pastoral care;
- finance; and,
- corporate governance.

Catholic Education Commission, New South Wales 2008

Back (L to R)    John Kitney (Secretariat), Greg Whitby, Sr. Ailsa MacKinnon rsm AM, Bishop Patrick Dougherty, Peter Hill, Ray Collins, Sharon Cooke, Rick Johnston, Bishop David Walker (Chairman), Brian Lacey, Dr. Brian Croke (Executive Director), Alan Bowyer.

Middle (L to R)   Dr. Anne Wenham, Rosalie Nott (Secretariat), Loretto Richardson, Dr. Kristin Johnston rsj (Deputy Chairperson), Br. Tony Whelan cfc AM, Susan MacLeod, William Walsh (Secretariat), Ian Baker (Secretariat), Peter Turner.

Front (L to R)    Danielle Cronin, Moira Najdecki, Mary Kenyon, John Couani.
### Commissioners Attendance in 2008

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<th>Commissioners</th>
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<td>Alan Bowyer</td>
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<td>Dr. Kristín Johnston rsj^5,6</td>
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<td>Executive Director of Schools</td>
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<td>10</td>
</tr>
<tr>
<td>Catholic Education Office</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocese of Parramatta</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Notes:  
1 Dr. Brian Croke was absent from 5 meetings on sick leave.  
2 Sharon Cooke was appointed on 6 November 2008.  
3 Bishop Patrick Dougherty retired as Bishop of Bathurst and as Commissioner on 11 November 2008.  
4 Peter Hill was appointed on 19 March 2008.  
5 Dr. Kristin Johnston rsj was Deputy Chairperson for 2008  
6 Dr. Kristin Johnston rsj retired as Commissioner on 31 December 2008.  
7 Susan MacLeod retired as Commissioner on 31 December 2008.  
8 Bishop David Walker ceased as Chairman on 31 December 2008 and continues as Bishop Commissioner.

The Commission is responsible for:
- meeting the policy and administrative requirements of the NSW/ACT Bishops as laid down in the CEC Charter;
- compliance with the requirements of Governments for the receipt and disbursement of funding for NSW Catholic schools;
- providing educational leadership on State wide education policies for the betterment of NSW Catholic schools;
- advocating for and representing the NSW Catholic schools sector with Governments, related education bodies and other parties;
- providing a forum for resolving NSW Catholic schools intra sectoral issues; and,
- ensuring that there are processes in place for the good governance of CEC.

The Commission is supported by the following Core Committees:
- Aboriginal Education Advisory Committee;
- Audit and Risk Management Committee;
- Education Policy Committee;
- Executive Committee;
- Public Policy Committee; and,
- Resources Policy Committee.

The Commission also establishes Working Parties to undertake specific responsibilities and projects as required.

Membership of Core Committees and Working Parties is drawn from a cross section of specialists in Catholic education.
Catholic Block Grant Authority NSW

In 1986, the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn (NSW/ACT Bishops) decided to form an authority known as the Catholic Block Grant Authority New South Wales (CBGA). They did so in order to contract with the Australian Government for the receipt of capital and other block grants (excluding general recurrent grants) for Catholic schools in New South Wales. In 1988, the Trustees delegated their responsibilities as the CBGA to the CBGA Delegate who is currently the Chairman of the Commission.

In 1986, the NSW/ACT Bishops also established a State Priorities Committee to provide advice to the CBGA delegate on setting priorities for the disbursement of school building grants. This Committee comprises representatives of each of the eleven Diocesan Bishops, one representative of the Conference of Leaders of Religious Institutes (CLRI) and one representative of the Council of Catholic School Parents (CCSP). The CBGA Delegate each year appoints the Chair of the Committee from their number. In 2008, the Committee was chaired by Paul Holman and met three times. The State Priorities Committee receives input from Diocesan Priority Committees.

The CBGA Delegate in 2008 was Bishop David Walker DD. He was advised by the both the State Priorities Committee and by the Commission.

The CEC Secretariat provided administrative support to the CBGA Delegate. The Director Resources Policy and Capital Programs of the CEC Secretariat also carries out the role of Executive Officer of the CBGA.

Contracts between the Trustees (as the CBGA) and the Australian Government are signed by the CBGA Delegate.
About NSW Catholic Schools

There were 583 Catholic schools in NSW in 2008 recognised by the ecclesiastical authority of the local Diocesan Bishop, with 15,602 teachers educating 238,680 students. Of the schools, 416 are primary schools, 130 are secondary, 30 are combined primary/secondary combined and 7 are Special schools (schools that cater predominately for students with intellectual disabilities, sensory needs or behaviour disorder issues).

In NSW, Catholic schools are designated for funding and organisational purposes as Systemic or Congregational. The 538 Systemic schools in NSW are managed by eleven Diocesan Catholic Schools Authorities each reporting to their Diocesan Bishop. The CEC is the designated System Authority for NSW Systemic schools. Congregational schools are managed either independently or by a religious order. There are 45 Congregational schools in NSW.

The above map illustrates that Catholic schools in NSW have a wide geographic distribution throughout the State. While the majority are located in Sydney and other major regional centres (as is the NSW population), 13% are located in the outer regional and remote areas of NSW. More than 40% of Catholic schools are located outside of Sydney. As with geographic diversity, Catholic schools in NSW embrace and support the diversity of socio-economic communities in NSW.
The largest proportion of primary schools has fewer than 400 students, with a median size of 260. Most secondary schools have more than 600 students and the median size is 780. Typical school sizes vary greatly between urban and rural schools. In urban areas, 75% of primary schools have more than 200 students compared with 34% in non-urban areas. Similarly, 57% of urban secondary schools have more than 800 students compared with 20% of non-urban secondary schools.

Students

There were 238,680 full-time students in NSW Catholic schools in 2008, of which 123,803 were primary students, 114,399 were secondary students and 478 students were enrolled in special schools. While total enrolments remain steady, primary enrolments have declined slightly for the third year in a row and the net decrease of 776 students was the largest since 1994. The decrease in primary enrolments occurred in almost every Diocese in NSW. While secondary enrolments continue to increase, the annual rise in enrolments has fallen sharply from 2,028 in 2001 to 160 in 2008.

NSW Catholic schools have witnessed a significant increase in Indigenous students. Indigenous enrolments have more than quadrupled since 1985, with the number of Indigenous students increasing by 287 from 2007 to 2008. In NSW Catholic primary schools, Indigenous student enrolments have risen consistently over the ten-year period – from 1,456 in 1999 to 2,508 in 2008. In secondary schools, the numbers have more than doubled from 687 in 1999 to 1,672 in 2008. Numbers in urban schools have also more than doubled, though most Indigenous students are still enrolled in rural and regional schools. Enrolments have also been increasing over the same period as a proportion of total students from 0.9% to 1.8%.

The number of defined Students with Disabilities (SWD) enrolled in NSW Catholic schools has increased by a factor of more than 25 since 1985, when there were 377 SWD students. SWD enrolments in NSW Catholic schools have been rising steadily in the last seven years. In 2008, SWD enrolments totalled 5,835 at primary level and 3,835 at secondary level. These figures include the 478 students with disabilities enrolled at NSW Catholic special schools. SWD enrolments in NSW Catholic schools represent 4.2% of all students in Catholic schools. NSW has the highest proportion of SWD students for the Catholic schools in the States and Territories, and the proportion is higher than the national all Catholic schools average of 3.3%.

There were 15 schools with boarding facilities in 2008 – two were special schools, eleven were secondary and the remaining two were combined, although only one of these enrolled primary boarders. The total number of boarding students was 2,666, comprising 1,739 boys and 927 girls.
Staff

In 2008, there were 12,969 full-time teachers: 5,224 primary; 7,681 secondary and 64 teachers in special schools. There were also 5,222 part-time teachers, working a full-time equivalent (FTE) 2,633. Though falling for a number of years previously, the proportion of males in teaching positions in primary schools has stabilized since 2001. In 2008, it was 11.5%. The corresponding proportion for secondary schools was much higher at 36.9%.

Proportions of male teachers in leadership positions – Principals, Assistant Principals and Coordinators – are higher than in teaching positions, though here there has also been a gradual decline over the past few years. In 2008, the proportion of males in such positions was 27.5% in primary schools and 49.9% in secondary schools – the first time since records began in 1992 that this proportion fell below 50%.

There were 227 Indigenous staff employed at NSW Catholic schools in 2008, 34 more than in 2007, with an FTE of 141.6. Of these, 158 or 70%, were employed in administrative and clerical positions, while another 52 or 23%, were teaching staff. Geographically, Indigenous staff is concentrated more in remote areas than non-Indigenous staff. Of the 227 Indigenous staff, 78 or 34% were employed at outer regional, remote and very remote schools. By comparison, only 5% of non-Indigenous staff was employed in such schools.

Collage of NSW Catholic school students at work and at play
Funding NSW Catholic Schools

Income

NSW Catholic schools receive funding for operational activities from the Australian and NSW Governments as well as generating private income. In 2008, the Australian and NSW governments provided approximately $1.8 billion to support the education of students in NSW Catholic schools, of which 85 per cent was distributed through CEC as the NSW Catholic System Authority. The families of students in NSW Catholic schools contributed about $700 million through school fees and donations to schools. Capital Grants are discussed in a later section of this Annual Report.

The method of distribution of the $1.8 billion Australian and NSW Government Grants for NSW Catholic schools was as follows:

<table>
<thead>
<tr>
<th>General Recurrent Grants</th>
<th>Systemic schools</th>
<th>Congregational schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEC</td>
<td>Directly</td>
<td></td>
</tr>
<tr>
<td>Targeted Education Grants</td>
<td>CEC</td>
<td>CEC for most schools</td>
</tr>
<tr>
<td></td>
<td></td>
<td>AIS¹ for some schools</td>
</tr>
</tbody>
</table>

Notes:
1: Association of Independent Schools NSW. Several Congregational schools are members of both the CEC and AIS.

General Recurrent Grants represent funding to assist schools with recurrent costs of schools, mainly staff salaries. Targeted Education Grants provide funds for certain targeted government priorities such as assisting the education of Indigenous students or providing additional literacy and numeracy support for students.

Recurrent Grants from the Australian and NSW Governments totalled approximately $1.7 billion in 2008, which comprised 68% of total income. Of this amount, approximately $280 million was distributed directly by the two Governments to the 45 Congregational schools. $1.432 billion was distributed by the CEC to the eleven Diocesan Catholic Schools Authorities for the 538 NSW Catholic Systemic schools.

Over $70 million in targeted education programs grants was received, primarily through the CEC and for several Congregational schools through the AIS.

School fees vary significantly across NSW Catholic schools. Lower socio-economic Systemic schools and Special schools generate a low proportion of their funding requirements from private income. Some Congregational schools generate up to 85% of their annual operating funding from private income.

The diverse range of school fees across NSW Catholic schools is a reflection of the diversity of geography, socio-economics, Systemic and Congregational administration, the differential costs of educating primary and secondary students, and the continuing commitment of Catholic schools to provide a Catholic education for students from low income communities and educationally disadvantaged circumstances. School fees are determined by the Diocesan Catholic Schools Authorities or Parishes and individual Congregational schools. CEC has no involvement in the determination of fees and charges, or the collection of these fees.
General Recurrent Grants (GRG)

Australian Government General Recurrent Grants are based upon funding agreements with the Department of Education, Employment and Workplace relations (DEEWR) and are paid through NSW State Treasury. Congregational schools contract individually with DEEWR. CEC contracted with DEEWR for the NSW Catholic Schools System grant. In 2008, the Australian Government paid approximately $200 million directly to the 45 Congregational schools. $1,036.8 million was paid to the CEC for the NSW Catholic Schools System.

Contractual arrangements with the NSW Government are through the NSW Department of Education and Training (DET). Congregational schools contracted individually with DET. CEC contracted with DET for the NSW Catholic Schools System. In 2008, the NSW Government paid approximately $80 million directly to the Congregational schools and $393.8 million to the CEC.

The CEC in 2008 distributed approximately $1.4 billion in general recurrent grants (from the Australian and NSW Governments) to the eleven Diocesan Catholic Schools Authorities that manage the 538 Catholic Systemic schools. The distribution was based upon a distribution model approved by the NSW/ACT Bishops on 2 June 2005. A delayed 2008 payment of $2.8 million was held over to 2009 and paid to Diocesan Catholic Schools Authorities in January 2009, together with the first instalment of 2009 General Recurrent Grants.

The GRG distribution model aims to refine governmental schools funding formulae to better meet the resource requirements of lower socio-economic and remote communities and smaller schools, Students with Disabilities and the start up costs of new schools in growth or consolidating areas. The NSW/ACT Bishops require the CEC to make recommendations that facilitate equity of access to Catholic schooling across New South Wales. Whilst the NSW/ACT Bishops approved the 2005 funding formula, they requested the Commission to revise the model as necessary for the 2009 Quadrennium.

The Commission reviewed funding needs and distribution options during 2007 and the early part of 2008, the work being carried out by the Commission’s Resources Policy Committee. The NSW/ACT Bishops considered the Commission’s recommendations at their meeting on 5 November 2008 and approved the revised distribution model for the NSW Catholic Schools System for the 2009-2012 Quadrennium. The Bishops welcomed the proposal that shifted some funding from the metropolitan Dioceses to rural Dioceses. Further refinement was requested for the 2013-2016 Quadrennium.
Targeted Education Programs

The total outlay by CEC on Targeted Education Programs in 2008 was $64.3 million, as follows:

<table>
<thead>
<tr>
<th>Program</th>
<th>$'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indigenous Education</td>
<td>7,559</td>
</tr>
<tr>
<td>Country Areas Program</td>
<td>1,568</td>
</tr>
<tr>
<td>ESL New Arrivals</td>
<td>1,050</td>
</tr>
<tr>
<td>Languages – other than English</td>
<td>2,116</td>
</tr>
<tr>
<td>Literacy, Numeracy and Special learning Needs</td>
<td>45,115</td>
</tr>
<tr>
<td>An Even Start</td>
<td>260</td>
</tr>
<tr>
<td>Student Wellbeing</td>
<td>951</td>
</tr>
<tr>
<td>Teacher Professional Development</td>
<td>1,663</td>
</tr>
<tr>
<td>Vocational Education</td>
<td>3,979</td>
</tr>
<tr>
<td>TOTAL$1</td>
<td>64,261</td>
</tr>
</tbody>
</table>

Note 1: includes recoupment of CEC expenses in managing targeted education programs.

Indigenous Education

$7.47 million was expended in 2008 from the Indigenous Education Supplementary Recurrent Assistance Program funded through the Commonwealth Indigenous Education (Targeted Assistance) Act 2000. This means of funding ceased on 31 December 2008 and for the 2009 Quadrennium will be an embedded allocation within the Australian Government’s General Recurrent Grant.

The NSW Catholic schools sector has a specialised structure in place to support Aboriginal students, comprising:

- an Aboriginal State Coordinator in the CEC Secretariat and a Commission Aboriginal Education Advisory Committee;
- 140 Aboriginal Education Workers (AEWs) located in Catholic schools who provide local support to Aboriginal students; and,
- 11 Aboriginal Education Advisers located in Diocesan Catholic Schools Authorities that provide advice on curriculum, culture and student wellbeing matters and who support the AEWs.
2008 funding allocations to the Diocesan Catholic Schools Authorities and Congregational schools were calculated applying three criteria:

<table>
<thead>
<tr>
<th>Element</th>
<th>based upon:</th>
</tr>
</thead>
<tbody>
<tr>
<td>70 %</td>
<td>total number of enrolled Indigenous students;</td>
</tr>
<tr>
<td>20 %</td>
<td>the isolation of the schools involved; and,</td>
</tr>
<tr>
<td>10 %</td>
<td>the density of Indigenous enrolments at a school.</td>
</tr>
</tbody>
</table>

A small additional element of 2008 expenditure of $90,635 was made available under the Parent School Partnership Initiative Program of the Australian Government. This project supported parental involvement in school activities.

During 2008, CEC provided support for a range of Aboriginal Education initiatives. The CEC Aboriginal Education Advisory Committee, which is a Core Committee of the Commission, guided the development of CEC activities in the area of Aboriginal Education.

Key 2008 CEC Aboriginal Education initiatives included:
- coordination of the Australian Government’s targeted program “Supplementary Recurrent Assistance” and the management of associated accountability requirements;
- development of the CEC Aboriginal Education Strategic Planning Policy Framework;
- support for the participation of Aboriginal students in World Youth Day;
- input to the planning of the Australian Government’s Aboriginal Education initiatives for 2009 to 2012 inclusive;
- participation in and funding support for the NSW Board of Studies Aboriginal Education processes and activities; and,
- development of advice for Catholic schools on the education of Aboriginal students living away from home.

Country Areas Program

In 2008, $1.57 million was expended from the Country Areas Program (CAP).

The Country Areas Program was administered under the Commonwealth Schools Assistance (Learning Together – Achievement Through Choice and Opportunity) Act (2004.)

CAP aims to help rural schools and their communities improve the educational outcomes and opportunities of students who are educationally disadvantaged because of their geographical isolation. Eligibility to the CAP is confirmed by the Australian Government while the NSW Minister for Education and Training manages the CAP school declaration process.
The CEC is represented on the NSW Ministerial Country Areas Program State Advisory Council. This Council developed the criteria for identification of isolated, CAP-funded schools. The criteria relate to population of the town, distance from a major population centre and the density (number) of schools in the local area.

75 NSW Catholic schools were identified under the declaration process in the Armidale, Bathurst, Canberra and Goulburn, Wagga Wagga and Wilcannia-Forbes Dioceses. No Congregational schools were declared under this Program.

2008 CAP funds were used to fund a range of initiatives in the six CAP priority areas. CAP activities included:

- Promotion of CAP;
- School Support;
- Curriculum Enhancement;
- Purchase of essential curriculum resources;
- Professional Development; and,
- Information and Communication Technology.

**ESL New Arrivals**

$1.05 million was expended in 2008 from the ESL New Arrivals Program.

The ESL New Arrivals Program was administered under the Commonwealth *Schools Assistance (Learning Together – Achievement Through Choice and Opportunity) Act (2004)*.

This Program aims to provide education in English as a Second Language for eligible New Arrivals ($5,535 per eligible student) and eligible Humanitarian New Arrivals ($11,068 per eligible student) enrolled in approved ESL courses. 247 students enrolled in NSW Catholic schools were supported in 2008 through this Program.

**Literacy and Numeracy and Special Learning Needs (LNSLN)**

The LNSLN Program was administered by CEC under the *Schools Assistance (Learning Together – Achievement Through Choice and Opportunity) Act (2004)*. CEC has established two elements for this Program, which aims at improving the learning outcomes of students who are educationally disadvantaged.

The two CEC elements under this program were:

- a) a Special Education pool comprising forty per cent of available funds; and,
- b) a Literacy and Numeracy pool comprising sixty per cent of available funds.

Each of the two pools was distributed according to separate formulae and these are discussed in the following sub sections *Literacy and Numeracy* and *Special Education*.

In addition, the per capita LNSLN element is reported under the sub section *Special Education*. 
Literacy and Numeracy

$22.3 million from the LNSLN recurrent grant was expended in 2008 on Literacy and Numeracy.

The Commission applied an equity formula across NSW Catholic Systemic schools and Congregational schools. This formula is set out below:

<table>
<thead>
<tr>
<th>Element</th>
<th>Based upon:</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 %</td>
<td>number of students with Languages Background Other Than English (LBOTE);</td>
</tr>
<tr>
<td>18 %</td>
<td>density of LBOTE enrolments;</td>
</tr>
<tr>
<td>12 %</td>
<td>number of ESL New Arrival students enrolled over 2006 &amp; 2007;</td>
</tr>
<tr>
<td>17.5 %</td>
<td>the lowest 25% of schools by SES ranking;</td>
</tr>
<tr>
<td>17.5 %</td>
<td>enrolments comprising the lowest 25% of students by SES ranking;</td>
</tr>
<tr>
<td>2.5 %</td>
<td>the incidence of total indigenous enrolments; and,</td>
</tr>
<tr>
<td>2.5 %</td>
<td>Country Areas Program enrolments.</td>
</tr>
</tbody>
</table>

Outcomes of the Literacy and Numeracy Program

In 2008, NSW Catholic Systemic schools and Congregational schools developed literacy and numeracy policies and plans, which outlined strategic approaches to improving literacy and numeracy outcomes.

Early Literacy and Numeracy Interventions

Primary and secondary schools were supported in the development of scope and sequence documents to ensure ongoing, explicit, systematic and coordinated approaches to the planning and teaching of literacy and numeracy.

Literacy intervention programs included Focused Individual Assessments, Reading Recovery, First Steps and Stepping Out. These programs were supported by school-based Literacy Focus Teachers and consultancy support in developing specific reading instruction strategies including guided reading and writing, shared and modelled reading, and direct and explicit instruction.

The numeracy intervention focus included continued implementation of the Count Me In, Count Me In Too and Counting On programs. These programs were supported by consultancy support, relief for teachers to use numeracy assessment data in planning their teaching, numeracy ‘back packs’ in the Armidale Diocese and the Outback Maths program in the Wilcannia-Forbes Diocese.

Support was provided for individual literacy and numeracy tuition of Indigenous students. In Armidale Diocese, this tuition was supported by resources specifically developed for Indigenous students.
Professional Development for Teachers

The following 2008 professional development initiatives were representative of those implemented across the NSW Catholic schools sector:

- **Reading Recovery and First Steps** programs were supported by courses for classroom teachers;
- The **Language Features of Text Types Program** (LFTT) supported Sydney Archdiocesan primary teachers in planning intervention that enhances the ability of students, in particular second language learners, to write a range of complex texts across the Key Learning Areas;
- The **Literacy: The Next Step** secondary project assisted Sydney Archdiocesan secondary teachers to develop a greater understanding of the language demands of their particular subject areas and to allow for transfer of this knowledge into their practice in the classroom;
- **Improving Measurement and Improving Writing and Spelling** workshops were conducted in the Wollongong Diocese to explore aspects of literacy and numeracy with a focus on improving student outcomes;
- **Literacy Learning and Teaching in the 21st Century Classroom** school-based workshops were conducted in primary and secondary schools in the Wagga Wagga Diocese;
- Professional learning workshops in Armidale Diocese, the **Pedagogy Initiative** in the Broken Bay Diocese and the **Effective Schools Project** in Lismore Diocese engaged teachers in gathering data, investigating trends in student benchmark achievement and using quality tools to plan effective literacy and numeracy strategies for improvement;
- School-based learning community projects in the Wollongong Diocese developed the capacity of teachers to deliver quality literacy and/or numeracy programs in schools;
- As part of the Sydney Archdiocesan Numeracy Strategy, secondary and primary schools have completed an action research Mathematics project of two-years duration aimed at improving student outcomes and strengthening teacher capacity; and,
- The professional development focus in Wilcannia-Forbes Diocese was on explicit and systematic teaching of literacy and numeracy with particular emphasis on explicit modelling of strategies.

Special Learning Needs

Funding was allocated to Students With Disabilities in both Congregational Regular and Special schools from the Australian Government’s LNSLN Program and from the General Recurrent Grant paid directly by DEEWR and NSW DET.

The number of students who were in receipt of funding support as “Students with Disabilities” rose to 9,670 in 2008 (including 478 students enrolled in Catholic Special schools).
A total of $22.9 million was expended in 2008 on Special Education from the LNSLN grant. This comprised $14.9 million from the recurrent element or 40% of available LNSLN funds and $8.0 million from the per capita element for Students With Disabilities (SWD). This Program also funded the State Coordinator –Special Learning Needs position within the CEC Secretariat who manages the Program, supports Dioceses as requested and provides specialist consulting services to Special schools and Congregational schools.

The SWD per capita grant was distributed as attracted, applying DEEWR Schools’ census data. The recurrent funds were distributed according to a formula, which aims at both recognising the incidence of SWD students as well as establishing surrogate measures of service needs and delivery costs.

During 2008, a CEC Special Education Working Party considered the funding of Students with Disabilities (SWD) in Special schools and in Regular schools. As a result, a revised distribution formula was agreed upon for the 2009-2012 Quadrennium. During 2008, the Commission agreed to move towards the inclusion of an element in the distribution formula to reflect a student’s level of support need.

Twenty three per cent of the available LNSLN funds support the seven NSW Catholic Special Schools. The remainder was distributed to NSW Catholic Systemic and Congregational schools as follows:

<table>
<thead>
<tr>
<th>Element:</th>
<th>Based upon:</th>
</tr>
</thead>
<tbody>
<tr>
<td>50 %</td>
<td>the total number of enrolled Students With Disabilities (SWD);</td>
</tr>
<tr>
<td>20 %</td>
<td>total K-12 enrolments;</td>
</tr>
<tr>
<td>20 %</td>
<td>the number of secondary (7-12) SWD enrolments;</td>
</tr>
<tr>
<td>5 %</td>
<td>enrolments in designated CAP schools; and,</td>
</tr>
<tr>
<td>5 %</td>
<td>schools enrolling the lowest 25% of students by SES ranking.</td>
</tr>
</tbody>
</table>

In 2008 funding for Students with Disabilities supported schools in:
- adjusting curriculum and assessment needs for students, according to NSW Board of Studies requirements;
- ensuring access needs, such as inclinators, painted strips and ramps as required;
- the implementation of medical and health care plans for students requiring medical procedures;
- implementing risk assessment and behaviour support plans to ensure the safety needs of individual students;
- implementing language intervention and support programs with the support of speech pathologists;
- instigating fine motor and gross motor individual programs with the support of consultant physiotherapists and occupational therapists;
- the arrangement of adaptive and assistive technology support as required; and,
• working with specialist counsellors, psychologists and psychiatrists in collaborative support plans for students with mental health and social support issues.

The number of students who qualified for funding support as Students with Disabilities rose to 9,670 (including 478 students enrolled in Special schools) in 2008.

During 2008, the CEC Special Education Working Party considered the funding of Students with Disabilities (SWD) in Special schools and in Regular schools. As a result, a reviewed distribution formula was agreed upon for the 2009-2012 Quadrennium.

During 2008, the State Coordinator provided specialist consultancy service to Congregational regular and special schools. Policy advice is provided in respect to disability standards for schools; funding accountability requirements and schools.

The State Coordinator worked with Congregational schools to implement a new tool to assist the reporting requirements in meeting the support needs of students with disabilities, who are in receipt of funding support, as well as meeting the requirements of the Disability Discrimination Act; Education Standards 2005. The State Coordinator also assisted Dioceses in training teachers in the use of the Individual Planning Tool on request.

The State Coordinator represented the NCEC on the reference panel for the Positive Partnerships Helping Children with Autism package in the development and delivery of Professional Development to Teachers during 2008 and 2009. This package will involve the national delivery of a five day equivalent professional development program, with a residential component of at least two days, for up to 900 teachers and other school staff by November 2009. In 2008 assistance was given during the development of the training package.

One professional development workshop was held in December 2008, with another nine workshops to be offered in 2009. The professional development complements the workshops and information sessions being offered to parents and carers of school aged children with Autistic Spectrum Disorder, which is also supported by local key learning professionals.

CEC represents the interests of students with disabilities in NSW Catholic schools on the NSW Board of Studies Special Education Advisory Committee, the NSW DET Special Transport Advisory Committee and the NSW Department of Aging, Disability and Home Care Post School programs.

CEC supported a gathering of Diocesan leaders in Special Education in August 2008, hosted by the Diocese of Broken Bay which resulted in a sharing of a wealth of evidence based best practice.

**AN Even Start – Commonwealth Tutorial Assistance Scheme**

During 2008, $260,000 was expended from the Australian Government’s An Even Start Program. This was a one off program that supported a coordinator position at NSW DET and pilot programs within the Dioceses. Students who did not reach literacy and numeracy benchmarks in 2007 were eligible for tuition grants from accredited institutions of up to $700.
School Languages

$2.1 million was expended in 2008 from the Commonwealth School Languages Program.

The School Languages Program was administered under the *Schools Assistance (Learning Together – Achievement Through Choice and Opportunity) Act (2004)*.

This Program supported initiatives to improve the learning outcomes of students who are learning languages other than English. Non English languages typically taught at NSW Catholic schools in 2008 were Italian, French, Japanese, Indonesian, German, Arabic, Chinese, Indigenous languages, Spanish and Vietnamese.

Further, in late 2008 the Ministerial Council on Education, Employment Training and Youth Affairs (MCEETYA) discussed the introduction of the National Asian Languages and Studies in Schools Program (NALSSP) aimed at promoting the study of four Asian languages – Mandarin, Korean, Indonesian and Japanese – and their respective culture from 2009 onwards. The introduction of NALSSP will be discussed in the CEC’s 2009 Annual Report.

Student Wellbeing

There were three main elements to the CEC’s Student Wellbeing Program, namely, the Commonwealth Drug Education Program, the NSW Road Safety Education Program and the Commonwealth Values Education Program. In 2008, $0.95 million was expended on Student Wellbeing Programs.

Funding was provided by the NSW Road and Traffic Authority’s Centre for Road Safety (NSWCRS) and the NSW State Government to support the delivery of a number of targeted Student Wellbeing Programs in road safety and drug education. These funds were distributed as grants to Diocesan Catholic Schools Authorities to support the salaries of Diocesan Road Safety/Drug Education Advisers. Additional funds were provided by the NSWCRS and the Australian Government to support the delivery of professional development to school staff. These grants also partially fund the State Coordinator - Student Wellbeing position in the CEC Secretariat.

The State Coordinator coordinated the delivery of school based road safety and drug education in association with the Diocesan Catholic Schools Authorities. The 2008 NSWCRS and State Government grant was specifically targeted to salaries for 5.6 FTE Diocesan Advisers who delivered professional development support for these two programs. In the second half of 2008, additional funding was provided by the NSWCRS to support professional development activities by subsidising teacher release and other associated professional development costs.

The Australian Government provided funding to support professional development for drug education as a component of the National School Drug Education Strategy (NSDES). An additional small funding grant was made available by DEEWR to deliver seminars to raise teacher awareness of Ecstasy and Related Drugs. This grant was made to Diocesan Catholic Schools Authorities based on application and submission of a project plan.
The DEEWR **Values Education** four year contract concluded in June 2008 with 95% of NSW Catholic schools having conducted a Values Education forum/conversation/event between 2005 and May 2008. DEEWR initiated a Request for Proposal in August 2008 offering a one year contract for delivery of the **Values Education Professional Learning Package** 2008-09. Extensive negotiations proceeded around both the cross-sectoral submission and the proposed 2008-2009 contract, which had still not been finalised by December 2008.

**Teacher Professional Development**

The Australian Government Quality Teacher Program (AGQTP) supported the development of teachers in both Systemic and Congregational schools in 2008. The Australian Government and the CEC contracted for the provision and use of $1.67 million for this purpose.

During 2008, the CEC worked collaboratively with the other NSW school sectors (DET and AIS) to deliver a number of cross sectoral AGQTP initiatives. Supplementing these projects were a number of Diocesan managed projects that targeted specific Diocesan, regional and school needs. Plans for these projects can be found at [www.qtp.nsw.edu.au](http://www.qtp.nsw.edu.au). Congregation schools receive per capita equivalent funding to establish school based professional support plans.

The AGQTP provided professional learning opportunities for as many as 5,000 teachers from 466 NSW Catholic schools in 2008. The outcomes are reported in detail at [www.qualityteaching.deewr.gov.au/agqtp/](http://www.qualityteaching.deewr.gov.au/agqtp/).

**Vocational Education**

In 2008 there were two major Government funded programs which supported the delivery of Vocational Education and Training (VET) in NSW Catholic schools. The Commonwealth VET in Schools program and the NSW TAFE delivered VET program.

a) **The VET in Schools Program**

This program was sponsored by the Australian Government through the NSW Board of Vocational Education and Training and the NSW Schools Consortium. The program made $1.6 million available to NSW Catholic schools in 2008.

VET in Schools funds allocated to the NSW Catholic schools sector assisted NSW Catholic school students to access vocational education and training programs in their senior secondary years. The funds also contribute to an expansion of the breadth and depth of VET in Catholic Schools, including through the provision of *school based apprenticeships and traineeships*.
In 2008, NSW Catholic schools continued to deliver high quality VET in Schools courses that:

- complied with the National Training Framework;
- were based on Training Packages;
- contributed to both AQF VET qualifications and the NSW Higher School Certificate;
- articulated to further training and employment and provided pathways to higher education;
- provided high quality outcomes for students in Year 11 and 12;
- complied with the revised Australian Quality Training Framework (AQTF 2007);
- reported VET in Schools data consistent with AVETMISS requirements; and;
- further integrated VET into the resourcing, operations and culture of Catholic Systemic and Congregational schools.

NSW Catholic student engagement in VET programs in 2008 was as follows:

<table>
<thead>
<tr>
<th>VET in Schools 2008</th>
<th>Student Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Type</td>
<td>School</td>
</tr>
<tr>
<td>Accounting</td>
<td>107</td>
</tr>
<tr>
<td>Automotive</td>
<td>82</td>
</tr>
<tr>
<td>Business Services</td>
<td>1,565</td>
</tr>
<tr>
<td>Construction</td>
<td>1,656</td>
</tr>
<tr>
<td>Electrotechnology</td>
<td>2</td>
</tr>
<tr>
<td>Entertainment Industry</td>
<td>478</td>
</tr>
<tr>
<td>Hospitality</td>
<td>4,073</td>
</tr>
<tr>
<td>Information Technology</td>
<td>881</td>
</tr>
<tr>
<td>Metal and Engineering</td>
<td>436</td>
</tr>
<tr>
<td>Primary Industries</td>
<td>176</td>
</tr>
<tr>
<td>Retail</td>
<td>920</td>
</tr>
<tr>
<td>Tourism</td>
<td>1</td>
</tr>
<tr>
<td>Board Endorsed Courses</td>
<td>363</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>10,633</strong></td>
</tr>
</tbody>
</table>

During 2008, nearly one in every three senior students enrolled in a NSW Catholic school studied a VET course as part of their stage 6 (years 11 and 12) HSC school experience.
b) TAFE delivered VET program

In 2008, CEC received funds from the NSW State Government through the Board of Vocational Education (BVET) for the delivery of HSC VET programs by non-school providers (Registered Training Organisations) to students enrolled in Catholic schools. The majority of this expenditure was with TAFE NSW. The $2.3 million allocated by BVET accounted for approximately two-thirds (66%) of the total cost incurred for this provision. Demand for the program continued to expand in 2008.

Capital Programs

In 2008, a range of Capital Programs for NSW Catholic schools were administered by the NSW Catholic Block Grant Authority (CBGA). The CEC Secretariat provided essential administrative support to the CBGA Delegate, Bishop David Walker DD, to manage these Programs.

During 2008, NSW Catholic schools were able to access $56.5 million in Capital funding from the Australian Government through four programs, being:

- General Capital Grants;
- Investing in Our Schools (IOSP);
- Indigenous Boarding Infrastructure; and,
- National Secondary Schools Computer Fund.

*General Capital Grants Program*

In 2008, $25.7 million was distributed through the General Capital Grants. The grants were to assist 15 school projects estimated to cost a total of $42 million. Twenty two applications were received.

The Australian Government approved grants to the following schools:

- Clancy Catholic College, West Hoxton
- John XXIII Primary, Stanhope Gardens
- Blessed Mother Teresa Primary School, Westmead
- Our Lady of the Angels Primary School, Rouse Hill
- St. Mary’s Primary School, Armidale
- St. Laurence’s Infants School, Dubbo
- St. Matthew’s Central, Mudgee
- St. Joseph’s Hastings Regional High School, Port Macquarie

- St. Peter’s Campus of All Saints College, Maitland
- Our Lady of the Rosary Primary School, St. Mary’s
- Catherine McAuley College, Westmead
- Domremy College, Five Dock
- Holy Spirit College, Lakemba
- Our Lady of the Annunciation Primary School, Maroubra
- St Anthony’s Primary School, Picton
Investing in Our Schools Program (IOSP)

In 2008, a total of $19.6 million was distributed through the IOSP Program. This was the final year of the program that had been established by the previous Australian Government. Some 250 schools benefited from small capital grants.

Indigenous Boarding Infrastructure Program

In 2008, three Catholic boarding schools accessed $2.6 million through the Indigenous Boarding Infrastructure Program, of which $1.5 million was paid out during the year. This program assisted boarding schools to add to or improve their boarding facilities for indigenous students. This was a one off program.

The schools benefiting were:

- St. Joseph’s, Hunters Hill;
- St. Scholastica’s College, Glebe; and,
- Red Bend Catholic College, Forbes.

National Secondary Schools Computer Fund

The Australian Government’s Digital Education Revolution aims to improve secondary school students’ access to world class information through the provision of a computer for every student in Years 9 to 12, a high speed fibre connection for every school, the development of quality online curriculum and improved professional learning for teachers in the area of ICT integration.

By the end of 2008, 76 schools accessed $9.8 million of the $13 million available under the first round of the National Secondary Schools Computer Fund; 8,000 computers had been provided to students in NSW Catholic schools under the program. Funding for this program continues annually to 2012.

While funds were not directed to primary schools, most of the primary schools in the rural dioceses have been able to boost the numbers of computers in classrooms by accessing the 2000 computers made available through the Computer Technologies for Schools program (a scheme whereby recycled computers from Government and industry are made available for schools). Members of the CEC Secretariat are on the Australian ICT in Education Committee that is evaluating the impact on teaching and learning of these programs.

High quality digital content was delivered to schools by the Le@rning Federation through SCOOTLE (Secure Online Teaching and Learning Environment). In NSW, 410 Systemic and Congregational schools are currently accessing digital materials through SCOOTLE (the highest of any educational authority).

Of the monies made available for the Australian Government Quality Teaching Program, 25% was applied to ICT training and a further 25% to ICT related activities.
**Trade Training Centres**

The Australian Government announced in late 2007 The Trade Training Centres in Schools Program as an element of its Education Revolution. This Program was welcomed by the NSW Catholic schools sector as a major initiative. The Government announced the provision of $2.5 billion over 10 years to enable all secondary schools to apply for funding of between $500,000 and $1.5 million for Trade Training Centres.

Trade Training Centres guidelines released early in 2008 indicated that this Program sought to increase the proportion of students achieving Year 12 or an equivalent qualification as well as address skill shortages in traditional trades and emerging industries.

Round One applications were submitted to the Australian Government in May 2008 for consideration; the CBGA submitted four applications.

One of those applications was successful, being the Sydney Catholic Education Office proposal to establish a Trade Training Centre on the site that had been the Christian Brothers College Burwood. This project application involved the collaboration of twelve Catholic Systemic and Congregational secondary schools. The Australian Government awarded a grant of $11 million towards the $26 million cost of this new facility. No funds were drawn down in 2008.

Later in 2008, four new proposals were submitted in Round Two, together with reworked applications that had been unsuccessful in Round One.

In 2008, the CBGA commenced work on a Ten Year Plan for Trade Training Centres for submission to DEEWR early in 2009.
Advocacy and Representation

Overview

During 2008, CEC managed the transition from the educational policies and priorities of the previous Australian Government to those of the new Australian Government, with its program for an “Education Revolution”.

In this context, the CEC engaged with Prime Minister Rudd’s “Quality Education Plan”. Related policy initiatives to which the CEC actively responded included:

- The Digital Education Revolution, including Fibre Connections for Schools and the National Secondary Schools Computer Fund;
- Establishment of the Interim National Curriculum Board; and,
- Pilot National Partnerships for Literacy and Numeracy.

CEC also engaged with the enactment of the Commonwealth Schools Assistance Act 2008. This Act established the funding and accountabilities framework for Catholic schools for the years 2009 – 2012 inclusive.

New Funding Programs

Specific new programs for which CEC provided coordination and support in 2008 included:

- The Even Start Tuition Program (a final initiative of the previous Australian Government);
- The Australian Early Development Index (AEDI) for Kindergarten children;
- The National Asian Languages and Studies for Schools Program;
- National Partnerships for Schools; and,
- New programs to be administered by the Catholic Block Grant Authority (Trade Training Centres, National Secondary Schools Computer Fund).

Literacy and Numeracy Support - An Even Start Program

In early 2008, the new Australian Government agreed to honour a commitment by the previous Australian Government to provide individual tuition assistance to students who did not achieve the reading, writing or numeracy years 3, 5 and 7 benchmarks in 2007 State-based testing. There were 6,822 students in NSW Catholic schools eligible for tuition.

The CEC finalised an agreement with the NSW Department of Education and Training (NSW DET) for the delivery of school-based tuition, according to Australian Government requirements.
Schools and Diocesan Catholic Schools Authorities were supported to adopt flexible arrangements to ensure tuition was provided to the children of parents who requested it. CEC located An Even Start Officer in NSW DET who supported NSW Catholic schools in the implementation of the Program. This Program has now concluded.

**Early Childhood: The Australian Early Development Index (AEDI)**

One of the new Australian Government’s election commitments in the area of early childhood education and care was the roll-out of the Australian Early Development Index (AEDI) across Australia. The AEDI is a national survey which measures early childhood development. Its implementation in 2009 will involve Kindergarten teachers completing an on-line checklist for each child. Teachers’ responses will be based on their knowledge and observations of the children in their classes.

The implementation of AEDI in NSW will take place between May and August 2009 and preliminary reports are expected by the end of the 2009 school year.

**National Partnership Agreements – Low Socio-Economic Status School Communities**

Both Australian and international research has strongly indicated that low socio-economic communities are further disadvantaged by limited access to quality education. This is particularly true for communities with a high proportion of households where English is a second language and where remoteness impacts on the provision of quality education. In an attempt to address such disadvantage, the Australian Government agreed in late 2008 to support the States to address this situation through the establishment of this National Partnership.

Unlike the other National Partnerships established at the time, the National Partnership for Low Socio-Economic Status School Communities funding was more heavily weighted towards the early years of the program with over $100 million on offer to NSW in the 2008-2010 period and a total of $437.8 million available over the term of the agreement 2008-2013.

In late 2008 the three school sectors in NSW – Government, Catholic and Non Catholic Independent – began preliminary discussion on how best to support low SES school communities.

**National Partnership Agreements – Teacher Quality**

The Teacher Quality National Partnership signalled the attempt of the new Australian Government to achieve systemic change in the manner in which teachers are trained, employed, accredited, supported and rewarded. Reform principles were established at a national level (COAG) and offered to the States for consideration late in 2008.

The Teacher Quality Partnership promised to NSW, involved an investment of over $142 million between 2008 and 2013, with the bulk of the available funding being offered as reward funding towards to end of the funding period. Preliminary and exploratory cross-sectoral discussion on the implications of the reforms for NSW began in late 2008.
National Partnership Agreements – Literacy and Numeracy

In late 2008, discussions involving the three school sectors commenced with the purpose of taking a state wide approach to implementing the National Partnership Agreement for Literacy and Numeracy. The agreement focuses on the key areas of teaching, leadership and the effective use of student performance information to deliver sustained improvement in literacy and numeracy outcomes for primary aged students, especially Aboriginal students.

The notional funding share for NSW, from 2008-2013, is $136 million. It is expected that the NSW Catholic schools sector share of these funds, approximately 15% in the first two years of the agreement (2008-2010), will assist 26 targeted primary schools achieve reforms in the three priority areas:

- effective and evidence-based teaching of literacy and numeracy;
- strong school leadership and whole school engagement with literacy and numeracy; and,
- monitoring student and school literacy and numeracy performance to identify where support is needed.

National Partnership Agreements – Early Childhood Education

The purpose of the National Partnership Agreement on Early Childhood Education is to assist in meeting the Council of Australian Governments (COAG) goal to achieve by 2013, universal access to quality early childhood education in the year before school. For 2008-2009, the priorities include increasing pre-school participation rates, particularly for Indigenous and disadvantaged children, increasing program hours, ensuring cost is not a barrier to access, strengthening program quality and consistency, and fostering service integration and coordination across stand-alone preschool and child care.

The notional funding allocation for NSW, across 2008-2013, is $278.6 million. In NSW, the Early Childhood Education Agreement is being managed by the Department of Community Services (DoCS). As at the end of 2008, NSW Catholic education had not been invited to be directly involved in any processes related to planning for the Early Childhood Education agreement.

National Assessment for Year 3, 5, 7 and 9 – NAPLAN

The first national tests of literacy and numeracy were conducted from 13 to 15 May 2008. The National Assessment Program – Literacy and Numeracy (NAPLAN) tested all years 3, 5, 7 and 9 students in NSW Catholic schools in reading, writing, language conventions (spelling, grammar and punctuation) and numeracy. The CEC entered into a service agreement with the NSW Department of Education and Training for provision of all NAPLAN test services, including reports to parents and schools.

Two officers of the CEC were located in NSW DET’s Educational Measurement Directorate to provide liaison and expertise to the Department and Catholic school authorities at all stages of the test development, implementation and reporting processes.
At a national level, the National Catholic Education Commission was represented by two CEC officers in developing NAPLAN policy directions and resolving technical issues.

NAPLAN results are reported using five national achievement scales, one for each of the assessed aspects of literacy – reading, writing, spelling, grammar and punctuation – and one for numeracy. The national achievement scales each span years 3, 5, 7 and 9. The use of a common scale allows the growth in student achievement to be monitored and reported throughout a student’s years of schooling.

Reports on 2008 NAPLAN were released by Australian Education Ministers on 12 September 2008.

Individual student reports show results against the national average and the middle 60 per cent students nationally. They also contain plain English descriptors of what was assessed in each test.

In NSW, NAPLAN school reports are provided in electronic form as the School Measurement, Assessment and Reporting Toolkit (SMART). They provide comprehensive and detailed data to assist teachers in diagnosis and schools in their planning for literacy and numeracy.

The NSW NAPLAN performance data, inclusive of the data of students in Catholic schools, are available in the NAPLAN national report – www.mceetya.edu.au. Overall, the results of NSW students were of a high standard.

**Child Protection and Support – School Attendance**

Student Attendance is a key performance measure agreed by Education Ministers and the provision of attendance data is a requirement under the *Schools Assistance Act*. The information collected is attendance data for fulltime students, by gender and Indigenous status, for Years 1 to 10. This student attendance information is reported in the *Annual National Report on Schooling*.

The DEEWR *School Attendance Project – National Analysis of Non-enrolment and Non-attendance* was conducted during 2008 as a response to a COAG commitment to engage all children in schooling. The CEC participated in the project by sharing successful practices, particularly from schools with high Indigenous enrolments. The project report and recommendations will be released by the Deputy Prime Minister in early 2009.

**Child Protection and Support – National Safe Schools Framework**

Implementation of the National Safe Schools Framework (NSSF) is a key performance measure agreed by Education Ministers. It is a requirement under the *Schools Assistance Act* for the CEC to report on implementation of the NSSF elements through the *Annual National Report on Schooling*.

In 2008, NSW Catholic schools implemented a range of initiatives, consistent with school system guidelines, to support students. These included peer support and student leadership programs, the provision of pastoral care officers and restorative justice programs. Students received explicit education in child protection matters, anti-bullying and anti-violence.
Workshops and seminars on anti-bullying strategies were provided for teachers and training in child protection was also offered to school staff.

Schools communicated with and supported parents through regular school newsletters, information evenings and school-based surveys.

The NSW *Commission for Children and Young People Act 1998* requires all paid child-related employees to undergo the Working with Children Check. Employment screening for Catholic employers in New South Wales is conducted through the Catholic Commission for Employment Relations.

**Commonwealth Accountabilities Compliance Certification**

The CEC is required to confirm, by submitting an online certificate of compliance, that NSW Catholic school systems have carried out their obligations under the *2005-2008 Schools Assistance Act*. Congregational schools certify compliance separately. In 2008, for the 2007 school year, Diocesan Catholic Schools Authorities certified compliance for all of their schools with regard to the following requirements:

1. Literacy and numeracy testing for years 3, 5 and 7;
2. Reporting to parents on their child’s performance against the national benchmarks;
3. Physical activity in the curriculum;
4. Flying the Australian flag;
5. Displaying the Values for Australian Schools poster;
6. Displaying the National Safe Schools Framework poster;
7. Provision of ‘plain English’ student reports to parents;
8. Using the Interstate Student Data Transfer Note; and,

**NSW Board of Studies and the National Curriculum Board**

A key focus of CEC engagement with the NSW Board of Studies in 2008 was the Board’s proposal to review and amend both HSC examinations and school assessments.

In addition, CEC worked to coordinate NSW Board of Studies activities with the developing role of the interim National Curriculum Board. Dr. Brian Croke held key positions on both the NSW Board of Studies and the National Curriculum Board during 2008.

In relation to the work of the National Curriculum Board, CEC facilitated NSW Catholic schools sector responses to the National Curriculum Framework papers.
NSW Inquiries and Reports

During 2008, CEC directly engaged with:

- The “Special Commission of Inquiry into Child Protection Services in NSW – (the Wood Inquiry);
- The “NSW Parliamentary Inquiry into 9 – 14 Year Olds”;
- The “NSW Legislative Council Inquiry into Bullying of Children and Young People”;
- The “NSW Ministerial Review of the School Leaving Age”; and,
- The “Section 55 Review of the NSW Institute of Teachers Act”.

In each case, the CEC provided written submissions and attended consultations.

With respect to both the Child Protection and Bullying Inquiries, CEC dialogued on relevant policy issues with NSW Catholic Social Services representatives through the Catholic Education and Social Welfare Coordinating Committee. The Catholic Commission for Employment Relations was also consulted in relation to each inquiry.

Animal Welfare

CEC maintained its role as the Accredited Corporation under the NSW Animal Research Act 1985 on behalf of all NSW Catholic schools. CEC discharged its Animal Welfare responsibilities through the joint NSW Schools Animal Care and Ethics Committee (SACEC). In 2008, CEC contributed $44,000 to the operational costs of SACEC.

Religious Education: CEC / CCRESS Collaboration

During 2008, CEC acted to strengthen its relationship with the Catholic Committee for Religious Education in State Schools (CCRESS). This followed on from the successful 2007 joint forum with CCRESS. CEC approved a “Statement of Ongoing Collaboration with CCRESS”.

Information Technology

Developments in schools through the Digital Education Revolution were complemented by the CEC policy of placing an increasing number of business processes online:

- Commission papers from 1975 to the present were located in a secure, searchable online repository for the benefit of commissioners;
- Major and minor grant applications were placed online; and,
- Registrations for workshops conducted through the auspices of the CEC were transferred to online management.

Re-design of the CEC website was commenced in 2008 for implementation in 2009 so that it will become the central portal for these and further services.
Access to services was simplified by action to implement:

- a single secure identity for each user (NETiD)
- a single entry point for users (MyCEC)

In 2008 CEC continued to assist the Dioceses through the provision of centralised services when requested, including:

- authenticated access to the CEC Analysis of HSC results for students of Catholic schools in NSW;
- an individual Planning Tool that assists Dioceses and Congregational schools in reporting the support needs of Students with Disabilities;
- online content provision for teachers seeking to acquire the Certificate of Religious Education which is necessary to teach in a Catholic school;
- access to an online repository of quality electronic resources to support Religious Education, in Catholic schools;
- the provision of online access for Dioceses and schools to Cybersafety materials and advice; and,
- compliance with the auDA’s (Australian Domain Name Authority’s) regulations for domain names.

**Copyright**

During 2008, CEC administered the six MCEETYA Copyright Licences for NSW Catholic Schools:

<table>
<thead>
<tr>
<th>Licence</th>
<th>2008 Costs Per Student</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CAL</strong></td>
<td></td>
</tr>
<tr>
<td>Print FTE Secondary</td>
<td>$14.297</td>
</tr>
<tr>
<td>Print FTE Primary</td>
<td>$14.660</td>
</tr>
<tr>
<td>Digital (EUS) FTE</td>
<td>$0.935 (Interim rate)</td>
</tr>
<tr>
<td><strong>Screenrights</strong></td>
<td>$4.37</td>
</tr>
<tr>
<td><strong>AMCOS</strong></td>
<td>$0.5662</td>
</tr>
<tr>
<td><strong>AMCOS/APRA</strong></td>
<td>$0.5278</td>
</tr>
<tr>
<td><strong>APRA</strong></td>
<td>$0.1619</td>
</tr>
</tbody>
</table>

In total for 2008 CEC paid a total of $4.7 million in copyright fees on behalf of NSW Catholic schools. These fees were then recovered from Diocesan Catholic Schools Authorities and Congregational schools on a per capita basis.
In addition to Copyright licences management issues, CEC coordinated the provision of Copyright legal advice for Catholic School authorities in NSW. CEC also represented NCEC in relation to MCEETYA Copyright matters, including those arising from the implementation of the Australian Government’s Digital Education Revolution for Schools.

**Catholic Schools and the Environment**

At its 19 September 2007 meeting, the Commission authorised Dr. Brian Croke to establish a small Working Group to further develop “CEC options for Action”. The Working Party was formed. It was chaired by Commissioner Danielle Cronin and included Rosemary Hoekstra, Principal of All Saints Primary Liverpool; Seamus O’Grady, Director Curriculum Team, Archdiocese of Sydney; Mark Raue, Head of Religious Education Services, Diocese of Wollongong, Geoff Whitnall, Facilities Manager CSO Maitland-Newcastle and representatives of Catholic Church Resource’s Greening Communities and Catholic Earthcare Australia.

The Working Party decided on a strategic approach to promote change in the conduct of Diocesan Catholic Schools Authorities and the administration of schools. Catholic Earthcare Australia provided their ASSISI (A Strategic, Systems-based Integrated Sustainability Initiative) model, a framework which the Working Party adopted to promote change through activities planned for 2009. The Commission also signed a Memorandum of Understanding with the NSW Department of Climate and Conservation (DECC) regarding the NSW Sustainable Schools program. The MOU made some funds available which the Working Party plans to fund activities in 2009.

**Catholic Identity**

**Anti-Discrimination Law**

CEC monitored and advised upon Anti-Discrimination law reform issues that had the potential to impact the capacity of Catholic schools to maintain their special ethos and character. Specifically, in June 2008 the Commission reviewed and advised upon:

- The NSW Miscellaneous Acts Amendment (Same Sex Relationships) Bill 2008;
  and,

- The “Wesley Mission” ADT Case.

**Enrolment of Overseas Students**

CEC is the registered provider of courses for overseas students offered by NSW Catholic schools. CEC is therefore listed on the “Commonwealth Register of Institutions and Courses for Overseas Students” (CRICOS). CEC also manages the “Provider Registration and International Student Management System” (PRISMS) on behalf of all NSW Catholic schools which enrol full fee paying overseas students.

In 2008, CEC managed 600 PRISMS recorded overseas students and paid $18,276 in CRICOS licensing fees. A further $2,900 in registration fees was paid to VETAB NSW.
Our People

The Commission is supported by the Secretariat. As at 31 December 2008, there were 33 staff members in the Secretariat or 29.9 full time equivalents. Their gender mix was 19 female and 14 male. All staff members are employees of the NSW/ACT Bishops acting as The Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn.
The Executive Director is the Chief Executive of the CEC and is the Ex Officio member of the Commission.

**Executive Director’s Office**

The Executive Director:

- is the principal adviser to the Commission and to the NSW/ACT Bishops on education strategic directions, education policies and resource matters;
- manages the CEC Secretariat;
- ensures compliance with the CEC Charter;
- represents the NSW Catholic schools sector on high level National and State education bodies;
- advocates for the sector with governments and other agencies; and,
- co-ordinates with other Catholic education and related organisations for the betterment of NSW Catholic schools.

Dr. Croke is also:

- a Commissioner of the National Catholic Education Commission;
- a member of the NSW Board of Studies; and,
- a member of the Board of Directors of the:
  - National Curriculum Board;
  - Australian Council for Education Research; and,
  - Curriculum Corporation.

The following personnel were employed within the Executive Director’s Office in 2008:

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>Dr. Brian Croke</td>
</tr>
<tr>
<td>Personal Assistant to the Executive Director</td>
<td>Anne Phillips</td>
</tr>
<tr>
<td>Professional Assistant to the Executive Director</td>
<td>Tony McArthur</td>
</tr>
</tbody>
</table>
Education Policy and Programs

The Education Policy and Programs Directorate is led by the Director, Ian Baker. This Directorate covers the following responsibilities:

Advocacy and Liaison – representing NSW Catholic schools

Grant Programs
- Negotiates targeted funding contracts with the Australian and NSW governments.
- Liaises with Governments on the administration of grant programs.
- Ensures that grant authorities are satisfied that targeted grant conditions are met and “value for money” is achieved.

Education Programs
- Participates in the development of National and NSW State education programs.
- Advocates for Catholic religious freedom with Governments and in other forums.
- Liaises with cross sectoral agencies on key education issues.
- Compiles sectoral reports to demonstrate achievement of education outcomes against Government targets.

Services to NSW Catholic schools
- Manages government targeted education programs.
- Maintains sectoral databases relating to certain targeted programs.
- Advises on grant administration requirements and acquittal of targeted education programs.
- Coordinates the audits of targeted education programs and the finalisation of grant requirements.

- Advises Diocesan Catholic Schools Authorities and Congregational schools on implementation of Government education programs.
- Undertakes research and develops education materials
- Manages Government mandated testing regimes.
- Provides data analyses on HSC results and other education outcomes.
- Liaises with other Catholic agencies for the coordination of effort or to resolve sectoral issues.
- Coordinates implementation of Government education policies and intra sectoral guidelines.
- Runs forums on key education issues.
- Disseminates information on key education issues.
Compliance

- Undertakes environmental scans on compliance issues.
- Advises on compliance matters.
- Liaises with cross sectoral agencies with the view to resolving compliance issues.
- Coordinates implementation of key schools compliance requirements and other legal matters.
- Participates in negotiations on the extent and cost of compliance.

Teacher Professional Development

- Negotiates funding for teacher professional development.
- Monitors Institute of Teachers’ requirements for teacher professional development.
- Liaises with CCER on related IR issues.
- Coordinates professional development activities for diocesan teachers.
- Maintains databases on teacher professional development.
- Coordinates compliance requirements for diocesan teachers.

Staffing of the Directorate as at 31 December 2008 was as follows:

Director
Personal Assistant to Director
Administrative Assistant (part-time)
CEC Testing Officer – NSW DET
Liaison Officer: Even Start Program
State Coordinator–Special Learning Needs
Project Officer – Parent School Partnerships Initiative (PSPI)
Assistant Director – Education Policy
Programs Support Officer (Finance)
State Coordinator – Aboriginal Education
State Coordinator – VET and Teacher Development
CEC Testing Officer – NSW DET
Senior Project Officer – Vocational Education (part-time)
State Coordinator – Student Welfare

Ian Baker
Erica Boundy
Grace Archibald
Brigitte Ellis
Karen Ferrante
Gerry Gray
Kim Hill
Rosalie Nott
Margaret O’Connor
Frank Pearce
Paul Rodney
Sr. Margaret Scroope rsm
Patricia Strauss
Lorraine Walker
Resources Policy and Capital Programs

The Resources Policy and Capital Programs Directorate is led by the Director, William Walsh. This Directorate serves both the CEC and provides administrative support to the CBGA Delegate and covers the following responsibilities:

Advocacy and Liaison – representing NSW Catholic schools

**CEC**
- Negotiates GRG funding contracts with the Australian and NSW Governments.
- Liaises with Governments on the administration of GRG funding programs.
- Liaises with the Australian Bureau of Statistics on key statistics relating to schools administration.
- Liaises with cross sectoral agencies on schools resources matters.
- Ensures that grant authorities are satisfied that GRG funding conditions are met and “value for money” is achieved.
- Coordinates the annual census of schools as required under legislation.
- Coordinates the annual Financial Questionnaire for NSW Catholic system to DEEWR.

**Catholic Block Grant Authority NSW**
- Negotiates block grant contracts with the Australian Government.
- Liaises with the Australian Government on the administration of block grants.
- Liaises with the NSW Government to improve DA processing.
- Liaises with other block grant authorities and other cross sectoral agencies on block grant matters.
- Ensures that DEEWR is satisfied that block grant funding conditions are met and “value for money” is achieved.

Services to NSW Catholic schools

- Manages the development of resource models for the distribution of GRG funds to Diocesan Catholic Schools Authorities.
- Analyses Diocesan schools resource needs and location cost profiles for input into the GRG distribution model.
- Maintains sectoral databases on schools’ resources, number of students, numbers and profile of teachers and demographics of schools.
- Facilitates forums to better understand school resource matters and to share strategies across Diocesan Catholic Schools Authorities.
- Provides a statistical and research service to Diocesan Catholic Schools Authorities on school resources and demographics.
- Advises on GRG funding conditions, and on their administration and acquittal.
- Coordinates the audits of GRG funding programs and the finalisation of grant requirements.
- Provides briefings on block grant programs.
- Undertakes surveys and develops materials to support sectoral block grant applications.
- Maintains databases in support of sectoral applications.
- Coordinates sectoral applications, develops application guidelines and ensures compliance with funding criteria.
- Manages block programs on behalf of the NSW Catholic schools sector and coordinates audits and acquittals of grants.
Staffing of the Directorate as at 31 December 2008 was as follows:

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>William Walsh</td>
</tr>
<tr>
<td>Personal Assistant to Director</td>
<td>Wendy O’Connor</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Kate Chojnowski</td>
</tr>
<tr>
<td>Education Officer – School Data</td>
<td>Andrew Forbes</td>
</tr>
<tr>
<td>Professional Assistant – State Priority Committee</td>
<td>Greg Kervin</td>
</tr>
<tr>
<td>Coordinator – Capital Grants Programs</td>
<td>Kevin Morrison</td>
</tr>
<tr>
<td>Education Officer – School Resources</td>
<td>Crichton Smith</td>
</tr>
<tr>
<td>Data Management/Processing Support Officer</td>
<td>Liz Smith</td>
</tr>
</tbody>
</table>

**Corporate Services**

The Corporate Services Directorate is led by John Kitney, who is also the Commission Secretary. This is a general support group with a particular responsibility for corporate governance.

The responsibilities of the Directorate are as follows:

- secretarial support for the Commission and Audit and Risk Management Committee;
- CEC Secretariat Office administration;
- Corporate compliance;
- Risk management; and,
- support for:
  - Finance, Accounting and Treasury;
  - Human Relations; and,
  - Information Technology.
The Corporate Services Directorate also carries out the following functions in direct support of NSW Catholic schools.

**Advocacy and Liaison – representing NSW Catholic schools**

- Liaises with Governments on grant administration, particularly in respect of the acquittal of grants and the satisfaction of grant conditions.
- Manages the CEC public web site which *inter alia* disseminates information to and about NSW Catholic schools and is the portal for CEC business.

**Services to NSW Catholic schools**

- Safeguards grant funds in transit and effects the distribution of grant funds to Diocesan Catholic Schools Authorities and Congregational schools.
- Manages the CEC website, which supports education programs, and the dissemination of information and data analyses.
- Provides IT support for the maintenance of certain education data bases.
- Manages certain events and awards of a State wide nature.
- Provides IT and administrative support for certain Educational Forums.
- Manages archives of CEC initiated State wide educational resources.

Staffing of the Directorate as at 31 December 2008 was as follows:

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>John Kitney</td>
</tr>
<tr>
<td>Personal Assistant to Director</td>
<td>Natalie Bell</td>
</tr>
<tr>
<td>Education Officer – Technology</td>
<td>Adrian Brown</td>
</tr>
<tr>
<td>Receptionist</td>
<td>Jason Garrick</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Veronica Lina</td>
</tr>
<tr>
<td>Senior Accountant</td>
<td>Andrew Mandigora</td>
</tr>
<tr>
<td>Assistant Accountant</td>
<td>Mei Sumardi</td>
</tr>
</tbody>
</table>

The Catholic Education Commission New South Wales is an unincorporated authorised body of the Catholic Bishops of New South Wales.

Its principal place of business is:

Catholic Education Commission New South Wales
Level 9, 133 Liverpool Street
Sydney NSW 2000

The financial report was authorised for issue by the Commissioners on 21 April 2009. The Commissioners have the power to amend and reissue the financial report.
### CATHOLIC EDUCATION COMMISSION
### NEW SOUTH WALES

### INCOME STATEMENT
### FOR THE YEAR ENDED 31 DECEMBER 2008

<table>
<thead>
<tr>
<th>Note</th>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Revenue from Continuing Operations</td>
<td>$6,262,928</td>
<td>$5,347,761</td>
</tr>
<tr>
<td>2</td>
<td>Employee benefits expense</td>
<td>$3,237,111</td>
<td>$2,762,278</td>
</tr>
<tr>
<td></td>
<td>Depreciation expense</td>
<td>$179,413</td>
<td>$168,176</td>
</tr>
<tr>
<td></td>
<td>Projects and grant costs</td>
<td>$682,973</td>
<td>$586,301</td>
</tr>
<tr>
<td></td>
<td>Office services expense</td>
<td>$480,641</td>
<td>$451,836</td>
</tr>
<tr>
<td></td>
<td>Travel expense</td>
<td>$329,690</td>
<td>$350,415</td>
</tr>
<tr>
<td></td>
<td>Information technology expense</td>
<td>$368,436</td>
<td>$388,466</td>
</tr>
<tr>
<td></td>
<td>Administration expense</td>
<td>$293,509</td>
<td>$268,251</td>
</tr>
<tr>
<td></td>
<td>Supplementation payment for students of Systemic</td>
<td>-</td>
<td>$2,429,688</td>
</tr>
<tr>
<td></td>
<td>schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Surplus (Deficit) for the year</td>
<td>$691,155</td>
<td>($2,057,650)</td>
</tr>
</tbody>
</table>

This Income Statement should be read in conjunction with the accompanying notes.
### CATHOLIC EDUCATION COMMISSION
#### NEW SOUTH WALES

#### STATEMENT OF CHANGES IN EQUITY
#### FOR THE YEAR ENDED 31 DECEMBER 2008

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Equity at the Beginning of the Year</strong></td>
<td>3,198,104</td>
<td>5,255,754</td>
</tr>
<tr>
<td><strong>Total Recognised Income and Expense for the Year</strong></td>
<td>691,155</td>
<td>(2,057,650)</td>
</tr>
<tr>
<td><strong>Total Equity at the End of the Year</strong></td>
<td>3,889,259</td>
<td>3,198,104</td>
</tr>
</tbody>
</table>

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.
CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES

BALANCE SHEET
AT 31 DECEMBER 2008

<table>
<thead>
<tr>
<th>Note</th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>3,828,000</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5</td>
<td>73,891</td>
</tr>
<tr>
<td>Other financial assets</td>
<td>4, 6</td>
<td>24,257,554</td>
</tr>
<tr>
<td>Other assets</td>
<td>7</td>
<td>103,168</td>
</tr>
<tr>
<td>Total Current Assets</td>
<td></td>
<td>28,262,613</td>
</tr>
<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant &amp; equipment</td>
<td>8</td>
<td>534,465</td>
</tr>
<tr>
<td>Total Non-current Assets</td>
<td></td>
<td>534,465</td>
</tr>
<tr>
<td>Total Assets</td>
<td></td>
<td>28,797,078</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>9</td>
<td>24,099,777</td>
</tr>
<tr>
<td>Total Current Liabilities</td>
<td></td>
<td>24,099,777</td>
</tr>
<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisions</td>
<td>10</td>
<td>808,042</td>
</tr>
<tr>
<td>Total Non-current Liabilities</td>
<td></td>
<td>808,042</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td></td>
<td>24,907,819</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td>3,889,259</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Establishment Fund</td>
<td>11</td>
<td>1,434,194</td>
</tr>
<tr>
<td>Accumulated Funds</td>
<td>12</td>
<td>2,455,065</td>
</tr>
<tr>
<td><strong>Total Members' Equity</strong></td>
<td></td>
<td>3,889,259</td>
</tr>
</tbody>
</table>

This Balance Sheet should be read in conjunction with the accompanying notes.
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2008

<table>
<thead>
<tr>
<th>Note</th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CASH FLOWS FROM OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers (inclusive of goods and services tax)</td>
<td>$6,187,442</td>
<td>$5,221,566</td>
</tr>
<tr>
<td>Payments to suppliers and employees (inclusive of goods and services tax)</td>
<td>$(5,725,254)</td>
<td>$(4,892,166)</td>
</tr>
<tr>
<td>Supplementation payment for students of Systemic schools</td>
<td>$461,988</td>
<td>$(2,429,688)</td>
</tr>
<tr>
<td>Interest received</td>
<td>$3,126,505</td>
<td>$2,284,970</td>
</tr>
<tr>
<td>Other revenue</td>
<td>$6,414</td>
<td>$20,148</td>
</tr>
<tr>
<td>Interest paid</td>
<td>$(2,854,440)</td>
<td>$(1,785,325)</td>
</tr>
<tr>
<td><strong>Net Cash Inflow (Outflow) From Operating Activities</strong></td>
<td><strong>$740,467</strong></td>
<td><strong>$(1,580,506)</strong></td>
</tr>
</tbody>
</table>

| **CASH FLOWS FROM INVESTING ACTIVITIES** | | |
| Payments for property, plant & equipment | $(90,880) | $(190,201) |
| Proceeds from sale of property, plant & equipment | $21,819 | $64,550 |
| Net increase in associated entities current accounts | $8,848,837 | $4,988,084 |
| Net (decrease) increase in government program current accounts | $(319,189) | $4,043,788 |
| (Decrease) increase in GST liability re government programs | $(186,777) | $(46,363,562) |
| **Net Cash Inflow (Outflow) From Investing Activities** | **$8,273,810** | **$(37,457,341)** |

**Net Increase (Decrease) In Cash Held** | $9,014,277 | $(39,037,847) |

**Cash and Cash Equivalents at the Beginning of the Year** | $19,071,277 | $58,109,124 |

**Cash and Cash Equivalents at the End of the Year** | **$28,085,554** | **$19,071,277** |

This Cash Flow Statement should be read in conjunction with the accompanying notes.
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

In the opinion of the Commissioners, the Commission is not a reporting entity as there are unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy specifically all of their information needs. This financial report is therefore a "Special Purpose Financial Report" which has been prepared to meet the requirements of the Commission's Charter to prepare financial statements.

Set out below is a summary of the significant accounting policies adopted by the Commission in the preparation of the financial statements. The accounting policies adopted are consistent with those of the previous period.

(a) Basis of preparation

As the Commissioners are of the opinion that the Commission is a non-reporting entity, no Accounting Standards have mandatory applicability. However, the financial statements have been prepared in accordance with Australian Equivalents to International Reporting Standards (AIFRS) and other authoritative pronouncements of the Australian Accounting Standards Board, with the exception of the following:

(i) Financial Instruments: Disclosure (AASB 7);
(ii) Related Party Disclosures (AASB 124);
(iii) Financial Instruments Disclosure and Presentation (AASB 132);
(iv) Provisions, Contingent Liabilities and Contingent Assets (AASB 137);

The financial statements are prepared in accordance with the historical cost convention and do not take into account changing money values or current valuations of non-current assets. Comparative information is reclassified where required to enhance comparability.

Accounting Standards issued but not yet operative will have no material effect on the financial statements of the Commission when these become operative.

(b) Financial period comparatives

The financial year comparatives are for the eleven months ended 31 December 2007.

(c) Transactions as trustee

The Commission is the representative voice of Catholic school authorities within New South Wales. It acts as the official agency for the distribution of funds allocated under government financed education programs with state-wide application, coordinates the administration of these programs, and meets appropriate accountability requirements. In this capacity, the Commission receives funds from various government authorities and distributes those funds to Dioceses and schools throughout New South Wales.
These financial statements reflect the fact that the Commission administers
government funds in its capacity as Trustee. The income statement and cash flow
statement do not include the financial effect of any funds received or disbursed in
trust under government grants except to the extent that the Commission receives
administration fees (shown as operating revenue) for management of grants. The
Commission depends on these administration fees from State and Commonwealth
governments for a significant volume of its revenue. During the 12 months ended 31
December 2008, approximately 64% (year ended 31/12/2007 - 56%) of the
Commission's revenue from operating activities was received from government
programs.

(d) Investments

Negotiable certificates of deposit and bank accepted bills are stated at face value
less unearned income. Income is brought to account on a daily accrual basis.

(e) Depreciation of property, plant & equipment

Depreciation is calculated on a straight-line basis to write off the net cost of
property, plant and equipment over its expected useful life to the Commission.
Estimates of useful lives are made on a regular basis for all assets.

The depreciation rates are:

- Leasehold improvements: 10%
- Office furniture & equipment: 20% to 40%
- Motor vehicles: 12.5%

(f) Leased non-current assets

A distinction is made between finance leases which effectively transfer from the
lessor to the lessee substantially all the risks and benefits incidental to ownership
of leased non-current assets, and operating leases under which the lessor
effectively retains substantially all such risks and benefits. All of the Commission's
leases are considered to be operating leases.

Operating lease payments are charged to the income statement in the periods in
which they are incurred.

(g) Employee leave entitlements

The amounts expected to be paid to employees for their entitlement to annual
leave and long service leave and vesting sick leave (if applicable) expected to be
paid within the next twelve months are provided for at current pay rates and
disclosed as current liabilities.

A liability for long service leave is recognised, and is measured as the present value
of expected future payments to be made in respect of services provided by
employees up to balance date. In assessing expected future payments the
Commission has based the provision on remuneration rates current as at balance date
for all employees with one or more years of service. This method provides an
estimate of the liability that is not materially different from the estimate that would
be made by using a present value basis of measurement. Related on-costs have also
been included in the liability.

The Commission has not made provision for non-vesting sick leave as the
Commissioners believe it is not probable that payment will be required.
(h) Work experience claims

In prior periods amounts were transferred to a "provision for excess on work experience insurance claims" to cover payments that the Commission may be required to make for the self insured portion of such claims. Claims paid by the Commission are charged against this provision.

(i) Cash and cash equivalents

For purposes of the cash flow statement, cash and cash equivalents include deposits at call and bank accepted bills which are readily convertible to cash and subject to an insignificant risk of changes in value.

(j) Segment Information

The Commission operates only in New South Wales and its only area of business is as a representative body for Catholic school authorities.
2. REVENUE

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008 $</th>
<th>31 DEC 2007 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Levies received</td>
<td>1,974,319</td>
<td>1,975,094</td>
</tr>
<tr>
<td>Administration costs recovered</td>
<td>4,003,527</td>
<td>3,004,111</td>
</tr>
<tr>
<td>Interest received (see below)</td>
<td>278,668</td>
<td>348,408</td>
</tr>
<tr>
<td>Other income</td>
<td>6,414</td>
<td>20,148</td>
</tr>
<tr>
<td><strong>Revenue from Continuing Operations</strong></td>
<td><strong>6,262,928</strong></td>
<td><strong>5,347,761</strong></td>
</tr>
</tbody>
</table>

The Commission earned total interest of $3,133,108 (year ended 31/12/2007 - $2,133,733) of which $2,854,440 (year ended 31/12/07 - $1,785,325) was applicable to funds held on behalf of Government Programs and $278,668 (year ended 31/12/07 - $348,408) was applicable to the Commission's own funds.

3. OPERATING SURPLUS

The operating surplus was determined after charging the following specific amounts:

- Depreciation of leasehold improvements: 72,349, 65,022
- Depreciation of plant and equipment: 107,064, 103,154
- Loss on disposal of fixed assets: 4,588, 10,151
- Bad debts expense: 1,323
- Provision for employee entitlements: 76,612, 192,694
- Rental expense relating to operating leases: Minimum lease payments 241,735, 204,383
- Remuneration of Auditors
  - Remuneration for audit of the financial report: 18,500, 17,500
  - Remuneration for other audit related work – grant acquittals: 66,500, 60,200

4. CASH AND CASH EQUIVALENTS

- Cash at bank and on hand: 3,828,000, 44,251

For the purposes of the Cash Flow Statement, cash and cash equivalents are made up as follows:

- Cash at bank and on hand: 3,828,000, 44,251
- Other financial assets: 24,257,554, 19,027,026
- **Cash and Cash Equivalents as per Cash Flow Statement**: 28,085,554, 19,071,277
## 5. TRADE AND OTHER RECEIVABLES

<table>
<thead>
<tr>
<th>Description</th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts receivable</td>
<td>69,224</td>
<td>36,375</td>
</tr>
<tr>
<td>Sundry debtors</td>
<td>4,667</td>
<td>3,927</td>
</tr>
<tr>
<td><strong>Total Receivables</strong></td>
<td><strong>73,891</strong></td>
<td><strong>40,302</strong></td>
</tr>
</tbody>
</table>

## 6. OTHER FINANCIAL ASSETS

### Unsecured

<table>
<thead>
<tr>
<th>Description</th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deposits at call</td>
<td>21,276,825</td>
<td>16,061,907</td>
</tr>
<tr>
<td>Bank accepted bills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Face value</td>
<td>3,000,000</td>
<td>3,000,000</td>
</tr>
<tr>
<td>- Less unearned income</td>
<td>(19,271)</td>
<td>(34,881)</td>
</tr>
<tr>
<td><strong>Total Other Financial Assets</strong></td>
<td><strong>24,257,554</strong></td>
<td><strong>19,027,026</strong></td>
</tr>
</tbody>
</table>

## 7. OTHER ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepayments</td>
<td>21,550</td>
<td>16,216</td>
</tr>
<tr>
<td>Accrued Income</td>
<td>81,618</td>
<td>75,015</td>
</tr>
<tr>
<td><strong>Total Other Assets</strong></td>
<td><strong>103,168</strong></td>
<td><strong>91,231</strong></td>
</tr>
</tbody>
</table>

## 8. PROPERTY, PLANT & EQUIPMENT

<table>
<thead>
<tr>
<th>Description</th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold improvements - at cost</td>
<td>726,903</td>
<td>712,953</td>
</tr>
<tr>
<td>Provision for depreciation</td>
<td>378,978</td>
<td>306,629</td>
</tr>
<tr>
<td><strong>Total Property, Plant &amp; Equipment</strong></td>
<td><strong>534,465</strong></td>
<td><strong>649,405</strong></td>
</tr>
</tbody>
</table>
Reconciliations of the carrying amounts of property, plant and equipment at the beginning and end of the current and previous financial years are set out below.

<table>
<thead>
<tr>
<th>Year ended 31 December 2008</th>
<th>Office furniture, equipment and motor vehicles $</th>
<th>Leasehold Improvements $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carrying amount at start of year</td>
<td>243,081</td>
<td>406,324</td>
<td>649,405</td>
</tr>
<tr>
<td>Additions</td>
<td>76,930</td>
<td>13,950</td>
<td>90,880</td>
</tr>
<tr>
<td>Disposals</td>
<td>(26,407)</td>
<td>-</td>
<td>(26,407)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(107,064)</td>
<td>(72,349)</td>
<td>(179,413)</td>
</tr>
<tr>
<td>Carrying amount at end of year</td>
<td>186,540</td>
<td>347,925</td>
<td>534,465</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period ended 31 December 2007</th>
<th>Office furniture, equipment and motor vehicles $</th>
<th>Leasehold Improvements $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carrying amount at start of year</td>
<td>240,142</td>
<td>461,939</td>
<td>702,081</td>
</tr>
<tr>
<td>Additions</td>
<td>180,794</td>
<td>9,407</td>
<td>190,201</td>
</tr>
<tr>
<td>Disposals</td>
<td>(74,701)</td>
<td>-</td>
<td>(74,701)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(103,154)</td>
<td>(65,022)</td>
<td>(168,176)</td>
</tr>
<tr>
<td>Carrying amount at end of period</td>
<td>243,081</td>
<td>406,324</td>
<td>649,405</td>
</tr>
</tbody>
</table>
CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES

NOTES TO AND FORMING PART OF THE
FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 DECEMBER 2008

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funds held on behalf of Government Programs</td>
<td>22,737,983</td>
<td>14,115,160</td>
</tr>
<tr>
<td>GST payable</td>
<td>514,751</td>
<td>697,509</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>194,932</td>
<td>171,054</td>
</tr>
<tr>
<td>Annual leave payable</td>
<td>219,521</td>
<td>255,954</td>
</tr>
<tr>
<td>Long service leave payable</td>
<td>100,000</td>
<td>100,000</td>
</tr>
<tr>
<td>Other Creditors</td>
<td>332,590</td>
<td>464,598</td>
</tr>
<tr>
<td><strong>Total Accounts Payable</strong></td>
<td><strong>24,099,777</strong></td>
<td><strong>15,804,275</strong></td>
</tr>
</tbody>
</table>

9. TRADE AND OTHER PAYABLES

10. PROVISIONS

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long service leave</td>
<td>787,747</td>
<td>829,541</td>
</tr>
<tr>
<td>Excess on work experience insurance claims</td>
<td>20,295</td>
<td>20,295</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>808,042</strong></td>
<td><strong>849,836</strong></td>
</tr>
</tbody>
</table>

11. ESTABLISHMENT FUND

   Establishment Fund at the beginning and end of the year

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Establishment Fund</strong></td>
<td><strong>1,434,194</strong></td>
<td><strong>1,434,194</strong></td>
</tr>
</tbody>
</table>

The Commission was established by charter approved by the Bishops of New South Wales on 13 March 1986. Accumulated funds as at 31 January 1986 amounting to $507,670 were regarded as the Establishment Fund. In May 2003, funds of $926,524 held in the name of the Chairman of the Commission were transferred to the Commission.

12. ACCUMULATED FUNDS

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated funds at the beginning of the year</td>
<td>1,763,910</td>
<td>3,821,560</td>
</tr>
<tr>
<td>Surplus (Deficit) for the year</td>
<td>691,155</td>
<td>(2,057,650)</td>
</tr>
<tr>
<td>Accumulated funds at the end of the year</td>
<td><strong>2,455,065</strong></td>
<td><strong>1,763,910</strong></td>
</tr>
</tbody>
</table>
13. COMMITMENTS FOR EXPENDITURE

Commitments for minimum lease payments in relation to non-cancellable operating leases contracted for at the reporting date but not recognised as liabilities are payable as follows:

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within one year</td>
<td>257,948</td>
<td>112,725</td>
</tr>
<tr>
<td>Later than one year but not later than 5 years</td>
<td>966,604</td>
<td>8,466</td>
</tr>
<tr>
<td></td>
<td>1,224,552</td>
<td>121,191</td>
</tr>
</tbody>
</table>

14. CASH FLOW INFORMATION

(a) Reconciliation of surplus (deficit) for the period to net cash inflow (outflow) from operating activities

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus (Deficit) for the year</td>
<td>691,155</td>
<td>(2,057,650)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>179,413</td>
<td>168,176</td>
</tr>
<tr>
<td>Net loss on disposal of office furniture, equipment and motor vehicles</td>
<td>4,588</td>
<td>10,151</td>
</tr>
<tr>
<td>Change in operating assets and liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decrease (Increase) in receivables</td>
<td>(5,646)</td>
<td>2,187</td>
</tr>
<tr>
<td>Decrease (Increase) in other assets</td>
<td>(11,937)</td>
<td>152,945</td>
</tr>
<tr>
<td>Increase (Decrease) in payables</td>
<td>(75,312)</td>
<td>94,813</td>
</tr>
<tr>
<td>Increase (Decrease) in provisions</td>
<td>(41,794)</td>
<td>48,872</td>
</tr>
<tr>
<td>Net Cash Inflow (Outflow) From Operating Activities</td>
<td>740,467</td>
<td>(1,580,506)</td>
</tr>
</tbody>
</table>

(b) Net increase (decrease) in associated entities' current accounts

<table>
<thead>
<tr>
<th></th>
<th>31 DEC 2008</th>
<th>31 DEC 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Standards Resource Group</td>
<td>(27,865)</td>
<td>1,258</td>
</tr>
<tr>
<td>Catholic Secondary Schools Association</td>
<td>(78)</td>
<td>60</td>
</tr>
<tr>
<td>Council of Catholic School Parents</td>
<td>(65,232)</td>
<td>69,212</td>
</tr>
<tr>
<td>NSW Catholic Block Grant Authority</td>
<td>8,942,012</td>
<td>4,917,554</td>
</tr>
<tr>
<td></td>
<td>8,848,837</td>
<td>4,988,084</td>
</tr>
</tbody>
</table>
CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES
DECLARATION BY COMMISSIONERS

As stated in Note 1 to the financial statements, in the Commissioners' opinion the Commission is not a reporting entity because there are no users dependent on general purpose financial reports. This is a special purpose financial report that has been prepared to meet the requirements of the Commission.

In the Commissioners' opinion the financial statements and notes set out on pages 54 to 65 present fairly the Commission's financial position as at 31 December 2008 and its financial performance and its cash flows for the year ended on that date in accordance with Accounting Standards (including the Australian Accounting Interpretations) as detailed in note 1 to the financial statements.

This declaration is made in accordance with a resolution of the Commissioners.

Bishop Anthony Fisher OP
Chairman

Dr. Brian Croke
Executive Director

Sydney
21 April 2009
INDEPENDENT AUDITOR'S REPORT

To the members of the Catholic Education Commission, New South Wales

We have audited the accompanying financial report, being a special purpose financial report, of the Catholic Education Commission NSW, which comprises the balance sheet as at 31 December 2008, and the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes as set out on pages 54 to 66.

The Responsibility of the Commissioners for the Financial Report

The Commissioners are responsible for the preparation and fair presentation or the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the Commission and are appropriate to meet the needs of the members. The Commissioners’ responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance that the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commissioners, as well as evaluating the overall presentation of the financial report.
The financial report has been prepared for distribution to members for the purpose of fulfilling the Commissioners' financial reporting requirements. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit did not involve an analysis of the prudence of business decisions made by the Commission or management.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Independence**

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

**Auditor's Opinion**

In our opinion, the financial report presents fairly, in all material respects, the financial position of the Catholic Education Commission NSW as at 31 December 2008 and of its financial performance and its cash flows for the year then ended in accordance with the accounting policies (including Australian Accounting Interpretations) described in Note 1 to the financial statements.

Sydney
22 April 2009
Commission Core Committees

Aboriginal Education Advisory Committee

The Aboriginal Education Advisory Committee met four times in 2008. This Committee was chaired by rotation for the most part of 2008, until 6 November 2008 when Sharon Cooke was appointed as Aboriginal Commissioner by the NSW/ACT Bishops.

The functions of the Committee are to:

- advocate for the integration of Aboriginal culture and history into everyday school learning;
- develop education policies, which improve opportunities for Aboriginal students;
- advise on Aboriginal student wellbeing;
- prepare responses on key education issues specific to Aboriginal students; and,
- advise the Education Policy and Resources Policy Committees on matters of funding allocation pertinent to Aboriginal students.

Membership of the Committee in 2008 was:

Sharon Cooke¹ (Chair) Aboriginal Commissioner, Armidale Diocese
Frank Pearce (Executive Officer) State Co-ordinator – Aboriginal Education, CEC
Karen Andriske Aboriginal Education Advisor, Bathurst Diocese
Jane Bridges Aboriginal Education Advisor, Sydney Archdiocese
Louise Campbell Aboriginal Education Advisor Maitland-Newcastle Diocese
Doreen Flanders Aboriginal Education Advisor, Lismore Diocese
Karen Gardiner Aboriginal Education Advisor, Wagga Wagga Diocese
Margaret Harrison Aboriginal Education Advisor, Parramatta Diocese
Kerry Hogan Aboriginal Education Advisor, Canberra and Goulburn Diocese
Julianne Manson Aboriginal Education Advisor, Congregational Schools
Mary Senj Aboriginal Education Advisor, Broken Bay Diocese
Karan Taylor Aboriginal Education Advisor, Wollongong Diocese
Merindah Wilson Aboriginal Education Advisor, Wilcannia-Forbes Diocese

Note 1: Sharon Cooke was a member of the Committee throughout 2008 as the nominee of the Armidale Diocese. She became the Chair of the Committee when the NSW/ACT Bishops appointed her as Aboriginal Commissioner in November 2008.
**Audit and Risk Committee**

The Audit and Risk Management Committee met four times in 2008. The Committee was chaired by Brother Tony Whelan cfc.

The functions of the Committee are to:

- assist the Commission in complying with its governance and other obligations;

- satisfy itself that the CEC Secretariat has:
  - a comprehensive risk management framework in place to identify and manage risks;
  - processes to support an appropriate system of internal controls; and,
  - management processes to ensure that CEC complies with its legal, contractual and financial compliance obligations;

- review accounting policies and disclosure in the Annual Financial Report and Annual Report prior to release; and,

- ensure that CEC has adequate procedures on matters of audit independence.

Membership of the Committee in 2008 was:

- Brother Tony Whelan cfc (Chair) Director of Schools, CSO Broken Bay
- Alan Bowyer Director of Schools, CSO Wagga Wagga
- Danielle Cronin Executive Director, Council of Catholic School Parents
- Brian Goodacre Chartered Accountant

The Secretary of the Committee was John Kitney, Commission Secretary.
Education Policy Committee

The Education Policy Committee met ten times in 2008. The Committee was chaired by Commissioner Brian Lacey.

The Committee has prime responsibility for advising the Commission on all aspects of education policy from a State perspective.

The mandate for the Committee was expanded in mid 2008. As part of the five year review of the Commission conducted in 2005, the NSW/ACT Bishops decided to more closely define the Commission’s involvement in religious education. Consequently, the mandate of the Standing Committee on Religious Education in Schools was not renewed. Some of that Committee’s responsibilities were subsumed within the mandate of the Education Policy Committee and this change was effected in June 2008.

The functions of the Committee are to:

- develop and review education policy;
- prepare responses on key education issues;
- recommend on the level and type of targeted funding either within the General Recurrent Grant formula or separately and specify program outcomes;
- review the performance of targeted education programs;
- advise on the catechetical purposes of Catholic schooling; and,
- liaise with CCRESS on matters relating to the religious education of Catholic children in Government schools.

Membership of the Committee in 2008 was:

Brian Lacey (Chair) Principal, St Catherine’s Singleton
Ian Baker (Executive Officer) Director – Education Policy and Programs, CEC
Dr. Brian Croke Executive Director, CEC
Kathryn Fox Head – Teaching and Learning, CSO Maitland-Newcastle
Fay Gurr Principal, St Vincent’s College, Potts Point
Lee Herden RE Consultant, CSO Armidale
Bronwyn Hession Senior Education Officer, CSO Broken Bay
Dr. Berenice Kerr rsm Visiting Fellow,, Southern Cross University
Rosalie Nott Assistant Director – Education Policy, CEC
Seamus O’Grady Director of Curriculum, CEO Sydney
Dr. Paul Thornton Assistant Director – Education Services, CSO Lismore
**Executive Committee**

The Executive Committee met ten times in 2008, ahead of and to plan Commission meeting agendas. The Committee was chaired by Bishop David Walker and in his absence by Dr. Kristin Johnston rsj.

The functions of the Committee are to advise the Commission Chairman on Commission meeting strategies. It may also make delegated decisions on behalf of the Commission between Commission meetings in circumstances where an urgent decision needs to be made and a Commission meeting is not practical.

Meetings in 2008 covered Commission meeting briefings only. The only urgent and critical issue that fell outside the normal Commission meeting schedule was the contractual funding arrangements for the new Quadrennium and this matter was considered at a specially convened Commission meeting on 17 December 2008.

Membership of the Committee in 2008 was:

- Bishop David Walker DD  Commission Chairman
- Dr. Kristin Johnston rsj  Deputy Chair
- Dr. Brian Croke  Executive Director, CEC

**Public Policy Committee**

The Public Policy Committee met 4 times in 2008. The Committee was chaired by Brother Kelvin Canavan fms.

The prime responsibility of the Committee is to advise the Commission on strategies to raise the awareness of Governments and the community generally about Catholic schooling.

The functions of the Committee are to:

- monitor support for Catholic schools and track social, political and other trends, which may affect that support;
- identify options and recommends strategies for the Commission to implement in support of Catholic schools;
- develop educative strategies and advocacy programs for the Catholic community in support of Catholic schools; and,
- work with other Commission Committees to raise awareness of the quality of Catholic schools and their importance to the social fabric of the Australian community.
Membership of the Committee in 2008 was:

Br. Kelvin Canavan (Chair) Executive Director of Schools, CEO Sydney
Anne Phillips (Executive Officer) PA to Executive Director, CEC
Ian Baker Director – Education Policy & Programs, CEC
Danielle Cronin Executive Director, Council of Catholic School Parents
Dr. Brian Croke Executive Director, CEC
Rick Johnston Diocesan Director of Education, CSO Armidale
Grainne Norton Parent/Community Educator, CEO Sydney (retired December 2008)
John Robinson Principal, Clancy Catholic College, West Hoxton

Resources Policy Committee

The Resources Policy Committee met eleven times in 2008. The Committee was chaired by Commissioner Peter Turner

The functions of the Committee are to:

- advise on funding formulas for the distribution of general recurrent grants to Diocesan Catholic Schools Authorities and on other grant programs generally;
- work with the Education Policy Committee to ensure that both key priorities within local communities and government priorities are met;
- undertake research on school resources and outcomes; and,
- monitor the performance of grant programs as required.

Membership of the Committee in 2008 was:

Peter Turner (Chair) Director, CEO Wollongong
William Walsh (Executive Officer) Director – Resources Policy and Capital Programs, CEC
John Barker Head of Finance and Planning, CEO Canberra and Goulburn
Helen Bentham Head of School Accounting, CSO Broken Bay
Dr. Brian Croke Executive Director, CEC
Peter Fogarty Head of Financial and Administrative Services, CEO Wollongong
Terry Keogh Director of Finance, CEO Sydney
Bernard Ryall Director of Finance, CEO Parramatta
John Sheridan Head of Financial Services, CEO Armidale
Greg Smith Director of Finance, OLMC Parramatta

Crichton Smith was Secretary to the Committee.
Other Committees/ Working Parties

Other key Committees/ Working Parties of the Commission and their roles are as follows:

Assessment and Reporting Advisory Group

The Assessment and Reporting Advisory Group provided expert advice to the Commission through the Education Policy Committee on assessment, reporting, educational accountability and data analysis issues including policies and procedures. In particular, it advised on external measurement and assessment across K-12. The Advisory Group also acted as a key point of reference for the two Catholic Sector Testing Liaison Officers based in NSW DET. This Group ceased operations in December 2008, however, its work continues through specialist working parties.

Membership of the Group in 2008 was:

- Michael King (Chair) Head of Education Services, CEO Wollongong
- Rosalie Nott (Executive Officer) Assistant Director – Education Policy CEC
- Tim McMullen Head of Secondary Curriculum, CEO Sydney
- Vivien Brewer Assistant Principal, Our Lady of Mercy College
- Vince Connor Education Consultant, CEO Bathurst
- Dr. John DeCourcey Head of Strategic Accountabilities, CEO Parramatta
- Susan Macleod Parent Representative, CCSP
- Julie Selkirk Curriculum Specialist, CSO Broken Bay
- Sr. Margaret Scroope rsm CEC Testing Officer

Catholic Education and Social Welfare Co-ordinating Committee

The Catholic Education and Social Welfare Co-ordinating Committee supports and advises the Commission in developing strategies to address social welfare issues that impact on students and their families.

Membership of the Committee in 2008 was:

- Dr. Kristin Johnston rsj (Chair) IACE, ACU
- Ian Baker (Executive Officer) Director, Education Policy and Programs, CEC
- Annette Crothers Assistant Director – Education Programs, CEC
- Deirdre Cheers Director – Centacare, Broken Bay
- Margaret Chittick Senior Professional Officer Safety and Professional Services CEO, Wollongong
- Mary Gow OHS Consultant, CEO Broken Bay
- Faye Green Deputy Chief Executive Officer, Centacare Canberra and Goulburn
- Carolyn Hadley Education Officer – Employment Relations, CEO Sydney
- Kathleen McCormack Director – Centacare, Wollongong
Information and Communications (ICT) Advisory Group

The ICT Advisory Group monitored developments in ICT and their educational application. It provided advice to the Commission through the Education Policy Committee on all ICT curriculum support matters. Consistent with the outcomes of the 2005 review of the Commission, this Group ceased operations in December 2008. Those functions of the Group that are continuing will now be addressed by specialist working parties.

Membership of the Group on 2008 was:

- Michael Haigh (Chair) Head ICT Services, CEO Canberra and Goulburn
- Adrian Brown (Executive Officer) Education Officer, Technology, CEC
- Doug Ashleigh Head of Information Communication and Learning Technologies, CSO Maitland-Newcastle
- Diane Brook Head of eLearning, CEO Sydney
- Gary Brown Leader of Learning, CEO Parramatta
- Danielle Cronin Executive Officer, CCSP
- Simon Livesey Coordinator ICT, St Patrick’s Sutherland
- Paul Meldrum Team Leader – Learning Frameworks eLearning, CEO Parramatta
- Alan Williams Regional School’s Supervisor, CSO Armidale

Special Education Working Party

In 2008 the Special Education Working Party provided advice to the Education Policy Committee and the Resources Policy Committee in regard to the revised funding mechanism for the allocation of grants to support Students with Disabilities under the LNSLN targeted program.

Membership of the Working Party in 2008 was:

- John Couani (Chair) Director Eastern Region, CEO Sydney
- Gerry Gray (Executive Officer) State Coordinator – Special Learning Needs CEC
- Ian Baker Director – Education Policy and Programs CEC,(ex Officio)
- Barry Bermingham Manager of Targeted Programs, CEO Lismore
- Fran Moloney Project Officer, CEC (Private Consultant)
- Frank Pitt Principal Mater Dei Special School, Camden
- Danny Rankin Senior Education Officer – Students with Special Needs, CSO Broken Bay
- Elizabeth Rowe Team leader – Student Services, CEO Parramatta
- John Sheridan Head of Financial Services, CEO Armidale, Resources Policy Committee nominee.
**Student Wellbeing Working Group**

The Student Wellbeing Working Group was established to assist the Commission to provide feedback on the Australian Government’s scoping study exploring the possibility of developing a National Student Wellbeing Framework. The purpose of this Group was to review current practice in Catholic schools, and explore implications for Diocesan Catholic Education Authorities should a Framework be developed linked to the emerging National School Curriculum K – 12.

Membership of the Group in 2008 was:

- Lorraine Walker (Convenor) State Coordinator – Student Welfare Programs, CEC
- Ian Baker Director – Education Policy and Programs, CEC
- Dominic Braybon Senior Officer – SACS, Leaders and Support, CEO Canberra and Goulburn
- Monica Cameron Education Officer – Learning and Teaching, CSO Wagga Wagga
- Annette Crothers Assistant Director, Education Programs, CEC
- Linda Densmore Consultant, CEO Bathurst
- Margaret Donnelly Senior Education Officer, CEO Broken Bay
- Gerry Gray State Coordinator–Special Learning Needs, CEC
- Kate O’Brien Consultant Curriculum : Primary , CEO Sydney
- Linda McNeil Parent Liaison and Resources Officer, CSO Maitland-Newcastle
- Clare Noonan Education Officer (Student Welfare), CEO Lismore
- Christine Rheinberger Diocesan Project Officer for Student Welfare, CSO Broken Bay
- Elizabeth Rowe Manager (Student Welfare), CEO Parramatta
- Joan Shanahan Additional Needs Consultant, CSO Armidale
- Kerrie Haynes-Williams Education Officer, CEO Wollongong
Vocational Education Advisory Group (VEAG)

The Vocational Education Advisory Group advises the Commission, through the Education Policy Committee, on Catholic Sector implementation options arising from both National and State policies for Vocational Education Training (VET) in schools. This includes policies and programs developed through the NSW Vocational Education and Training Accreditation Board (VETAB), the NSW Board of Vocational Education and Training (BVET), the NSW Board of Studies and the MCEETYA Transition from School Taskforce. Currently, VEAG meets monthly with this meeting schedule subject to review.

Membership of the Group in 2008 was:

Dr. Mark Askew (Chair) Head of Educational Services, CSO Broken Bay
Patricia Strauss (Minute Secretary) Senior Project Officer – Vocational Education, CEC
Stefan van Aanholt Educational Services, CSO Armidale
Ian Baker Director – Education Policy and Programs, CEC
Peter Crabbe VET Coordinator – Edmund Rice College, Wollongong
Vince Connor Education Officer, CEO Bathurst
Annette Crothers Assistant Director – Education Programs, CEC
Danielle Cronin Executive Officer, CCSP
Ken Gordon Education Officer, CEO Canberra and Goulburn
Chris Graham Vocational Education, Stella Maris Institute RTO
Glenda O’Brien Education Officer – VET, CSO Maitland-Newcastle
Petty O’Loughlin Vocational Education, CEO Wollongong
Bill Owens Education Officer – Secondary Vocational Learning, CSO Broken Bay
Magda Quinlan Vocational Education Officer, CEO Parramatta
Paul Rodney State Coordinator – VET and Teacher Development, CEC
Karen Ruppert Vocational Education Officer, CEO Parramatta
Christine Shakya Vocational Education Officer, CEO Sydney
Michelle Swan Vocational Education Officer, CSO Wagga Wagga
Tony Winter Vocational Education Officer, CEO Lismore