



**Education
Standards
Board**



**Government
of South Australia**

Education Standards Board

Education and Early Childhood Services (Registration and Standards)
Board

2023-24 Annual Report

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To:

The Honourable Blair Boyer MP

Minister for Education, Training and Skills

This annual report will be presented to Parliament to meet the statutory reporting requirements of *Education and Early Childhood Services (Registration and Standards) Act 2011 (SA)* and *Public Sector Act 2009 (SA)* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.

Submitted on behalf of the Education Standards Board by:

Alana Girvin

Presiding Member

25/09/2024



Date

Signature

This Annual Report was prepared on the lands of the Kurna people, custodians of the Adelaide region. We also pay our respects to the cultural authority of traditional owners from other areas across South Australia. We recognise and celebrate the contributions of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia, including their role in the education and care of children. We recognise the rich and diverse cultures of Aboriginal and Torres Strait Islander peoples and the valuable contribution this diversity brings.

From the Presiding Member



I am pleased to present the 2023-24 Annual Report.

The findings from the Royal Commission into Early Childhood Education and Care emphasised the importance of a high performing regulator; implementing the report's recommendations has been central to the agency's work since its release in August 2023.

The Board endorsed a 2024 Schools Regulatory Strategy focusing on schools whose five-year registration review was due. This allowed resources to be reallocated to the Early Childhood Services team to support the important work of

implementing the Royal Commission recommendations.

The strategy also created an opportunity to evaluate the operations of the schools regulatory approach. To this end, the Board established an advisory committee, the Schools Regulatory Committee, to oversee and provide direction on the review of the schools regulatory function and regulatory framework including online and distance education.

The end of the 2023-24 financial year has coincided with the end of the Board's Strategic Plan for 2022-24. One of the strategic deliverables was to strengthen the Board's governance and audit arrangements. This was achieved through engagement of an internal audit partner and approval of an Internal Audit Plan for 2024-25.

I would like to take the opportunity to thank outgoing Board members, Anna Standish, Christopher Prance, Elizabeth Worrell, Sue Kennedy-Branford and Deputy Presiding Member Greg Hayes for the support, commitment and expertise they brought to the Board.

It is my pleasure to welcome our new Board members Anne Dunstan, Elysia Ryan, Jie Zhu and Helen Gibbons.

This annual report summarises the agency's achievements and continuous improvement. The Board and I look forward to working alongside the agency's Chief Executive, Kerry Leaver, in supporting our vision that all children and young people have access to high-quality education and care in safe, well-governed and well-managed services.

Alana Girvin

Presiding Member

Education Standards Board

From the Chief Executive



The past year has been one of reform, to strengthen our capacity and effectiveness as regulator and to implement the recommendations of the Royal Commission into Early Childhood Education and Care.

Underpinned by our unwavering commitment to the safety and wellbeing of all children and young people, the Commission's recommendations have been our highest priority.

To ensure the agency was in the best position to address the recommendations, the organisation was restructured to implement a Regulatory Reform team, responsible for driving the agency's reform initiatives. An Intake and Assessment team was also implemented to provide a central point for incoming communications, processing notifications and conducting initial assessments of applications and complaints. This change aims to position the Education Standards Board as the first point of contact for services.

Our reform work is supported by an increased funding allocation and a ministerially-appointed independent Change Management Panel.

In line with our regulatory posture, released in 2023, we have invested in providing educational resources and workshops to increase voluntary compliance across the sector. We have also increased our engagement through implementation of the Regulatory Roundtable forum as part of a broader Provider Engagement Model, to foster a more collaborative regulatory environment that supports the achievement of our regulatory outcomes.

I am honoured as Chief Executive of the Board to continue this important work alongside the Board and employees to ensure the safety, health and wellbeing of children.

Kerry Leaver

Chief Executive and Registrar

Education Standards Board

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Overview: About the Education Standards Board

The Education and Early Childhood Services (Registration and Standards) Board, known as the Education Standards Board (the Board), was established in 2012 under the *Education and Early Childhood Services (Registration and Standards) Act 2011* (State Act). The employees of the Board are commonly referred to as the ESB.

The Board is an independent statutory authority responsible for the registration and regulation of early childhood services, and registration of schools for domestic and overseas students. The Board is responsible to the Minister for Education, Training and Skills, to ensure efficient and effective performance of its registration and regulatory responsibilities, compliance with its legislative objectives, sound management of the organisation, and attainment of performance objectives.

The Board's functions are set out under section 29 of the State Act and, as the state regulatory authority for early childhood education and care, the Board has specific functions under section 260 of the *Education and Care Services National Law (South Australia)* (National Law SA) which is adopted under the State Act.

The Board delegates regulatory powers and functions, human resources and financial management to the Chief Executive and Registrar, with further delegations to employees of the Board.

Why we regulate

Access to high quality education and care services can contribute to better social, educational and employment outcomes across a child's lifespan.

The Board's priority is to minimise any risks to the safety, health and wellbeing of children. We respond with regulatory action that is proportionate to the risks and harms being addressed.

We regulate the provision of education and early childhood services in a manner that maintains high standards of competence and conduct by providers to:

- recognise that all children should have access to high quality education and early childhood facilities and services
- provide for a diverse range of services
- recognise the rights of parents to access a diverse range of service providers
- enhance public confidence in the operation of education and early childhood services.

Our regulatory framework

The Board operates under three distinct regulatory frameworks:



Early childhood education and care

We regulate early childhood education and care services under the National Quality Framework (NQF), including long day care, family day care, preschools and outside school hours care (OSHC).

The NQF includes:

- *Education and Care Services National Law 2010* (National Law)
- *Education and Care Services National Regulations 2011*
- National Quality Standard (NQS)
- The assessment and rating process
- Approved learning frameworks.

Our regulatory activities under the NQF include assessing provider and service applications, waiver applications, assessment and rating against the NQS and proactively monitoring regulated parties' compliance with the NQF.

We respond to notifications and complaints received under the NQF, by undertaking investigations and recommending statutory and administrative compliance action, consistent with our [Compliance and Enforcement policy](#).

The agency also provides practical and constructive information and advice on how regulated parties can achieve and maintain voluntary compliance under their regulatory obligations and manage existing and emerging regulatory risk.

Early childhood services that do not fall within the scope of the NQF are known as residual services and are also subject to regulation under Schedule 2 of the State Act. These include in-home care, mobile care and occasional services.

Residual services are regulated through a modified use of the National Law and through service-specific regulations and standards.

Schools

We regulate all government and non-government schools providing primary and secondary education, including state government, Catholic and independent schools.

Our regulatory activities for schools include determining provider applications, maintaining the schools register under the State Act and reviewing registration against the [Standards for Registration and Review of Registration of Schools in South Australia](#).

International education

We endorse schools to provide education services to overseas students for registration on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) and register and monitor organisations that operate student exchange programs.

Our strategic focus

Our vision

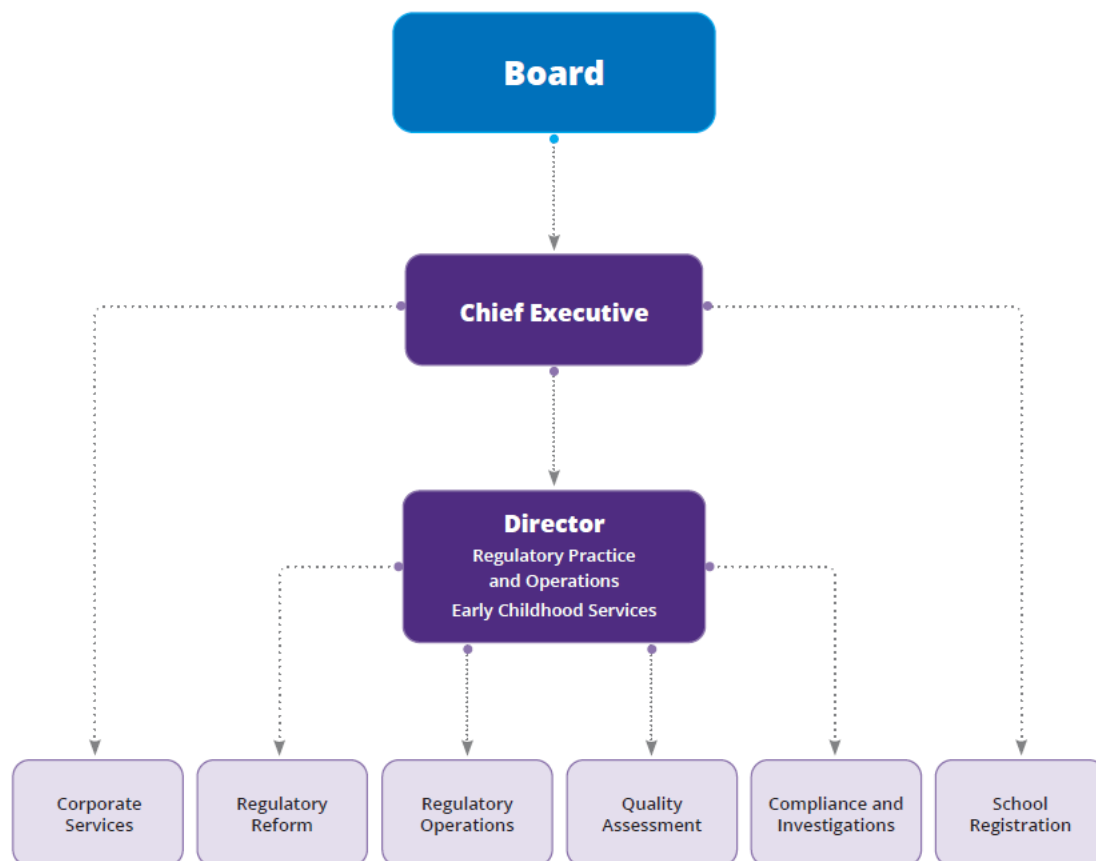
To make a positive difference to the lives of South Australian children and young people by ensuring they have access to high quality education and early childhood services.

Our values

We uphold the public sector values through our decisions, actions and interactions. In addition, we are committed to the public sector values chosen by our staff that reflect our context:

Honesty and integrity	We are consistent and fair in our actions to encourage openness and transparency.
Professionalism	We have a culture that strives for excellence and aims to improve productivity.
Sustainability	We respond to change and proactively improve.
Collaboration and engagement	We collaborate in our work practices.
Accountability	We make decisions that comply with legislation, are ethical and consistent with approved policy and procedure.

Our organisational structure



Our board members

The Board comprises 13 members appointed by the Governor in Executive Council on the nomination of the Minister for Education, Training and Skills. Of those members:

- one (who will be the presiding member) must be a person who has, in the opinion of the Minister, extensive knowledge and expertise in the education and care of children
- two must be from the Department for Education
- two must be from the Association of Independent Schools of South Australia (AISSA)
- two must be from the South Australian Commission for Catholic Schools Incorporated
- two must be from a prescribed childcare body; and
- one must be a legal practitioner.

Expressions of interest are called for the remaining member positions.

Name	Appointment type	Term of appointment
Ms Alana Girvin	Ministerial (Presiding Member)	17/11/2022 to 16/11/2025
Mr Martyn Campbell	Expression of interest	17/11/2022 to 16/11/2025
Mrs Anne Dunstan	Association of Independent Schools SA	08/02/2024 to 07/02/2027
Mr John Favretto	SA Commission for Catholic Schools	02/03/2023 to 30/06/2024
Mr Noel Mifsud	Expression of interest	02/03/2023 to 01/03/2026 (original start date 29/02/2020)
Mrs Elysia Ryan	SA Commission for Catholic Schools	01/03/2024 to 28/02/2027
Dr Peta Smith	Department for Education	02/03/2023 to 01/03/2026 (original start date 18/06/2020)
Mr Christos Tsonis	Legal Practitioner	02/03/2023 to 01/03/2026 (original start date 29/02/2020)
Ms Rebecca Vandermoer	Prescribed Childcare Body	02/03/2023 to 01/03/2026 (original start date 17/11/2022)
Ms Jie Zhu	Prescribed Childcare Body	08/02/2024 to 07/02/2027
The following member's terms expired during 2023-2024		
Mr Greg Hayes	Expression of interest (Deputy Presiding Member)	29/02/2020 to 30/06/2024 (original start date 29/02/2020)
Ms Sue Kennedy-Branford	SA Commission for Catholic Schools	02/03/2023 to 29/02/2024
Ms Anna Standish	Prescribed Childcare Body	21/01/2021 to 20/01/2024
Ms Elizabeth Worrell	Association of Independent Schools SA	01/03/2021 to 29/02/2024
The following members resigned during 2023-2024		
Mr Christopher Prance	Association of Independent Schools SA	1 July 2021 – 30 June 2024 (resigned 30 September 2023)

Our Executive

Kerry Leaver Chief Executive and Registrar

Kerry is the Early Childhood Services Registrar, Government Schools Registrar, Non-Government Schools Registrar and Chief Executive, responsible for carrying out the functions of the Registrar roles and the Chief Executive as determined by the Board.

Sean Heffernan Director, Regulatory Practice and Operations (Early Childhood Services)

Sean leads the Early Childhood Services group, including Quality Assessment, Compliance and Investigations, Regulatory Operations and Regulatory Reform.

Changes to the agency

The Royal Commission into Early Childhood Education and Care provided the agency with an opportunity to reflect on practices and make improvements.

The Royal Commission found that the agency is struggling to perform its legislated functions, and made a corresponding recommendation, '*Improving the functioning of the ESB*' (recommendation 7).

In 2023-24, we undertook an organisational restructure to support implementation of the recommendation including:

- creation of a Regulatory Reform team to support the delivery of the reform program
- creation of a Regulatory Operations function, that included an Intake and Assessment team, to position the ESB as the first point of contact for services with quality or regulatory questions, as well as growing data analytics and education and guidance functions
- restructuring the former Quality Assurance function to the Quality Assessment function, with Regulatory Officers performing assessment and ratings and assessing applications under the National Law, to ensure the ESB clears the backlog of services that have not been assessed and rated in the last three years.

Our Minister

The Honourable Blair Boyer MP is the Minister for Education, Training and Skills.

Other related agencies (within the Minister's areas of responsibility)

- Department for Education
- Office for Early Childhood Development
- TAFE SA
- South Australian Certificate of Education Board of South Australia
- Teachers Registration Board of South Australia
- Child Development Council
- South Australian Skills Commission

The agency's performance

Performance at a glance

In 2023-24, the agency regulated with a risk-based and proportionate approach that aligns with our strategic priorities for 2022-24 through the following actions:

- Performed 519 service visits within the early childhood sector to administer our legislative obligations.
- Undertook 602 reviews of school registration, as required by the Act.
- Released a School Complaints Management Policy to better articulate how the agency assesses and manages school complaints in line with the Act.
- Increased the percentage of services rated under the 2018 National Quality Standards from 45% to 53%.
- Responded to the Royal Commission into Early Childhood Education and Care, with further detail provided below.
- Established a Regulatory Roundtable as part of a broader Provider Engagement Model, to foster a more collaborative regulatory environment.

Community Child Care Fund Restricted Services Project

- There are nine community childcare services in South Australia currently funded by the Commonwealth Government under the Community Child Care Fund Restricted Grants (CCCFR), a non-competitive grant program. These services are out of scope within the Education and Care Services National Law (South Australia) (National Law SA) and the NQF and therefore are not regulated by the Board.
- The agency has reviewed all nine CCCFR services against the NQF and analysis of service strengths and weaknesses will inform the transition to practical and culturally sensitive quality standards under State Regulations.

Royal Commission into Early Childhood Education and Care – activities and achievements

Two of the Royal Commission into Early Childhood Education and Care's forty-three recommendations focused on the agency.

- **Recommendation 7** was to improve the functioning of the agency so that every early childhood education and care provider is assessed and rated at least every three years. It recommended the State Government appoint an independent change management panel to support this as part of a reform agenda.
- **Recommendation 30** was a focus on improving services that are "Working Towards" the National Quality Standard.

The agency has focused its efforts on implementing the Royal Commission's recommendation seven through:

- establishing a Change Management Panel to work alongside the Board and the Chief Executive to drive regulatory reform. The Panel undertakes work on behalf of the agency and performs an advisory and oversight role.
- establishing a Reform Roadmap to articulate our approach and prioritise our work.
- designing and implementing a regulatory capability framework.
- designing and implementing a Regulatory Officer induction program to ensure all Regulatory Officers are equipped with the right skills and that new officers receive sufficient induction, shadowing and mentoring.
- recruiting Regulatory Officers, with the goal of increasing from nine to 26 officers.
- creating an intake and assessment team to deliver higher quality, structured and more timely outcomes for enquiries, notifications, applications and complaints lodged with the agency.
- providing more relevant, high value educational activities that support regulated parties to increase and maintain voluntary compliance.

Contribution to whole of government objectives

The agency contributes to South Australian Government initiatives to ensure universal access to quality preschool for families with three-and-four-year-old children and accessible education for children of school age by:

- monitoring early childhood services through quality assessment and compliance monitoring within the NQF to promote consistency in services across South Australia
- monitoring schools against the standards of registration to provide accessible, quality education from reception to year 12.

Agency specific objectives and performance

Our agency objectives are to:

- regulate schools, student exchange organisations, and early childhood education and care services with a risk- and standards-based approach
- positively engage with stakeholders
- support our people and improve our business.

Performance against these objectives as at 30 June 2024 is summarised below.

Objective 1: Regulate schools, student exchange organisations, and early childhood education and care with a risk and standards-based approach		
Agency objectives	Indicators	Performance
Execute Early Childhood Regulatory Strategy 2023-24	<p>From 1 January 2023 – 30 June 2024 under the NQF:</p> <ul style="list-style-type: none"> • 15% of services rated against previous National Quality Standard (NQS) are assessed and rated under the current NQS. • 100% of newly approved services have a post-approval visit within six months. • 100% of newly approved services have an assessment and rating within 18 months of opening. 	<p>As at 30 June 2024:</p> <ul style="list-style-type: none"> • Rated 18% of services under the current NQS. • Undertook post approval service visits for all newly approved services. 87% were visited within six months of commencement. • Assessed and rated 97% of services within 18 months of opening.
Determine applications under the NQF	<ul style="list-style-type: none"> • Assess and determine applications according to the law and regulatory principles, within legislative timeframes. 	<ul style="list-style-type: none"> • Received 861 applications. • Determined 96% of applications finalised within legislated timeframes.

Agency objectives	Indicators	Performance
Respond to non-compliance against the NQF	<ul style="list-style-type: none"> • Receive and assess incident notifications and complaints. • Record breaches of the National Law. • Issue administrative and statutory compliance actions. 	<ul style="list-style-type: none"> • Received 4,147 incident notifications. • Assessed 90% of notifications (complaints and incidents) within 1 business day of receipt*. • Received 750 complaints. • Recorded 1,038 breaches of the National Law and/or Regulations. • Issued 528 administrative and statutory compliance actions. <p><small>*Note, only complaints and incidents cases have been considered in this measure. In addition, some cases that do not have a Triage Date entered have not been counted.</small></p>
Regulate student exchange organisations	<ul style="list-style-type: none"> • Assess applications for registration of student exchange organisations. • Issue 'Acceptance Advice for Secondary Exchange Student' (AASES) forms as required. 	<ul style="list-style-type: none"> • Renewed registration for three student exchange organisations. • Issued 55 AASES forms in the 2023-24 financial year.
Register and review registration of schools	<ul style="list-style-type: none"> • Assess changes to school registration applications. • Assess new school registration applications. • Assess requests to remove school registration. • Ensure all schools have undergone their 5-year review. 	<ul style="list-style-type: none"> • Issued 15 schools with amended registration certificates, including registering two new sub-campuses for existing schools. • Reviewed registration of 602 schools. • Registered one new school. • Removed two schools from the schools register.

Objective 2: Positively engage with stakeholders		
Agency objectives	Indicators	Performance
Influence legislation and policy for education and early childhood programs and services	<ul style="list-style-type: none"> Engage with co-and peer-regulators at a state and national level. 	<ul style="list-style-type: none"> The agency featured on seven national groups engaged in supporting: <ul style="list-style-type: none"> Regulatory practice Legislative reform, and National strategies.
Provide advice and guidance to regulated parties to promote voluntary compliance	<ul style="list-style-type: none"> Inform the sector about their regulatory obligations and changes to the law. Deliver professional development opportunities for regulated parties. 	<ul style="list-style-type: none"> Published 12 regulatory bulletins. Established the Regulatory Roundtable, comprising peak bodies and large early childhood education and care providers. Facilitated training to the OSHC sector on adequate supervision. Commissioned four face-to-face provider workshops on National Quality Standard Exceeding rating and practice. Co-delivered two webinars on implementing legislative reforms and navigating the NQF.

Objective 3: Support our people and improve our business

Agency objectives	Indicators	Performance
<p>Continually improve our practice</p>	<ul style="list-style-type: none"> • Build the capacity and capability of our employees. • Review and update processes, policies and procedures to improve efficiency and consistency. 	<ul style="list-style-type: none"> • Provided training and development in: <ul style="list-style-type: none"> ○ regulatory practice ○ lean thinking ○ report writing. • Provided performance management and leadership coaching for team leaders and senior managers. • Implemented a Schools Complaints Policy. • Implemented a contingency plan requirement for all new school registrations and significant registration amendments one month prior to a school opening. • Implemented a Regulatory Capability Framework. • Piloted induction program for regulatory roles. • Implemented a new Assessment and Rating policy. • Implemented a hot desking policy.

<p>Protect the welfare, health and safety of our team</p>	<ul style="list-style-type: none"> • Monitor our operating environment and work practices 	<ul style="list-style-type: none"> • Addressed actions from the psychosocial risk action plan. • Trained four staff as Mental Health First Aid Officers. • Provided Psychological Safety training to leaders. • Held regular whole of agency all-day meetings with a focus on team building and wellbeing.
<p>Create a high performing culture</p>	<ul style="list-style-type: none"> • Develop an ESB Team Charter. 	<ul style="list-style-type: none"> • Created a staff-led team charter that articulates the behaviours that meet our values.
<p>Demonstrate a commitment to reconciliation</p>	<ul style="list-style-type: none"> • Embed reconciliation practices into our processes and culture. 	<ul style="list-style-type: none"> • Provided reconciliation training as part of induction for all employees. • Established Reconciliation Action Plan Working Group.

Employment opportunity programs

Nil.

Performance management and professional development

Employee performance is managed according to our Performance Management Framework which was revised and released in June 2023.

The framework ensures that employees complete individual work plans stemming from structured one-on-one performance management meetings.

Ninety percent of employees completed a mid-year and end of year performance review with their line manager. The remaining ten percent represents four employees who took extended leave periods prior to June 30.

Work health, safety and return to work programs

Employee health and wellbeing

Our Employee Assistance Program offers employees three confidential professional and personal counselling sessions for themselves or an immediate family member, at no cost.

The agency also provides services such as influenza vaccination and internal communication about health and wellbeing topics.

Four staff trained as Mental Health First Aid Officers and a Health and Wellbeing Policy is being finalised.

The ESB Executive participated in the launch event of the Autism Inclusion Charter and received training that aligns with the Charter's principles.

Work health and safety management

The Work Health and Safety Committee is the principle means by which the agency consults and works collaboratively with employees to ensure a safe and healthy working environment.

The Committee has representation from all teams and meets quarterly.

Injury management

The agency has a service level agreement with the Department for Education for management of injury claims.

Workplace injury claims	2023-24	2022-23	% Change (+ / -)
Total new workplace injury claims	0	0	n/a
Fatalities	0	0	n/a
Seriously injured workers*	0	0	n/a
Significant injuries (where lost time exceeds a working week, expressed as frequency rate per 1000 FTE)	0	1	n/a

*number of claimants assessed during the reporting period as having a whole person impairment of 30% or more under the Return to Work Act 2014 (Part 2 Division 5).

Return to work costs**	2023-24	2022-23	% Change (+ / -)
Total gross workers compensation expenditure (\$)	0	771	33
Income support payments – gross (\$)	0	35,215	0

**before third-party recovery.

Data for previous years is available at: [Work health and safety and return to work performance of Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/work-health-and-safety-and-return-to-work-performance-of-education-standards-board).

Executive employment in the agency

Executive classification	Number of executives
Common law contract	2

Data for previous years is available at: [Executive employment in Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/executive-employment-in-education-standards-board).

The [Office of the Commissioner for Public Sector Employment](#) has a [workforce information](#) page that provides further information on the breakdown of executive gender, salary and tenure by agency.

Financial performance

Financial performance at a glance

The following is a brief summary of the overall financial position of the agency. The information is unaudited. Full audited financial statements for 2023-24 are attached to this report.

Statement of Comprehensive Income	2023-24 Budget \$000s	2023-24 Actual \$000s	Variation \$000s	2022-23 Actual \$000s
Total Income	5,800	7,632	1,832	6,251
Total Expenses	5,800	7,061	-1,261	5,833
Net Result	0	571	571	418
Total Comprehensive Result	0	571	571	418
Statement of Financial Position	2023-24 Budget \$000s	2023-24 Actual \$000s	Variation \$000s	2022-23 Actual \$000s
Current assets	4,271	5,534	1,263	4,887
Non-current assets	13	130	117	0
Total assets	4,284	5,664	1,380	4,887
Current liabilities	1,124	1,284	-160	1,418
Non-current liabilities	389	620	-231	280
Total liabilities	1,513	1,904	-391	1,698
Net assets	2,771	3,760	989	3,189
Equity	2,771	3,760	989	3,189

Consultants' disclosure

The following is a summary of external consultants that have been engaged by the agency, the nature of work undertaken, and the actual payments made for the work undertaken during the financial year.

Consultancies with a contract value below \$10,000 each

Consultancies	Purpose	Actual payment (\$)
All consultancies below \$10,000 each - combined	N/A	0

Consultancies with a contract value above \$10,000 each

Consultancies	Purpose	Actual payment (\$)
Alto People	Organisational development services	108,700
KPMG Australia	Internal audit function	91,972
J Bass Consulting Pty Ltd	Learning and development services	57,930
Good Government Advisory	Policy development support	52,800
With Purpose Solutions	Strategic plan development	38,850
Queensland Children's Activity Network	OSHC provider workshop delivery	49,500
RECAP Consultants Pty Ltd	Regulatory consulting and training services	29,155
Rosslyn Cox and Mark Williams Consulting Pty Ltd	Organisational development services	19,475
James Anthony Group Pty	IT systems consultancy	14,400
Total		462,782

Data for previous years is available at: [Consultants used by Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/consultants-used-by-education-standards-board).

See also the [Consolidated Financial Report of the Department of Treasury and Finance](#) for total value of consultancy contracts across the South Australian Public Sector.

Contractors' disclosure

The following is a summary of external contractors that have been engaged by the agency, the nature of work undertaken, and the actual payments made for work undertaken during the financial year.

Contractors with a contract value below \$10,000

Contractors	Purpose	Actual payment (\$)
All contractors below \$10,000 each - combined	Various	27,229

Contractors with a contract value above \$10,000 each

Contractors	Purpose	Actual payment (\$)
Hays Recruiting Experts Worldwide	Temporary staff	174,532
Australian Children's Education & Care Quality Authority	Training provider	37,700
Cirka Pty Ltd	Cleaning and waste management	32,164
Chandler Macleod Group Limited	Temporary staff	23,543
Atkis Performance Management	Human resources	19,738
Attorney-General's Department - SafeWork SA	Temporary staff	18,208
Training Wizard	Staff training	11,250
Total		317,135

Data for previous years is available at: [Contractors used by Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/contractors-used-by-education-standards-board).

The details of South Australian Government-awarded contracts for goods, services, and works are displayed on the SA Tenders and Contracts website. [View the agency list of contracts](#).

The website also provides details of [across government contracts](#).

Risk management

Risk and audit at a glance

Risk is managed through an operational Risk Management Committee which includes the Executives and Manager, Corporate Services. The Committee met four times during 2023-24. Committee members identify, treat and monitor intolerable risks and report to the Board.

An independent internal auditor was appointed for the first time during the financial year. This will provide assurance to the Board that the agency's powers and functions are carried out in compliance with the relevant regulations and policies.

During 2023-24 risk management activities also included:

- appointing a new external auditor
- working towards establishing a Board Audit and Risk Committee
- undertaking a comprehensive risk register review and risk management framework review
- undertaking a complaints management internal audit
- developing an internal audit plan for 2024-25.

Fraud detected in the agency

No instances of fraud detected.

Strategies implemented to control and prevent fraud

The Board follows whole of government policies for prevention and control of fraud. The Board has zero tolerance for dishonest and unethical behaviour and is committed to prevention, detection and control of fraud, corruption, maladministration, and misconduct relating to its activities.

The Board's detection, control and prevention strategies include:

- appropriate segregation of duties
- delegations of authority
- public sector code of conduct training for all new employees, renewed every two years
- risk register that monitors risks of internal fraud and corruption
- employee onboarding and offboarding procedures.

Serious or systemic offences against the Board and/or the South Australian public sector are referred to the Office for Public Integrity or inquiry agencies to investigate.

Data for previous years is available at: [Fraud detected in Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/fraud-detected-in-education-standards-board).

Public interest disclosure

There were no Public Interest Disclosures during 2023-24 under the *Public Interest Disclosure Act 2018*:

Data for previous years is available at: [Public interest \(formerly whistle-blowers'\) disclosure of Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/public-interest-formerly-whistle-blowers-disclosure-of-education-standards-board)

Note: Disclosure of public interest information was previously reported under the *Whistleblowers Protection Act 1993* and repealed by the *Public Interest Disclosure Act 2018* on 1/7/2019.

Reporting required under any other act or regulation

Nil.

Reporting required under the *Carers' Recognition Act 2005*

Nil.

Public complaints

Number of public complaints reported

Complaint categories	Sub-categories	Example	Number of Complaints 2023-24
Communication	Communication quality	Inadequate, delayed or absent communication with customer	1
Professional behaviour	Staff competency	Failure to action service request; poorly informed decisions; incorrect or incomplete service provided	1
Service delivery	Access to services	Service difficult to find; location poor; facilities/ environment poor standard; not accessible to customers with disabilities	1
Policy	Policy application	Incorrect policy interpretation; incorrect policy applied; conflicting policy advice given	1
Service delivery	Process	Processing error; incorrect process used; delay in processing application; process not customer responsive	1
Service quality	Safety	Maintenance; personal or family safety; duty of care not shown; poor security service/ premises; poor cleanliness	1
Total			6

Additional metrics	Total
Number of positive feedback comments	2
Number of negative feedback comments	4
Total number of feedback comments	6
% complaints resolved within policy timeframes	TBC

Data for previous years is available at: [Reporting of public complaints for Education Standards Board - Dataset - data.sa.gov.au](https://data.sa.gov.au/dataset/reporting-of-public-complaints-for-education-standards-board).

Service improvements

Our early childhood service applications process was revised to include regular communication about the statutory timeframes for a decision and where the application was at in the process.

We revised our application validation process and saw an improvement in the time taken for completing the validation step.

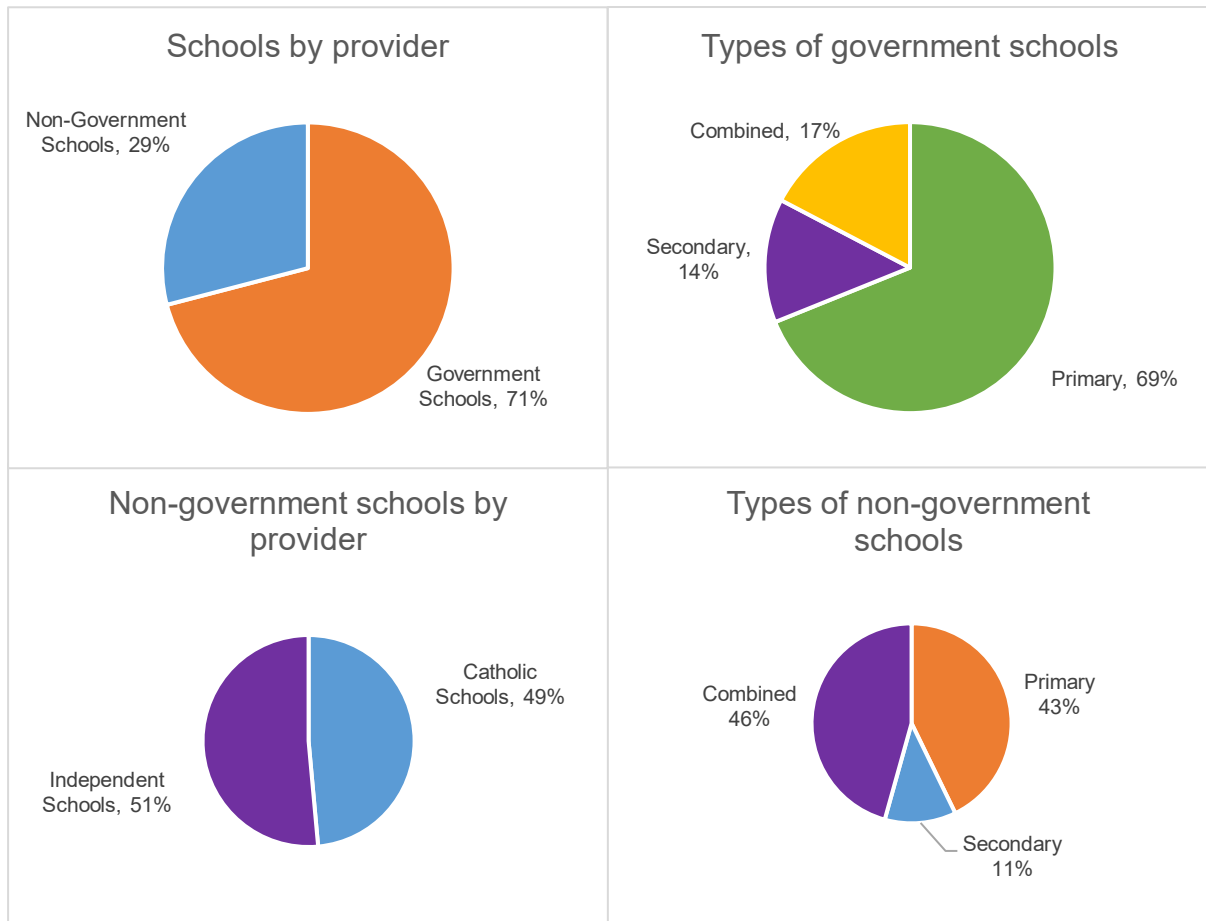
We improved our request for information under the National Law to include our legislative requirements when requesting information, as well as improved the language to support the regulated parties' understanding of the request and why it was being made.

Compliance statement

The Education Standards Board is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector	Y
The Education Standards Board has communicated the content of PC 039 and the agency's related complaints policies and procedures to employees.	Y

Appendix 1: statistical overview

Registered schools on 30 June 2024:



Numbers of schools by year on 30 June 2024

The number of registered schools has remained consistent year on year.

School type	2023-24	2022-23	2021-22
All Government schools	508	508	513
Primary schools	350	350	352
Secondary schools	70	70	73
Combined schools	88	88	88
All non-government schools	208	207	210
Catholic schools	101	101	103
Independent schools	107	106	107
Primary schools	89	88	89
Secondary schools	24	24	26
Combined schools	95	95	95
CRICOS government schools	142	128	143
CRICOS non-government schools	32	33	33

New school registration applications

No school closures occurred in 2023-24 compared with two in 2022-23.

Outcome	2023-24	2022-23
Approved	1	1
Refused / withdrawn	2	1
Closed	0	2

Review of registration

In 2023-24, 594 school registration reviews were completed compared with 35 schools in 2022-23.

The significant increase is a result of previous legislative changes, where existing schools were re-registered, and therefore all became due for a mandatory 5-year review at the same time. To minimise regulatory burden, 97% of reviews were conducted as school self-assessments, with the remaining 3% having a more in-depth assessment and/or site inspection.

Review Type	2023-24	2022-23
School Registration review	594	35
Validation review (new/change)	8	2
Total	602	37

Number of school site inspection visits

The number of registration review visits in 2023-24 was 17 compared to 37 in 2022-23. This was due to a change in regulatory strategy in which site visits were used in a more targeted way, based on risk factors.

Inspection Visit Type	2023-24	2022-23
Registration Review Visit	17	37
Registration applications	2	0
Amendment applications	4	3
Condition lift	5	1
Total	28	41

Conditions on school registration

Conditions	2023-24	2022-23
Placed	1	2
Lifted	2	2

School Complaints by school type

The agency received 27 school complaints in 2023-24. The majority of school complaints (56%) remain active and most were for non-government schools (Catholic and Independent schools).

School type	2023-24					2022-23
	Not in-scope	Not-Serious	Serious	Open	Total received	Total received
Catholic	1	2	0	2	5	9
Government	0	5	0	6	11	4
Independent	0	4	0	5	9	15
Unknown / Not specified	0	2	0	0	2	5
Total	1	13	0	15	27	27

Student Exchange Organisations (SEOs)

Three SEOs renewed their registration in 2023-24.

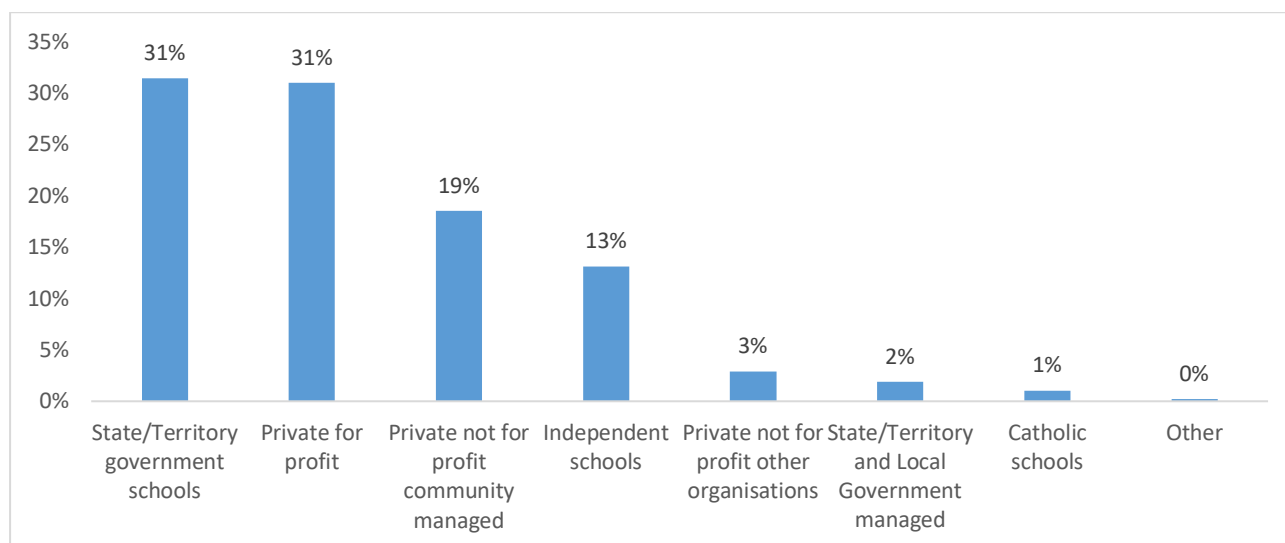
SEO Registration	2023-24	2022-23
Approved	9	11
Registration Renewed	3	0
Newly registered	0	1
Total	12	12

Number of Acceptance Advice for Secondary Exchange Student (AASES) approved

2023-24	2022-23
55	87

National Quality Framework providers and services in 2023-24

Approved providers by type on 30 June 2024



On 30 June 2024 there were 481 approved providers with approved services in SA. 84% (402) of providers operate a single service.

In SA, 33% (160) of approved providers are government operated, compared to 7% (527) nationally.

Approved early childhood education and care services

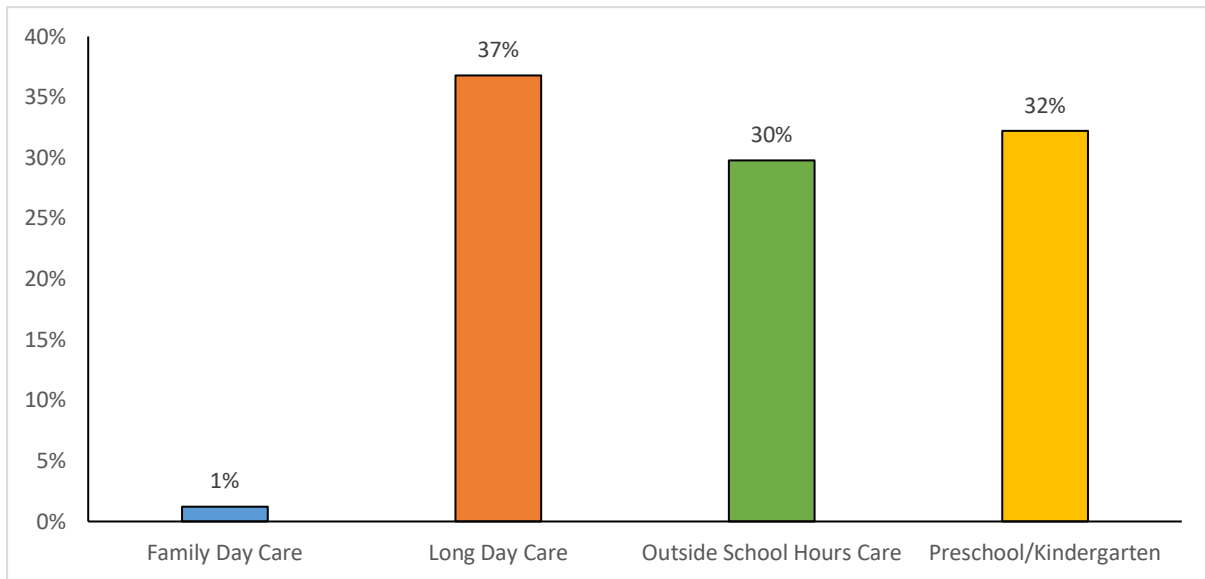
There were 1,313 approved services in SA on 30 June 2024, an increase of 3% compared to the previous year. In 2023-24, there were 25 long day-care, two family day care, two preschools and 10 out of school hours care newly approved services.

Residual services

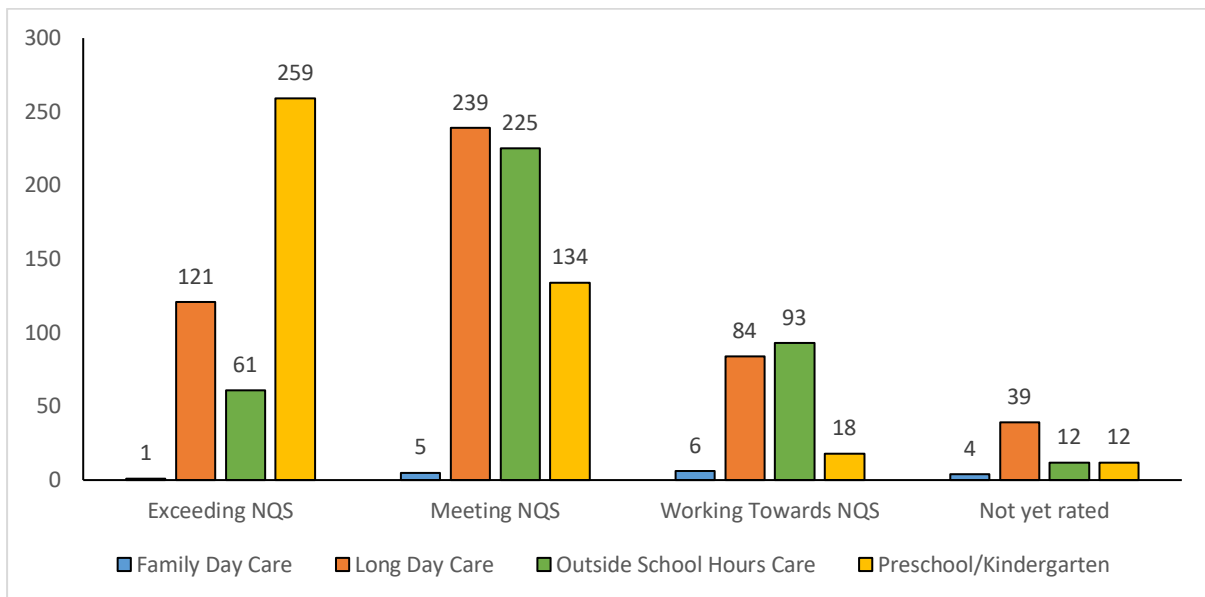
There are 135 residual services regulated under the State Act. Of these, 78% (105) are provided by the Department for Education.

Residual service type	Number of services
Individual Family Day Care	1
In-Home Care	14
Mobile Service	6
Occasional Care	114
Total	135

Approved services by type on 30 June 2024



Service performance by rating on 30 June 2024



Of 1,313 services in SA, 95% (1,246) have a quality rating, compared to 91% nationally. Fifty-three percent (666) of services are rated under the current NQS and 47% (580) are currently rated under the previous NQS. Sixty-seven services are not yet rated because they have recently opened and will be assessed within 18 months of commencing operation.

Quality ratings of services by year on 30 June 2024

Year	Working towards		Meeting		Exceeding		Excellent		Total
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
2019-20	168	15%	428	37%	558	48%	8	1%	1,162
2020-21	166	14%	469	40%	546	46%	5	1%	1,186
2021-22	162	13%	507	42%	533	44%	4	0%	1,206
2022-23	195	16%	529	43%	490	40%	3	0%	1,217
2023-24	201	16%	603	48%	442	35%	0	0%	1,246

As of 30 June 2024, South Australia has 16% of services rated 'Working Towards', compared to 10% nationally, while the percentage remained the same in 2023-24 compared to 2022-23, there were a small number of additional services rated as 'Working Towards'.

Proportion of quality ratings by service type compared to national average on 30 June 2024

Service type	Working towards		Meeting		Exceeding	
	SA	National	SA	National	SA	National
Long day care	19%	11%	54%	70%	27%	19%
Outside school hours care	25%	12%	59%	80%	16%	8%
Preschool	4%	3%	33%	43%	63%	54%

South Australia has a higher proportion of OSHC services rated as 'Working Towards' compared to nationally. The Department for Education and the agency are working closely together to improve the performance of this service type.

South Australia also has a higher proportion of services rated as 'Exceeding' in both Long Day Care and Preschool. This is due to SA having more services rated under the previous NQS compared to nationally.

Nationally, the number of services rated 'Exceeding' has steadily declined year on year because changes were made to the NQS in 2018 to require a more robust assessment against themes to achieve an 'Exceeding' rating. There has been a commensurate increase in the number of services rated as 'Meeting' as a result.

Assessment and rating of services in 2023-24

A&R Rating outcome	2023-24	2022-23
Working Towards	26	74
Meeting	104	59
Exceeding	2	0
Total	132	133

In 2023-24, the agency maintained a similar volume of assessment and ratings compared to the previous year.

Services rated as 'Working Towards' has significantly decreased from 56% (74) in 2022-23 to 20% (26) in 2023-24.

Twenty-nine percent (37) of services underwent the assessment and rating process for the first time with:

- 37% (14) rated as 'Working Towards'.
- 61% (23) rated as 'Meeting'.
- 3% (1) rated as 'Exceeding'.

Applications received under the National Quality Framework in 2023-24

Application type	2023-24	2022-23
Waiver	599	691
Provider approval	20	28
Amend service approval	116	171
Service approval	50	56
Voluntary suspension of service	19	15
Re-assessment and re-rating	17	8
First tier review	6	6
Transfer of service approval	21	27
Provider approval by executor of estate	0	1
Amend provider approval	9	7
Voluntary suspension of provider	0	1
Internal review of decision	1	4
Total	858	1,015

Total incident notifications received by outcome in 2023-24

In 2023-24, a total of 4,146 incident notifications were received, an increase of 20% compared to the previous year.

Incident Type	2023-24	2022-23
Serious Incident	2,415	2,148
Other Incident	1,730	1,296
Out of Scope Service	2	4
Total	4,147	3,448

Serious incidents are a subset of incidents and include an injury or illness where a child seeks or ought to seek medical attention, when children are missing or unaccounted for, locked in or out of the service or removed from the service without authorisation.

Serious incident notifications received by outcome in 2023-24

Serious Incident Type	2023-24	2022-23
Injury/Trauma	1,724	1,437
Child missing or unaccounted for	226	312
Emergency services attended	248	199
Illness	117	133
Child locked in/out of service	94	63
Child taken away/removed from service	6	4
Total	2,415	2,148

Complaints received about approved providers and services under the National Quality Framework in 2023-24

Complaint type	2023-24 received	2023-24 % of received	2022-23 received	2022-23 % of received
Serious Incident	277	37%	239	35%
Children's Health and Safety	263	35%	176	26%
Law Contravened	100	13%	121	18%
Other	110	15%	143	21%
Total	750	100%	679	100%

The agency received 750 complaints, an increase from 679 complaints received in 2022-23. A complaint can be raised both directly with the agency or at the service.

Top five breaches of the National Law and National Regulations 2023-24

National Law and Regulations breached	Number of breaches
170 Policies and procedures to be followed	211
167 Offence relating to protection of children from harm and hazards	172
165 Offence to inadequately supervise children	172
174 Offence to fail to notify certain information to Regulatory Authority	71
166 Offence to use inappropriate discipline	71

Statutory compliance actions issued by type and year

Type	2023-24	2022-23
Emergency action notice	7	14
Compliance notice	21	12
Direction to exclude inappropriate persons	0	1
Prohibition notice	3	7
Condition imposed	70	42
Enforceable undertaking	2	9
Total	103	85

Appendix two: Glossary

Services we regulate

Education and care services under the National Quality Framework (NQF)

Preschool: A service that provides an early childhood education program, delivered by a qualified early childhood teacher, often but not necessarily on a sessional basis in a dedicated service.

Long day care a centre-based form of service which provides all-day or part-time care for children age birth to six who attend on a regular basis.

Outside school hours care (OSHC): A service that provides care for primary school children (typically five to 12 years) before and after school and can also operate during school holidays (vacation care) and on pupil free days. OSHC services are usually provided from primary school premises.

Family day care service: An education and care service that is delivered by two or more educators to provide education and care to children and operates from two or more residences (section 5(1) National Law).

Residual services under the *Education and Early Childhood Services (Regulation and Standards) Act 2011 (SA)*:

In-home care services: a service providing education and care to children in premises where the majority of children usually reside and the educator does not reside.

Occasional care services: a service providing education and care to children primarily on an ad hoc or casual basis, where the service does not usually offer full-time or all-day education and care to children on an ongoing basis; and most of the children attending are pre-school age or younger.

Mobile care services: a service providing education and care primarily to children pre-school age or under, that transports equipment, materials and staff to one or more locations on each occasion the service is provided.

Schools under the *Education and Care Services (Registration and Standards) Act 2011*

School: a school is an education establishment where the major activity is the provision of full-time day primary or secondary education or the provision of distance education.

Primary education: comprises a foundation year (reception), followed by year levels 1-6.

Secondary education: includes years 7-12.

Combined school: provides both primary and secondary education.

Government schools: established and administered by the South Australian Government Department for Education under the *Education Act 1972*.

Non-government schools: any school that is not a government school. These schools may be administered by a religious, community or private organisation.

Catholic school: any school specified by notice in writing to the Registrar by the South Australian Commission for Catholic Schools Incorporated.

Independent school: non-government schools which are not Catholic schools.

Review: undertaken by the ESB through more in-depth assessment and/or site inspections.

Self-assessments: undertaken by a school to support renewal of their registration.

International education under the *Education for Overseas Students Act 2000* and *Education and Children’s Services Act 2019 (SA)*

Student exchange organisation: a registered school or not-for-profit organisation registered to provide secondary student exchange programs to and from South Australia.

Acceptance Advice for Secondary Exchange Student form (AASES): the form used by an international student to apply for a subclass 500 visa to enter Australia and to enrol in a South Australian school.

Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS): a searchable database that provides details of educational institutions approved to deliver education and training services to overseas students, including the courses they offer.

Appendix three: Audited financial statements 2023-24

Education Standards Board

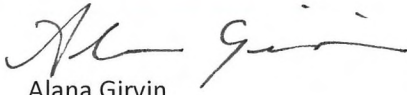
**Financial Statements
for the year ended
30 June 2024**

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Certification of the Financial Statements

We certify the financial statements in their final form. In our opinion:

- the accompanying financial statements comply with the relevant Treasurer's Instructions and Australian Accounting Standards;
- the financial statements present a true and fair view of the Education Standards Board of South Australia (the Board) financial position at 30 June 2024 and the results of its operations and cash flows for the financial year;
- internal controls implemented by the Board provide a reasonable assurance that the Board's financial records are complete, accurate and reliable and were effective throughout the financial year;
- the financial statements accurately reflect the Board's accounting and other records.



Alana Girvin
Presiding Member
18 September 2024



Kerry Leaver
Chief Executive
18 September 2024



Robyn Dunstall
Manager, Corporate Services
18 September 2024

Education Standards Board
Statement of Comprehensive Income
for the year ended 30 June 2024

	Note	2024 \$'000	2023 \$'000
<u>Income</u>			
Fees and charges	2.1	699	593
SA Government grants, subsidies and transfers	2.2	6,593	5,443
Sales of goods and services	2.3	115	42
Resources received free of charge	2.4	23	23
Other income	2.5	202	150
Total income		7,632	6,251
<u>Expenses</u>			
Employee related expenses	3.3	5,010	4,499
Supplies and services	4.1	1,999	1,279
Depreciation and amortisation	4.2	9	7
Other expenses	4.3	43	48
Total expenses		7,061	5,833
Net result		571	418
Total comprehensive result		571	418

The accompanying notes form part of these financial statements. The net result and total comprehensive result are attributable to the SA Government as owner.

Education Standards Board
Statement of Financial Position

as at 30 June 2024

	Note	2024 \$'000	2023 \$'000
<u>Current assets</u>			
Cash and cash equivalents	6.2	5,143	4,648
Receivables	6.3	356	214
Right of use - motor vehicles		35	25
Total current assets		5,534	4,887
<u>Non-current assets</u>			
Property, plant and equipment	5.1	130	-
Total non-current assets		130	-
Total assets		5,664	4,887
<u>Current liabilities</u>			
Payables	7.2	483	670
Financial liabilities	7.3	35	25
Employee related liabilities	3.4	683	531
Provisions	7.4	83	192
Total current liabilities		1,284	1,418
<u>Non-current liabilities</u>			
Employee related liabilities	3.4	620	280
Total non-current liabilities		620	280
Total liabilities		1,904	1,698
Net assets		3,760	3,189
<u>Equity</u>			
Retained earnings		3,760	3,189
Total equity		3,760	3,189

The accompanying notes form part of these financial statements. The total equity is attributable to the SA Government as owner.

Education Standards Board
Statement of Changes in Equity
for the year ended 30 June 2024

	Note	Retained earnings
		\$'000
Balance at 30 June 2022		2,771
Total comprehensive result for 2022-2023		418
Balance at 30 June 2023		3,189
Total comprehensive result for 2023-2024		571
Balance at 30 June 2024		3,760

The accompanying notes form part of these financial statements. All changes in equity are attributable to the SA Government as owner.

Education Standards Board

Statement of Cash Flows

for the year ended 30 June 2024

	Note	2024 \$'000	2023 \$'000
<u>Cash flows from operating activities</u>			
<i>Cash inflows</i>			
Fees and charges		735	576
SA Government grants, subsidies and transfers		6,593	5,443
Sales of goods and services		30	160
Interest received		198	138
GST recovered from the ATO		104	-
Cash generated from operations		7,660	6,317
<i>Cash outflows</i>			
Employee related payments		(4,627)	(4,880)
Payments for supplies and services		(2,374)	(1,097)
Other payments		(25)	(23)
Cash used in operations		(7,026)	(6,000)
Net cash provided by/(used in) operating activities		634	317
<u>Cash flows from investing activities</u>			
<i>Cash outflows</i>			
Purchase of property, plant and equipment		(130)	-
Cash used in investing activities		(130)	-
Net cash provided by/(used in) investing activities		(130)	-
<u>Cash flows from financing activities</u>			
<i>Cash outflows</i>			
Repayment of lease liabilities		(9)	(7)
Cash used in financing activities		(9)	(7)
Net cash provided by/(used in) financing activities		(9)	(7)
Net increase/(decrease) in cash and cash equivalents		495	310
<u>Cash and cash equivalents at the beginning of the period</u>		4,648	4,338
Cash and cash equivalents at the end of the period	6.2	5,143	4,648

The accompanying notes form part of these financial statements.

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1. About the Education Standards Board

The Education Standards Board (The Board) is an independent statutory authority responsible for regulating South Australia's early childhood services under the *Education and Care Services National Law Act 2010*; schools under the *Education and Early Childhood Services (Registration and Standards) Act 2011 (the Act)*; and student exchange organisations under the *Education and Children's Services Act 2019* and *Education Services for Overseas Students Act 2000*.

Our vision is to ensure that all children and young people have access to high-quality education and care in safe, well-governed and well-managed services.

Our role is to regulate the provision of education and early childhood services by identifying and reducing present and emerging risks to minimise harm to children and young people and to maintain high standards of competence and conduct by providers.

We regulate:

- Government and non-government schools
- Student exchange organisations
- Early childhood education and care services, including preschool, long day care, outside of school hours care and family day care services.

1.1. Basis of preparation

The financial statements are general purpose financial statements prepared in compliance with:

- section 23 of the *Public Finance and Audit Act 1987*;
- Treasurer's Instructions and Accounting Policy Statements issued by the Treasurer under the *Public Finance and Audit Act 1987*; and
- relevant Australian Accounting Standards, applying simplified disclosures.

For the purposes of preparing the financial statements, the Board is a not-for-profit entity. The financial statements are prepared based on a 12 month reporting period and presented in Australian currency. The historical cost convention is used unless a different measurement basis is identified in the notes to the financial statements.

Income, expenses and assets are recognised net of the amount of GST except:

- when the GST incurred on a purchase of goods or services is not recoverable from the Australian Taxation Office, in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item applicable; and
- receivables and payables, which are stated with the amount of GST included.

Cash flows are included in the Statement of Cash Flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities are recoverable from, or payable to, the ATO are classified as operating cash flows.

Assets and liabilities that are to be sold, consumed or realised as part of the normal 12 month operating cycle have been classified as current assets or current liabilities. All other assets and liabilities are classified as non-current.

1.2. Budget performance

The below table compares the Board's outcomes against original budget information.

Statement of Comprehensive Income	Note	Original budget 2024 \$'000	Actual 2024 \$'000	Variance \$'000
Income				
Fees and charges		507	699	192
SA Government grants, subsidies and transfers		5,256	6,593	1,337
Sales of goods and services		-	115	115
Resources received free of charge		-	23	23
Other income		37	202	165
Total income	(a)	5,800	7,632	1,832
Expenses				
Employee related expenses		4,253	5,010	(757)
Supplies and services		1,527	1,998	(471)
Depreciation and amortisation		11	9	2
Other expenses		9	44	(35)
Total expenses	(a)	5,800	7,061	(1,261)
Net result		-	571	571
Total comprehensive result	(b)	-	571	571

- a) Additional funding received of \$1.330 million as a result of the Royal Commission into Early Childhood Education and Care to fund employee related and supplies and services expenditure. This was received mid-year as a budget variation to the original budget.
- b) An end of year carryover request has been submitted to the Department of Treasury and Finance for a favourable result of \$818k from recruitment delays in the additional regulatory officer roles that have been established to address findings from the Royal Commission. This is partly offset by a net unfavourable result of \$247k in the base budget associated with significant organisational staff training investment required to lift regulatory capabilities, consultative advisory service on the Disability Royal Commission response and investment in sector educational activities. Which has led to a total comprehensive result of \$571k.

Investing expenditure summary	Note	Original budget 2024 \$'000	Actual 2024 \$'000	Variance \$'000
Total new projects	(a)	-	130	(130)
Total investing expenditure		-	130	(130)

- a) Board room expansion project was commenced mid-year and post original budget, the project increases the capacity of the existing boardroom to accommodate more attendees and for meeting and training related purposes.

2. Income

2.1. Fees and charges

	2024 \$'000	2023 \$'000
Regulatory fees	699	593
Total fees and charges	699	593

The Board charges regulatory fees in accordance with;

- Education and Care Services National Regulations 2011
- Education and Early Childhood Services (Registration and Standards) Regulations 2011 (SA)
- Education Services for Overseas Students Regulations 2001 (ESOS Regulations)

2.2. SA Government grants, subsidies and transfers

	2024 \$'000	2023 \$'000
SA Government grant	6,593	5,136
Recovery from the Department of Treasury and Finance for TVSPs	-	307
Total SA Government grants, subsidies and transfers	6,593	5,443

SA Government grants, subsidies and transfers are recognised as income on receipt.

2.3. Sales of goods and services

All revenue from the sales of goods and services is revenue recognised from contracts.

	2024 \$'000	2023 \$'000
Contracted services	115	42
Total sales of goods and services	115	42

Contracted services

The Board has a contracted service contract with the Australian Government's Department of Education, Skills and Employment to deliver Community Child Care Fund Restricted (CCCFR) Grants project based work.

2.4. Resources received free of charge

	2024 \$'000	2023 \$'000
Services received free of charge – Shared Services SA	23	23
Total resources received free of charge	23	23

2.5. Other income

	2024 \$'000	2023 \$'000
Interest income	202	150
Total other income	202	150

3. Board, committees and employees

3.1. Key management personnel

Key management personnel of the board include the Minister, the Chief Executive Officer and the Director, Regulatory Practice and Operations. Total compensation for key management personnel was \$538,893 in 2023-24 and \$271,895 in 2022-23.

The compensation disclosed in this note excludes salaries and other benefits the Minister receives. The Minister's remuneration and allowances are set by the *Parliamentary Remuneration Act 1990* and the Remuneration Tribunal of SA respectively and are payable from the Consolidated Account under section 6 the *Parliamentary Remuneration Act 1990*. See administered items for disclosures of the Minister's remuneration paid by the Department for Education and recovered from the Consolidated Account.

The Board has not identified any material transactions with key management personnel and other related parties during 2023-2024.

3.2. Board and committee members

Members during the 2024 financial year were:

Education Standards Board

Ongoing members

Alana Girvin (Presiding Member)
 Greg Hayes (Deputy Presiding Member)
 Christos Tsonis
 John Favretto
 Martyn Campbell
 Noel Mifsud
 Peta Smith*
 Rebecca Vandermoer
 Christopher Prance (ceased 29/09/23)
 Anna Standish (ceased 20/01/24)
 Elizabeth Worrell (ceased 07/02/24)
 Anne Dunstan (commenced 08/02/24)
 Jie Zhu (commenced 08/02/24)
 Elysia Ryan (commenced 01/03/24)

Deputy members

Alicia Flowers
 Brian Schumacher
 Julie Tarzia
 Kathryn Jordan
 Laura Butler (formerly Paulus)*
 Melissa Symonds (ceased 16/12/23)
 Kerry Mahony (ceased 20/01/24)
 Karen Schoff (commenced 08/02/24)
 Kelsey Walker (commenced 08/02/24)
 Sue Kennedy-Brandford (commenced 01/03/24)

Change Management Panel (established 30/01/24)

Trevor Lovegrove (Chair)
 Adam Beaumont
 Alana Girvin
 Erica McLuckie
 Jane Hudson
 Nicholas Slape
 Rosslyn Cox

*In accordance with Premier and Cabinet Circular 016, government employees did not receive any remuneration for board/committee duties during the financial year.

Board and committee remuneration

The number of members whose remuneration received or receivable falls within the following bands:	2024	2023
\$0 - \$19 999	24	14
Total number of members	24	14

The total remuneration received or receivable by members was \$38,158 (\$16,526). Remuneration of members includes sitting fees, superannuation contributions, salary sacrifice benefits, fringe benefits and related fringe benefits tax.

3.3. Employee related expenses

	2024 \$'000	2023 \$'000
Salaries and wages	3,629	3,361
Targeted voluntary separation packages	-	307
Long service leave	342	(173)
Annual leave	347	184
Skills and experience retention leave	2	7
Employment on-costs - superannuation	540	589
Employment on-costs - other	217	172
Board and committee fees	38	17
Workers compensation	(109)*	34
Other employee related expenses	4	1
Total employee related expenses	5,010	4,499

*Negative workers compensation expense due to a reduction in the workers compensation provision as a result of adopting the 2023-24 actuary valuation.

Employment on-costs - superannuation

The superannuation employment on-cost charge represents the board's contributions to superannuation plans in respect of current services of employees.

Employee remuneration

	2024 No	2023 No
The number of employees whose remuneration received or receivable falls within the following bands:		
\$206 001 to \$226 000	1	-
\$226 001 to \$246 000	-	-
\$246 001 to \$266 000	-	1
\$266 000 and above	1	-
Total	2	1

The total remuneration received by those employees for the year was \$539k (\$272k).

The table includes all employees whose normal remuneration was equal to or greater than the base executive remuneration level during the year. Remuneration of employees reflects all costs of employment including salaries and wages, payments in lieu of leave, superannuation contributions, salary sacrifice benefits and fringe benefits and any fringe benefits tax paid or payable in respect of those benefits as well as any termination benefits for employees who have left the board.

Targeted voluntary separation packages (TVSPs)

The number of employees who received a TVSP during the reporting period was 0 (3).

	2024 \$'000	2023 \$'000
Amount paid to separated employees:		
Targeted voluntary separation packages	-	271
Leave paid to separated employees	-	35
Recovery from the Department of Treasury and Finance	-	-306
Net cost to the board	-	-

3.4. Employee related liabilities

	2024 \$'000	2023 \$'000
Current		
Accrued salaries and wages	16	2
Annual leave	296	209
Long service leave	226	205
Skills and experience retention leave	13	11
Employment on-costs	132	104
Total current employee related liabilities	683	531
Non-current		
Long service leave	548	249
Employment on-costs	72	31
Total non-current employee related liabilities	620	280
Total employee related liabilities	1,303	811

Long-term employee related liabilities are measured at present value and short-term employee related liabilities are measured at nominal amounts.

Long service leave

The liability for long service leave is measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. The expected timing and amount of long service leave payments is determined through whole-of-government actuarial calculations, which are based on actuarial assumptions of expected future salary and wage levels, experience of employee departures and periods of services. These assumptions are based on employee data over the education sector across government. The discount rate is reflective of the yield on long-term Commonwealth Government bonds. The yield on long-term Commonwealth Government bonds has increased from 2023 (4.00%) to 2024 (4.25%).

This increase in the bond yield results in a decrease in the reported long service leave liability.

The current portion of employee related liabilities reflects the amount for which the board does not have right to defer settlement for at least 12 months after reporting date. For long service leave, the amount relates to leave approved before year end that will be taken within 12 months, expected amount of leave to be approved and taken by eligible employees within 12 months, and expected amount of leave to be paid on termination to eligible employees within 12 months.

Employment on-costs

Employment on-costs include payroll tax, ReturnToWorkSA levies and superannuation contributions and are settled when the respective employee benefits that they relate to are discharged. These on-costs primarily relate to the balance of leave owing to employees. Estimates as to the proportion of long service leave estimated to be taken as leave, rather than paid on termination, affects whether certain on-costs are recognised as a consequence of long service leave liabilities.

The board contributes to several State Government and externally managed superannuation schemes. These contributions are treated as an expense when they occur. There is no liability for payments to beneficiaries as they have been assumed by the respective superannuation schemes. The only liability outstanding at reporting date relates to any contributions due but not yet paid to the South Australian Superannuation Board.

As a result of an actuarial assessment performed by the Department of Treasury and Finance, the proportion of long service leave taken as leave has changed from the 2023 rate (65%) to 68% and the average factor for the calculation of employer superannuation cost on-costs has also changed from the 2023 rate (11.1%) to 11.5%. These rates are used in the employment on-cost calculation.

4. Expenses

Employee related expenses are disclosed in note 3.3.

4.1. Supplies and services

	2024 \$'000	2023 \$'000
General administration and consumables	105	107
Consultants	463	100
Contractors	312	335
Minor works, maintenance and equipment	59	22
Legal costs	159	63
Service Level Agreement – rent & utilities	391	319
Service Level Agreement – others	66	76
Staff training and development	152	76
Staff travel expenses	42	32
Motor Vehicle Expenses	6	36
Information technology and communications	236	105
Other	8	8
Total supplies and services	1,999	1,279

Accommodation

The Board's accommodation is provided by the Department for Infrastructure and Transport under Memoranda of Administrative Arrangement issued in accordance with Government-wide accommodation policies. These arrangements do not meet the definition of a lease set out in AASB 16.

Consultants

The number of consultancies and the dollar amount paid/payable (included in supplies and services expense) to consultants that fell within the following bands:

	No	2024 \$'000	No	2023 \$'000
Below \$10 000	-	-	7	12
\$10 000 or above	9	463	3	88
Total	9	463	10	100

4.2. Depreciation and amortisation

	2024 \$'000	2023 \$'000
Motor vehicles – leased	8	6
Interest costs – leased vehicles	1	1
Total depreciation and amortisation	9	7

On adoption of AASB 16 Leases, depreciation on the right of use assets for motor vehicles was included. All non-current assets, with a limited useful life, are systematically depreciated or amortised over their useful lives in a manner that reflects the consumption for their service potential.

4.3. Other Expenses

	Note	2024 \$'000	2023 \$'000
Auditors Remuneration		20	25
Shared Services SA Free of Charge		23	23
Total other expenses		43	48

5. Non-financial assets

5.1. Property, plant and equipment by asset class

Property, plant and equipment comprises tangible assets owned and right-of-use (leased) assets. The assets presented below do not meet the definition of investment property.

	Right of use motor vehicles \$'000	Accommodation & leasehold improvements \$'000	Total \$'000
Gross carrying amount	43	130	173
Accumulated Depreciation	(8)		(8)
Carrying amount	35	130	165
Carrying amount at the beginning of the period	25	-	25
Acquisitions	18	130	148
Depreciation	(8)	-	(8)
Carrying amount at the end of the period	35	130	165

6. Financial assets

6.1. Categorisation of financial assets

	2024 Carrying amount \$'000	2023 Carrying amount \$'000
Financial assets		
Cash and cash equivalents	5,143	4,648
Receivables	355	213
Total financial assets	5,498	4,861

6.2. Cash and cash equivalents

	2024 \$'000	2023 \$'000
Education Standards Board Operating Bank Account	5,143	4,648
Total cash and cash equivalents	5,143	4,648

6.3. Receivables

	2024 \$'000	2023 \$'000
Receivables	2	106
Prepayment	29	93
Accrued revenues	19	15
GST recoverable	306	-
Total current receivables	356	214

Receivables arise in the normal course of selling goods and services to other government agencies and to the public. Contractual receivables are normally settled within 30 days after the issue of an invoice or the goods/services have been provided under a contractual arrangement.

The net amount of GST recoverable from the ATO is included as part of receivables.

7. Liabilities

Employee related liabilities are disclosed in note 3.4.

7.1. Categorisation of financial liabilities

	2024 Carrying amount \$'000	2023 Carrying amount \$'000
Payables	483	670
Lease liabilities	35	25
Provisions	83	192
Total financial liabilities	601	887

7.2. Payables

	2024 \$'000	2023 \$'000
Unearned fees and charges	309	358
Fringe benefit tax payable	2	2
Sundry creditors	69	260
Accrued expenses	103	50
Total payables	483	670

7.3. Financial liabilities

	Note	2024 \$'000	2023 \$'000
Lease liabilities - vehicles		35	25
Total financial liabilities		35	25

Financial liabilities are measured at amortised cost.

7.4. Provisions

	Workers Compensation 2024 \$'000	Office Accommodation 2024 \$'000	Total 2024 \$'000
Carrying amount at the beginning of the period	152	40	192
Additions	-	-	-
Payments	-	-	-
Reversals	-	-	-
Remeasurement	(109)		(109)
Carrying amount at the end of the period	43	40	83

The Workers Compensation provision is an estimation for workers compensation claims and is based on the Office of the Commissioner for Public Sector Employment's actuarial valuation of outstanding liabilities to manage and pay out all existing workers compensation and additional compensation claims for our agency.

The Office Accommodation provision is based on an estimate for the make good provision costs, with the building lease ending in 3 years.

8. Outlook

8.1. Unrecognised commitments

Commitments arising from contractual sources are disclosed at their nominal value and inclusive of non-recoverable GST.

Contractual commitments to executive employees

	2024 \$'000	2023 \$'000
Commitment for the payment of salaries and other remuneration under fixed-term employment contracts in existence at the reporting date but not recognised as liabilities are payable as follows:		
Within one year	376	275
Later than one year but not longer than five years	203	121
Total Executive Remuneration commitment	579	396

Future lease payments commitments

Future lease payments commitments relate to lease liabilities. Short-term and low value leases are not included.

	2024 \$'000	2023 \$'000
Lease commitments		
Commitments for the payment of lease agreement in existence at the reporting date but not recognised as liabilities are payable as follows:		
Within one year	361	345
Later than one year but not longer than five years	771	1,132
Total lease commitments	1,132	1,477

The Board's lease commitments are for accommodation under a memorandum of administrative arrangements (MoAA) with the Department for Infrastructure and Transport. The MoAA expires in June 2027. These arrangements are not leases as defined under AASB 16.

8.2. Contingent assets and liabilities

The Board currently has one legal claim against it that is not likely to be of a material nature. The cost and likelihood of the potential liability cannot be reliably determined at this time and has not been recognised within these financial statements.

8.3. Events after the reporting period

The Board is not aware of any events after the reporting that will have a material impact on the financial statements.