

ACKNOWLEDGEMENTS

I ACKNOWLEDGE THE TRADITIONAL OWNERS OF THE LANDS THAT WE ARE MEETING ON TODAY AND IN A SPIRIT OF RECONCILIATION PAY MY RESPECTS TO ELDERS PAST AND PRESENT.

I ALSO PAY RESPECTS TO ALL OUR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE, MANY OF WHOM ARE LEADERS IN THEIR COMMUNITIES.

INDIGENOUS BUSINESS IS EVERYONE'S BUSINESS

OUR RECONCILIATION ACTION PLAN IS IMPORTANT BECAUSE IT HAS PRACTICAL WAYS OF MAKING *INDIGENOUS BUSINESS EVERYONE'S BUSINESS* IN THE DEPARTMENT OF EDUCATION AND TRAINING. WE ARE CURRENTLY UPDATING IT TO ADD ACTIONS FOR SKILLS AND TRAINING.

ITS PRIORITIES INCLUDE AN INDIGENOUS RECRUITMENT, RETENTION AND CAREER DEVELOPMENT PLAN TO SUPPORT OUR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE TO SUCCEED.

I ACKNOWLEDGE THE WORK OF OUR INDIGENOUS LEADER, KEVIN BRAHIM, THE ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYEE COMMITTEE AND THE PEOPLE GROUP FOR THIS WORK.

JOBS

I WILL NOW TALK ABOUT JOBS.

I AM PLEASED TO SAY THAT THE FEDERAL BUDGET, INCLUDING THE FUNCTIONAL AND EFFICIENCY REVIEW, HAS NO IMPACT ON OUR JOBS POSITION. WE DO NOT

NEED TO GO PAST OUR CURRENT VOLUNTARY REDUNDANCY PROCESS AND WE SHOULD NOT NEED MORE REDUNDANCIES NEXT YEAR.

AS I MENTIONED IN MY EMAIL ON MONDAY, SAVINGS REPORTED IN THE MEDIA DO NOT HAVE AN OVERALL IMPACT ON OUR PEOPLE. THE REPORTED SAVINGS ARE LARGELY FROM PROGRAMMES THAT ARE BEING REDESIGNED OR CEASED.

IN DECEMBER LAST YEAR I ANNOUNCED THAT WE WOULD OFFER VOLUNTARY REDUNDANCIES ON A ROLLING BASIS. THE VOLUNTARY REDUNDANCIES ARE TO POSITION US FOR 2015-16.

SINCE THEN, WE HAVE RECEIVED 164 EXPRESSIONS OF INTEREST FOR VOLUNTARY REDUNDANCY AND ALREADY MADE OFFERS TO 113 PEOPLE.

FORTUNATELY WE HAVE RECEIVED FUNDING FROM THE DEPARTMENT OF FINANCE FOR OUR VOLUNTARY REDUNDANCIES.

AS I JUST SAID, WE WILL NOT NEED TO OFFER MORE VOLUNTARY REDUNDANCIES THAN ARE ALREADY IN THE CURRENT ROUND.

AND AS I SAID, I AM VERY PLEASED THAT WE ARE NOW WELL POSITIONED AND I DO NOT EXPECT THAT WE WILL NEED TO OFFER ANY FURTHER REDUNDANCIES IN 2015-16.

I ALSO ANNOUNCED IN DECEMBER A MOBILITY PROGRAMME FOR OUR PEOPLE, INCLUDING SES, INTERESTED IN A MOVE INSIDE OR OUTSIDE THE DEPARTMENT.

UNDER THE MOBILITY PROGRAMME ONLY YOU CAN INITIATE A MOVE FOR YOU. NO ONE CAN PUT YOU ON THE PROGRAMME. ANYONE CAN PUT THEIR HAND UP. AND YOU CAN SAY WHAT YOUR PREFERENCE IS – TO MOVE INSIDE YOUR CLUSTER, OUTSIDE YOUR CLUSTER OR OUTSIDE THE DEPARTMENT.

TO JOIN THE PROGRAMME ALL YOU HAVE TO DO IS FILL IN A FORM ON THE INTRANET, SAY WHERE YOU WOULD LIKE TO MOVE TO AND ATTACH A CV.

I AM DELIGHTED THAT SO FAR 186 PEOPLE HAVE REGISTERED. 40 PEOPLE HAVE ALREADY MOVED TO ANOTHER JOB IN OUR DEPARTMENT AND 18 PEOPLE HAVE MOVED TO ANOTHER DEPARTMENT.

MOMENTUM IN THE PROGRAMME HAS BUILT THANKS TO OUR PEOPLE AREA. MORE AND MORE DEPARTMENTS ARE COMING TO US WHICH I AM SURE IS BECAUSE OF THE HIGH CALIBRE OF OUR PEOPLE.

I HAVE RECEIVED SOME GREAT FEEDBACK ABOUT THE MOBILITY PROGRAMME. ONE OF OUR EL1S SAID:

“THE MOBILITY PROGRAMME IS AN EFFICIENT WAY TO TRANSFER AT LEVEL. IT GAVE ME AN OPPORTUNITY TO DISCUSS EXACTLY WHAT THE JOB INVOLVED AND MADE THE PROCESS OF NEGOTIATING THE TRANSFER EASY AND QUICK. BOTH AREAS WERE SUPPORTIVE OF THE PROCESS WHICH WAS VERY HELPFUL.”

AND ONE OF OUR APS4S SAID:

“GREAT IDEA AND MORE PEOPLE SHOULD BE ENCOURAGED TO GO ON THE REGISTER IF THEY ARE LOOKING FOR A CHANGE. IT IS A GREAT MORALE BOOST TO HAVE THIS OPPORTUNITY.”

WE HAVE EXTENDED THE MOBILITY PROGRAMME UNTIL THE END OF JUNE. WE WILL REVIEW IT AND IT MIGHT KEEP GOING.

BUDGET 2015-16

I WILL NOW TALK ABOUT THE BUDGET.

THANKS TO EVERYONE WHO WORKED SO TIRELESSLY ON THE BUDGET,
PARTICULARLY OUR BUDGET AND COMMUNICATIONS PEOPLE. YOUR WORK IS
HUGELY APPRECIATED.

EXPENDITURE ACROSS OUR PORTFOLIO GROWS BY \$4 BILLION OVER FOUR YEARS.
THE BIGGEST SPEND IS IN SCHOOLS.

MOST OF OUR KEY MEASURES WERE ANNOUNCED IN THE LEAD-UP TO THE BUDGET.

\$840 MILLION WILL HELP FAMILIES CONTINUE TO ACCESS 15 HOURS OF QUALITY
PRESCHOOL UNTIL DECEMBER 2017.

\$300 MILLION WILL CONTINUE SUPPORT FOR MAJOR RESEARCH INFRASTRUCTURE
LIKE A FACILITY AT THE UNIVERSITY OF NSW THAT PRODUCES THINGS MADE FROM
NANOPARTICLES.

\$16.9 MILLION WILL BE PROVIDED TO THE AUSTRALIAN INSTITUTE FOR TEACHING
AND SCHOOL LEADERSHIP TO HELP SET HIGHER STANDARDS FOR TRAINEE
TEACHERS.

\$5.4 MILLION WILL EXTEND SUPPORT TO INDIGENOUS STUDENTS IN REMOTE
BOARDING SCHOOLS.

\$5.0 MILLION WILL HELP THE AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES
STRAIT ISLANDER STUDIES PRESERVE PRICELESS RECORDS AND OBJECTS.

THE GOVERNMENT ALSO ANNOUNCED THAT IT WILL REQUIRE AUSTRALIAN
GRADUATES WITH HECS DEBTS WHO ARE LIVING OVERSEAS TO MAKE HECS
REPAYMENTS JUST AS THEY WOULD IN AUSTRALIA.

TONY, ROBERT AND SUBHO WILL GIVE MORE DETAILS.

AND WE HAVE BUDGET INFORMATION ON THE INTRANET WHERE YOU CAN FIND OUT MORE.

FUNCTIONAL AND EFFICIENCY REVIEW

I WILL NOW TALK ABOUT THE FUNCTIONAL AND EFFICIENCY REVIEW WHICH WAS PART OF THE BUDGET.

ALL DEPARTMENTS WILL GO THROUGH A FUNCTIONAL AND EFFICIENCY REVIEW OVER TIME.

OUR REVIEW IS BEING DONE IN TWO STAGES.

STAGE ONE LOOKED AT EFFICIENCY. IT SUGGESTED THAT SOME PROGRAMMES COULD BE REDESIGNED, SOME COULD BE STOPPED AND SOME COULD BE STOPPED EARLIER THAN PLANNED.

ALL UP, PROGRAMME SAVINGS ARISING FROM STAGE ONE OF THE REVIEW ARE \$107 MILLION OVER FOUR YEARS, WHICH IS LESS THAN 1% OF PROGRAMME EXPENDITURE.

THERE IS NO IMPACT ON JOBS AS THE CURRENT VOLUNTARY REDUNDANCY ROUND HAS ALREADY POSITIONED US FOR 2015-16.

I AM AWARE THAT PEOPLE ARE VERY COMMITTED TO THEIR PROGRAMMES AND CAN GO THROUGH A KIND OF GRIEF WHEN THEIR PROGRAMME IS STOPPED. HOWEVER, I AM ALWAYS IMPRESSED BY OUR PEOPLE'S RESILIENCE DURING TIMES OF CHANGE. BUT I DO ENCOURAGE ANYONE WHO IS CONCERNED TO TALK TO YOUR SUPERVISOR. AND AS ALWAYS, YOU ARE WELCOME TO CONTACT ME.

STAGE TWO OF THE REVIEW IS NOW UNDERWAY. IT IS LOOKING AT THE EFFECTIVENESS OF OUR BIG PROGRAMMES AND HOW THEY MIGHT BE SHARED

BETWEEN THE COMMONWEALTH AND THE STATES. THIS WILL CONTRIBUTE TO THE GOVERNMENT'S THINKING ON FEDERATION ISSUES.

THE REVIEW SAYS OUR DEPARTMENT "WILL PLAY A VITAL ROLE IN THE ECONOMIC TRANSFORMATION CURRENTLY UNDERWAY IN THE AUSTRALIAN ECONOMY."

IMPORTANTLY, THE REVIEW RECOGNISED THE SIGNIFICANT STAFF REDUCTIONS THAT THE DEPARTMENT HAS UNDERGONE IN RECENT YEARS.

SHARED SERVICES CENTRE

I WOULD LIKE TO ACKNOWLEDGE THE ROLE OF THE SHARED SERVICES CENTRE IN POSITIONING US WELL FOR 2015-16.

IN NATIONAL OFFICE, THE AUSTRALIAN ELECTORAL COMMISSION HAS MOVED IN TO OUR BUILDING AND THE SHARED SERVICES CENTRE IS CLOSING A DEAL WITH ANOTHER AGENCY.

THIS HELPS OUR BUDGET SITUATION AND I AM GRATEFUL TO DELAINE WILSON, HEAD OF THE SHARED SERVICES CENTRE, AND HER TEAM FOR THEIR EFFORTS.

ENTERPRISE AGREEMENT

I WILL NOW TURN TO THE ENTERPRISE AGREEMENT.

AS YOU KNOW, WE HAVE BEEN WORKING ON OUR ENTERPRISE AGREEMENT FOR A WHILE. AS I SAID IN DECEMBER, COMING OUT WITH A PROPOSAL ON PAY IS VERY COMPLEX. THIS IS BECAUSE WE ARE COVERED BY TWO AGREEMENTS FROM THE FORMER INNOVATION AND DEEWR. THE MACHINERY OF GOVERNMENT CHANGE HAS COMPOUNDED THIS DIFFICULTY.

WHILE MANY OF THE CONDITIONS IN THE TWO ENTERPRISE AGREEMENTS ARE SIMILAR, THE SALARY RATES ARE DIFFERENT. OUR APPROACH HAS BEEN TO TRY TO ALIGN CONDITIONS IN A COST NEUTRAL WAY. BUT THE PAY ARRANGEMENTS ARE COMPLEX AS WE HAVE PEOPLE ON 137 DIFFERENT PAY POINTS.

WE ARE CONTINUING TO WORK THROUGH WHAT MIGHT BE POSSIBLE. I AM GRATEFUL TO OUR NEGOTIATING TEAMS AND TO EVERYONE WHO HAS BEEN PUTTING FORWARD IDEAS AND SUGGESTIONS. WE WILL CONTINUE TO KEEP YOU INFORMED.

LEARNING AND DEVELOPMENT INVESTMENT

I WILL NOW TURN TO LEARNING AND DEVELOPMENT.

TODAY I ANNOUNCE A NEW LEARNING AND DEVELOPMENT PACKAGE. THE IMPORTANCE OF THIS CAME THROUGH IN OUR CONSULTATIONS ON THE ENTERPRISE AGREEMENT AND LAST YEAR'S STAFF SURVEY, AS WELL AS THROUGH THE FUNCTIONAL AND EFFICIENCY REVIEW.

YOU TOLD US THAT INVESTMENT IN LEARNING AND DEVELOPMENT IS CRUCIAL AND THAT WE HAVEN'T BEEN DOING WELL ENOUGH.

WE HAVE LISTENED TO THIS FEEDBACK.

THERE WILL BE MANY OPPORTUNITIES FOR EVERYONE TO CONSIDER.

THERE WILL BE TRAINING IN ANALYTICS, PROJECT AND PROGRAMME MANAGEMENT.

WE WILL BUY LICENCES FOR EVERYONE IN THE DEPARTMENT TO ACCESS LYNDA.COM. FOR THOSE THAT HAVE NOT HEARD ABOUT IT, LYNDA.COM IS AN ONLINE LEARNING PLATFORM WHERE YOU LEARN AT YOUR OWN PACE. IT HAS

OVER 150,000 VIDEO TUTORIALS COVERING DIVERSE SUBJECTS. I AM REALLY EXCITED TO INTRODUCE IT TO OUR DEPARTMENT.

BECAUSE WE ARE COMMITTED TO INDIGENOUS BUSINESS BEING EVERYONE'S BUSINESS IN THE DEPARTMENT, WE ARE BUYING 750 LICENCES FOR AN ACCREDITED ELEARNING MODULE IN CULTURAL CAPABILITY.

WE WILL BE OFFERING A LEADERSHIP PROGRAMME FOR ALL OF OUR EL2S IN THE NATIONAL OFFICE AND OUR EL1S IN THE STATE NETWORK.

AND WE WILL OFFER A NUMBER OF SCHOLARSHIPS FOR PROGRAMMES SUCH AS A MASTERS IN PUBLIC ADMINISTRATION.

I AM REALLY EXCITED THAT WE ARE ABLE TO MAKE THIS INVESTMENT. MORE DETAIL WILL COME TO YOU SOON.

CLOSE

THANK YOU FOR YOUR GREAT WORK AND YOUR COMMITMENT. I AM PLEASED WITH HOW SMOOTHLY WE HAVE TRANSITIONED TO THE DEPARTMENT OF EDUCATION AND TRAINING AND WE ARE WELL POSITIONED AS WE MOVE FORWARD.

I ALSO WANT TO SAY HOW GREAT IT IS TO BE IN A DEPARTMENT WHERE THE WORK THAT WE DO TOUCHES THE LIVES OF ALL AUSTRALIANS AND OTHERS IN A POSITIVE WAY AND IS SO IMPORTANT FOR AUSTRALIA'S FUTURE.