

BOTH SIDES OF THE FENCE: RESPONDING TO ORD & DUNHAM

**Australia Public Sector Anti-corruption
Conference**

15 November 2017

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People & Executive Services Group

A busy Education State agenda

Education State Targets

1. LEARNING FOR LIFE
2. HAPPY, HEALTHY AND RESILIENT KIDS
3. BREAKING THE LINK
4. PRIDE AND CONFIDENCE IN OUR SCHOOLS

LEARNING PLACES:
PARTNERING FOR
BETTER OUTCOMES
ACHIEVING OUR VISION

DECEMBER 2015



INTEGRITY

Integrity reform

Integrity reform supports the Department to be a healthy, high performing and ethical organisation. It contributes to embedding a culture of integrity and respect - one of the objectives in the Investing in Our People Strategy. This portal provides an overview of the Integrity Reform Program, the five Integrity Leadership Groups and Integrity Decision Officers. This portal also provides access to resources about how to make ethical decisions in line with DEP's values.

What does a culture of integrity and respect look like?

A workplace culture of integrity and respect doesn't just happen. It takes a coordinated effort on the part of leaders and staff.

As outlined in the Investing in Our People Strategy, this culture is defined by how staff feel and interact at work.

In a culture of integrity and respect, staff are engaged, satisfied, and treated fairly. They know what is expected of them and feel like their skills and contributions are valued and recognised. Staff trust that their managers will do the right thing and act with integrity.

CULTURE OF INTEGRITY AND RESPECT

Misconduct case studies

Staff want to know that there are consequences for misconduct. These are the examples outlined in misconduct and the action taken by DET.

Actions are taken in response to individual circumstances and can range from reprimand to termination.

- Case 1: Failure to follow procurement policies and procedures.
- Case 2: Failing to enter leave application into system.
- Case 3: Allowing a medical certificate to extend leave.
- Case 4: Contractor breach of trust and cash charge theft.
- Case 5: Giving extra credit card points to allow private use for DET expenses.
- Case 6: Multiplying contract to cover family member's salary.

FISO CONTINUA OF PRACTICE FOR SCHOOL IMPROVEMENT 2017

Evaluate and diagnose → Prioritise and set goals → Develop and plan → Implement and monitor

VICTORIAN BUDGET 17/18 5 MINUTE GUIDE

SCHOOL EDUCATION SUPPORTING TEACHERS

- \$23.7 million** To lift the quality of teaching and school leadership.
- \$9.7 million** Towards Excellence in Teacher Education reforms to raise teaching quality.

INVESTING IN OUR SCHOOLS

- \$265 million** For new schools.
- \$195 million** To upgrade and modernise 59 regional and 49 metropolitan schools.
- \$75 million** For new relocatable classrooms.
- \$44.4 million** To upgrade six special schools.
- \$85 million** To keep removing asbestos from schools.

TRAINING AND SKILLS

Since coming to office the Victorian Government has invested hundreds of millions of dollars into the training and TAFE system to benefit individual students, industry and communities. These investments and Skills First build on the Government's commitment to Victorians to have a strong, stable, high quality training and TAFE system, to develop the skills they need that lead to jobs for today and tomorrow.

- \$8.2 million** For Apprenticeship Support Officers to support up to 17500 first-year apprentices each year.
- \$4 million** For workers facing transition in employment in the Latrobe Valley.

INVESTING IN OUR SCHOOLS

- \$685 million** for new schools and three new early childhood centres, and upgrades of 59 regional and rural schools, 49 metropolitan schools and six special schools.
- \$456.6 million** to support our teachers by lifting the quality of teaching and school leadership and improve student outcomes by boosting the skills students learn.

VICTORIAN BUDGET 17/18 5 MINUTE GUIDE

www.education.vic.gov.au/fiso

KINDERGARTENS

- \$108.4 million** To support higher quality and more inclusive kindergartens, including...
- \$55.3 million** to give additional support to the children that need it most.
- \$10 million** To plan and build three early childhood facilities at primary schools.
- \$6.3 million** To help vulnerable families with the cost of kindergarten.
- \$5 million** To help children with special needs access kindergarten.

EARLY CHILDHOOD SUPPORT

- \$7.2 million** To support children with disability or developmental delay to access early intervention services.
- \$5.4 million** To support Koorie parents and children.

SCHOOL EDUCATION STUDENT OUTCOMES

- \$297.8 million** For programs to help boost the skills students learn and how they learn them, as well as ensuring all students can access a great education. This includes...
 - \$67.9 million** For better IT support for schools and students.
 - \$90 million** To support Education State initiatives in 2016.
 - \$7.8 million** To extend the successful Navigator student re-engagement pilot.
 - \$50.7 million** To support more than 300 of the state's lowest performing schools.
 - \$5.8 million** For the School Pride program.

56
new schools

1000+
projects

30+
early childhood projects

\$2.5b
invested

Lessons for DET

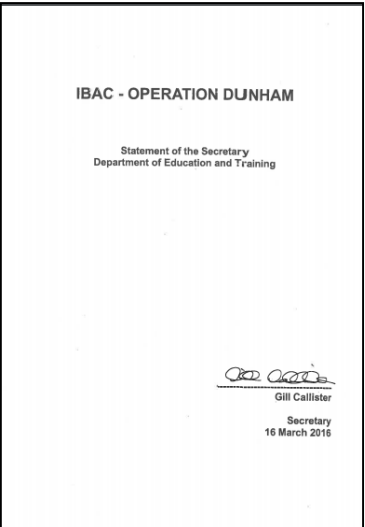
- A failure of leadership
- Significant non-compliance and 'work-arounds'
- Weak governance and oversight
- Low accountability and lack of consequences
- Over reliance on inadequate internal audits
- Culture of entitlement
- Fear of speaking up
- Ethically neutral culture
- Conflicts of interest
- Collective failure of the Department's three lines of defence

Immediate action

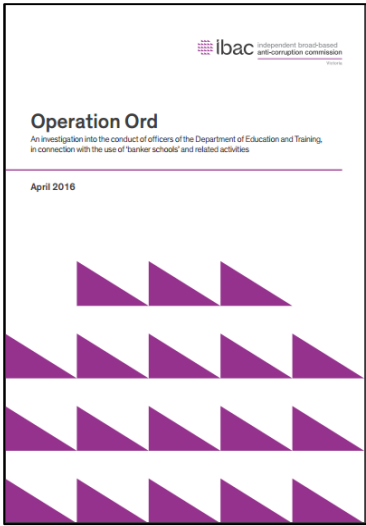
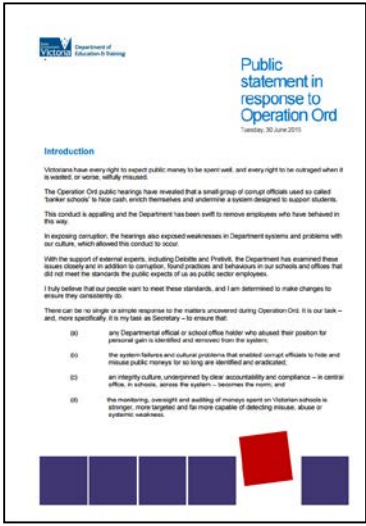
- Swift and decisive employment action
- Leadership communications with 70,000 staff
- Support for affected school communities
- Travel freeze
- New governance on program coordination school funding model

Systemic reform

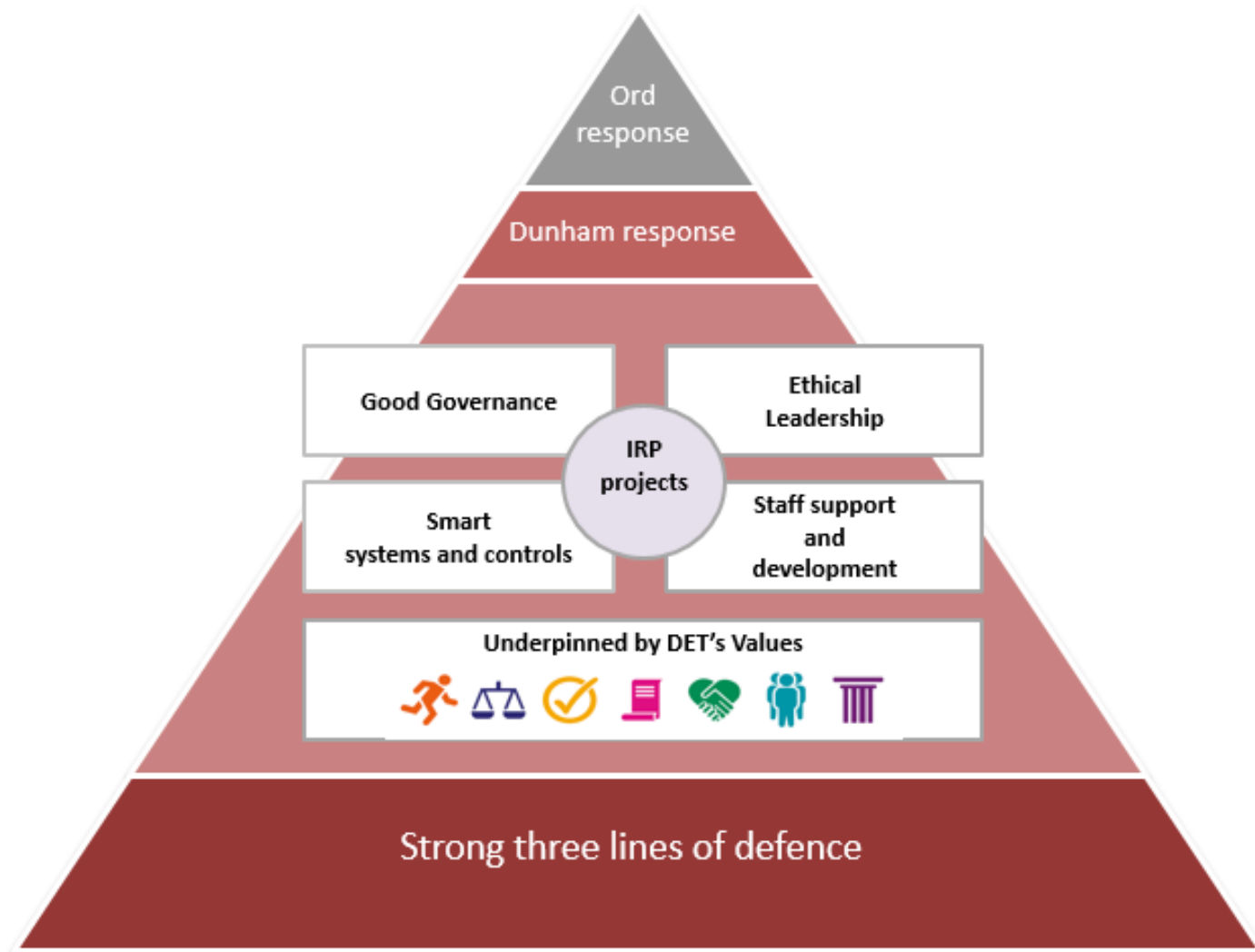
Secretary's 100+ public commitments



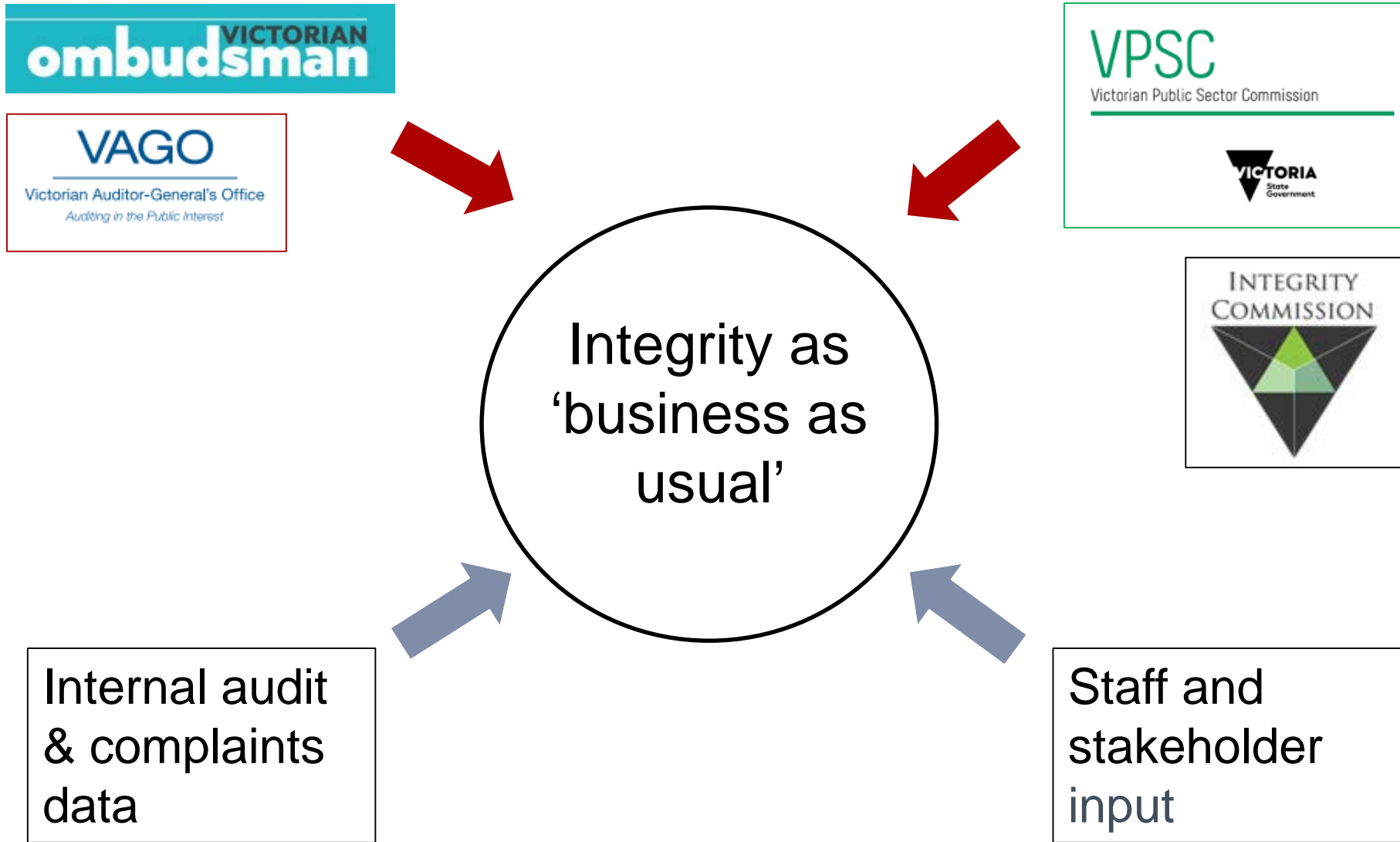
IBAC's 6 recommendations



Reform framework



An ongoing agenda



Within the framework of the three lines of defence, success means that:

First Line – functions that own and manage risks

- Leaders follow correct procedures and act with integrity
- People feel supported to act with integrity and manage risks
- People have confidence to raise concerns and speak up

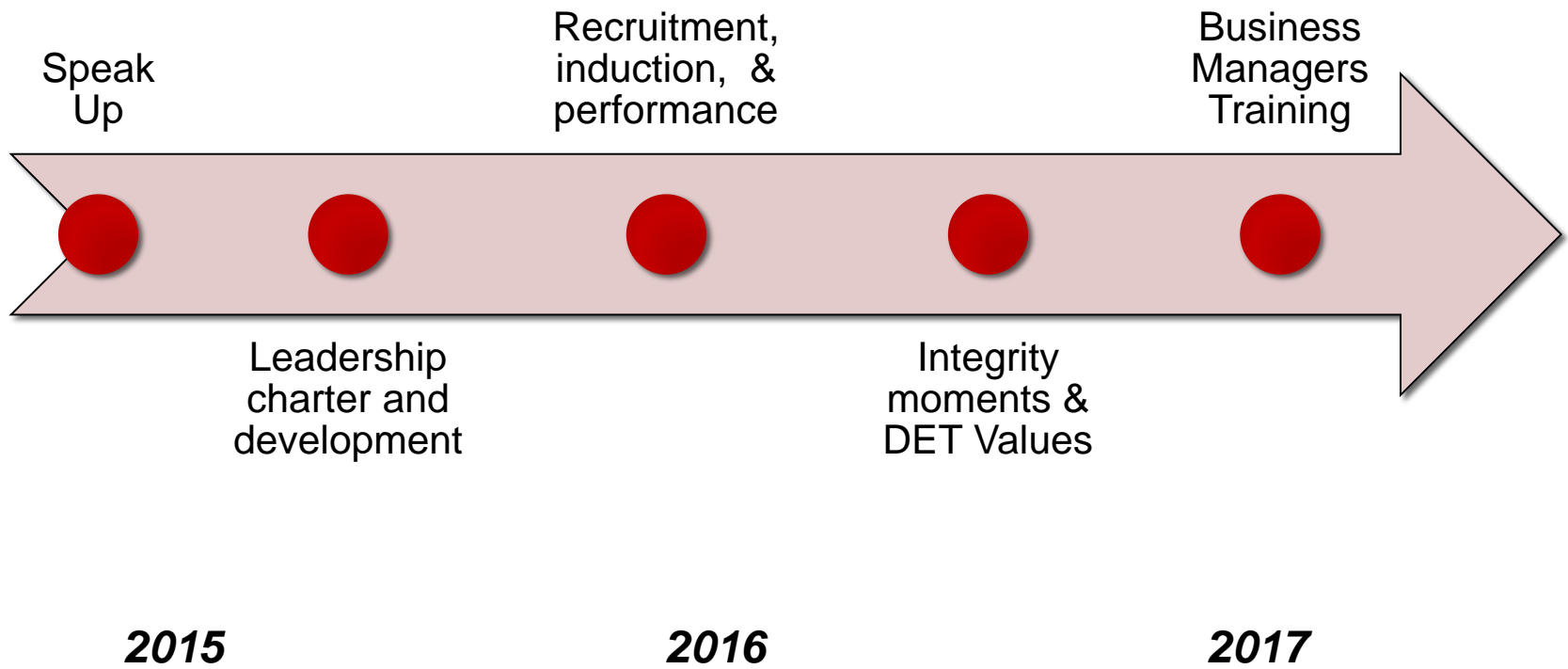
Second Line – functions that oversee and support management of risk

- The Department has smart systems and processes that are easier to use and support good practice
- The Department has strong and clear policies
- The governance framework provides effective oversight and monitoring of accountabilities

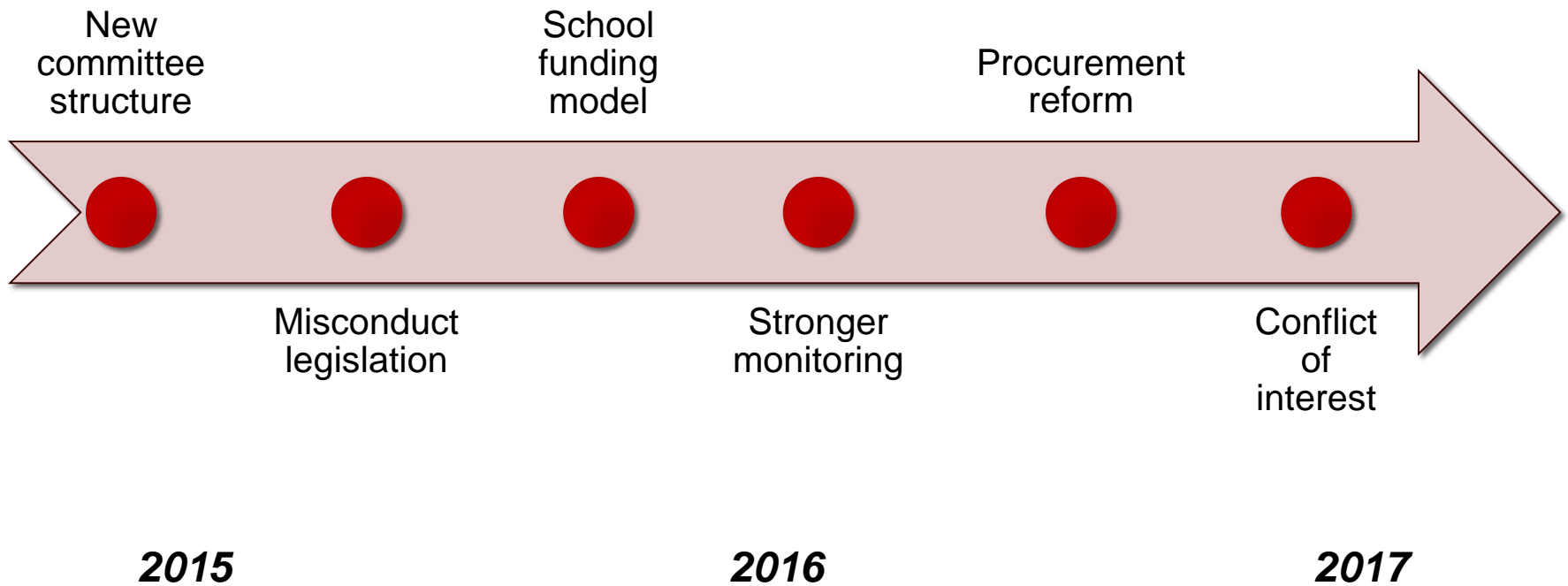
Third Line- functions that provide independent assurance over management of risk

- The Department has an independent and robust audit function

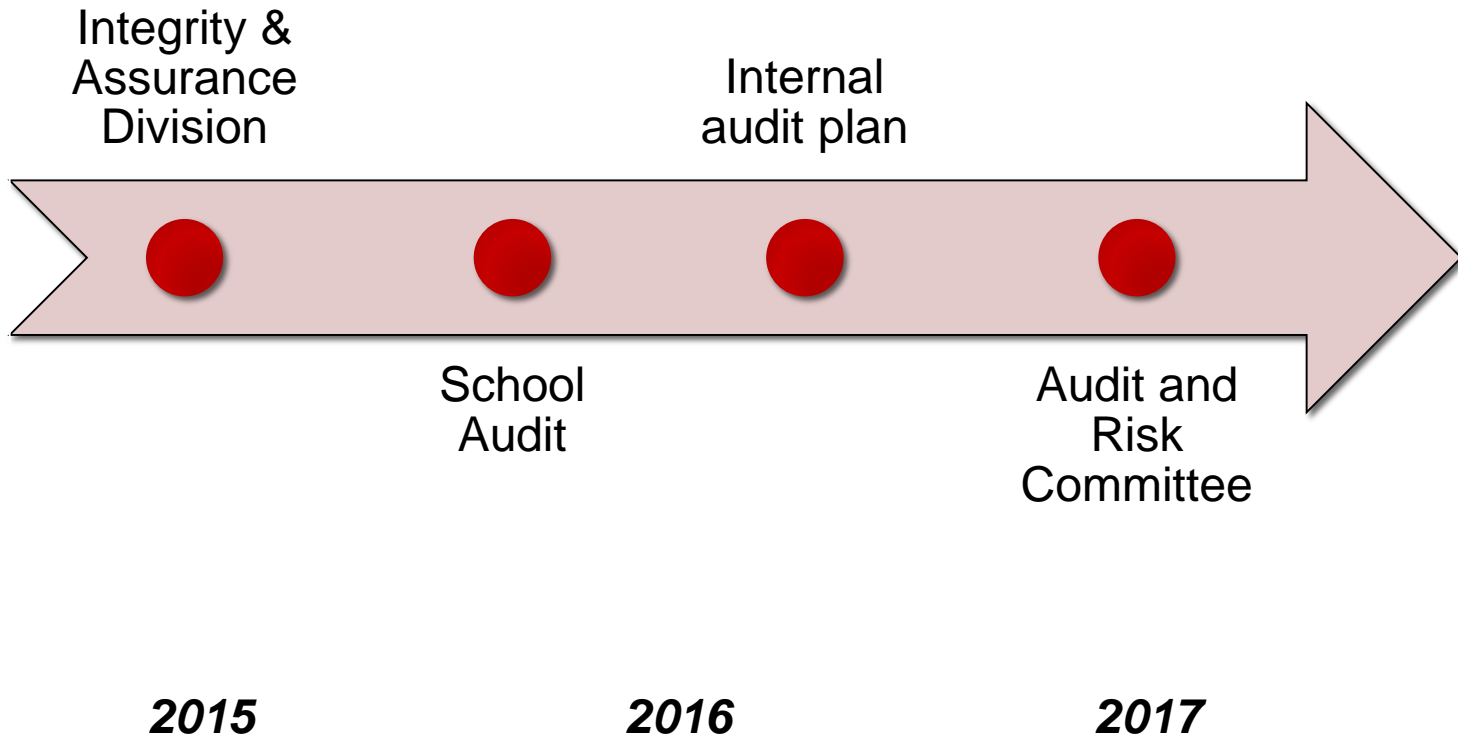
Key actions: First line



Key actions: Second line

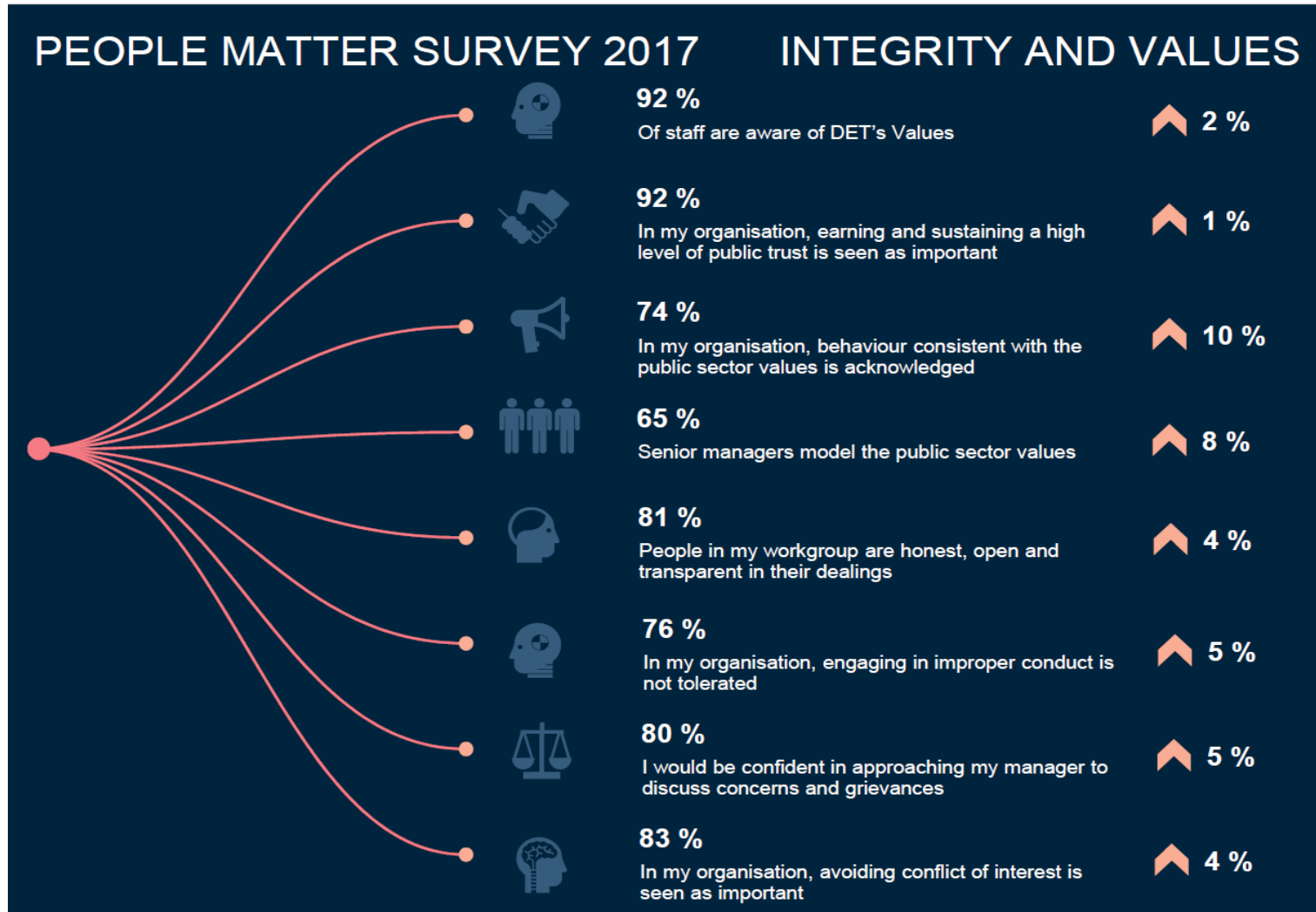


**Key action:
Third line**



Where are we now?

An emerging culture of integrity and respect



What success will look like



Questions?