

UNIVERSITIES AUSTRALIA RESPONSE TO QUESTIONS ON NOTICE

Education and Employment Legislation Committee

Higher Education Support Amendment (Response to the Australian Universities Accord Interim Report) Bill 2023 [Provisions]

Topic	Question	Answer
Uncapping		Please see the Universities Australia Indigenous Strategy 2022-2025: https://www.universitiesaustralia.edu.au/wp-
Indigenous	Your submission to the	content/uploads/2022/03/UA-Indigenous-Strategy-2022-25.pdf
CSP	Accord Panel	
	recommended	
	providing uncapping	
	Commonwealth	
	Supported Places for all	
	students with	
	Indigenous status. Upon	
	what evidence did you	
	base this	
	recommendation?	

Uncapping		A According to the Department of Education, the number of commencing Indigenous students in 2010 was
Uncapping Indigenous CSP	a) In your submission you noted the growth rate for Indigenous students at your universities was 3 per cent prior to the demand driven system being introduced, yet it grew rapidly upon introducing increasing to 8.2% each year. Can you please provide the data that you used to calculate this? b) Can you also provide the data for Bachelor degree completions for the same student cohort?	 A. According to the Department of Education, the number of commencing Indigenous students in 2010 was 4,017. In 2017, it was 8,734, which translates to an annual growth rate of 8.2 per cent between 2010 and 2017. Source: https://www.education.gov.au/higher-education-statistics/resources/2021-section-11-equity-groups B. Based on cohort analysis done by the Department of Education (https://app.powerbi.com/view?r=eyJrljoiNTA4MTZjZmMtZjRjNS00NzcxLWEzZTktODZmNDZkNGEwM2Y4liwid Cl6ImRkMGNmZDE1LTQ1NTgtNGixMi04YmFkLWVhMiySODRmYzQxNyJ9), the six-year completion rates for Indigenous students commencing Bachelor level studies at Table A and Table B institutions in the years between 2010 and 2016. Commencing year: Completion rate 2010: 40.5% 2011: 40.0% 2012: 41.3% 2013: 41.1% 2014: 41.1% 2015: 41.5% 2016: 41.3%
Uncapping Indigenous CSP	What commitments will the 39 UA member universities provide to ensure there isn't a focus wholly on enrolments of Indigenous students, but on attainment success?	UA's Indigenous Strategy 2022-2025 outlines the work that universities are undertaking to ensure that Indigenous students achieve success: Student support services are key to supporting student success. For Indigenous students, these have largely been delivered by on-campus Indigenous centres. Whilst these centres are integral to student support, the student support load needs to be shared more equitably across campus, for example, student support provided by faculties. Indigenous higher education attainment is growing, in line with increases in participation. Indigenous Bachelor award course completions grew by 106.4 per cent between 2008 and 2019. Postgraduate research course completions rose 121.2 per cent and postgraduate coursework completions rose 146.7 per cent.

		Completion rates have improved somewhat in recent years, but the gap is far larger than it is for enrolments. In 2019, nine-year completion rates for Indigenous students were 47 per cent, significantly below 74 per cent for non-Indigenous students. As a result, historic increases in access aren't translating into equivalent growth in attainment. Under this Strategy, universities will work to translate historic growth in Indigenous access more consistently into success and degree attainment. Pathway programs for Indigenous students support a level playing field for Indigenous students applying to university. Similarly, institutions should develop and/or refine initiatives to improve pathways for their Indigenous students into postgraduate study, academic employment and other work.
Uncapping Indigenous CSP	The Productivity Commission Report in 2019 titled "The Demand Driven University System: A Mixed Report Card" clearly noted that whilst the demand driven system was effective for increasing university enrolments, it was not effective for completions, in fact it had a detrimental effect with the rate of non- completions increasing, particularly for equity cohort students. How will time, experience and lessons learnt by the sector ensure that	As above.

	improve along with enrolment levels?	
Uncapping Indigenous CSP	ATN has warned that supports for increasing attainment is expensive. They reference a recent study in their submission to the Interim Report noting the average annual cost for a full-time undergraduate student from an equity group comes at a cost of \$109,430 annually compared to \$17,360 for other students. That's an increased delivery cost of 530% between equity cohorts. Do you support these findings?	We are aware of the research undertaken by Edith Cowan University on this issue and support the findings of the report. We note the report finds that while the average cost of supporting low-SES students was higher than other students, universities which enrol greater numbers of these students benefit from the presence of significant economies of scale. See: https://www.tandfonline.com/doi/abs/10.1080/07294360.2022.2057450?journalCode=cher20
Uncapping Indigenous CSP	If we are to shift the focus from purely enrolment levels to	Uncapping Indigenous CSPs is not intended to shift the focus from enrolments to student attainment. These two components are inseparable. Ensuring all capable students have the opportunity to attend university and succeed in a course of their choice is the intent of uncapping Indigenous CSPs.

student attainment levels, what additio supports need to be provided to achieve and at what additio cost?	both school leaver and non-school leaver cohorts (mature age and upskilling/reskilling students) is essential to ensure students can access education when they need to but to receive individualised and effective supports throughout
Uncapping Indigenous CSP a) In relation to the implementation of the implementation of the uncapping of CSP's indigenous students was the funding moderate including any change the existing arrangements for universities, discuss with you prior to it being introduced to Parliament? b) What advice you you receive regarding this change? Please table any communications received by the Minister, his Office or the Department of Education in relation any funding change the existing allocation to universities.	B) UA understood from discussions with the Department that the funding model would mirror previous changes to extend the demand-driven system to some Indigenous populations. d he id id is

Uncapping		This aligns with our early understanding.
Indigenous	Based on advice	
CSP	provided by the	
	Department, there is to	
	be a 'one-off'	
	adjustment to	
	universities Maximum	
	Basic Grant Funding for	
	2024 when this	
	commences and then	
	future funding would	
	flow from the demand	
	driven 'bucket'. Does	
	this correlate with your	
	understanding of how	
	this will be delivered?	
Uncapping	Are you concerned that	We will continue to discuss with the Department of Education as details are finalised.
Indigenous	this reduction in the	
CSP	existing maximum basic	
	grant funding will	
	reduce the ability to	
	offer places and	
	supports to other	
	students, including	
	those from other equity	
	groups?	

Uncapping Indigenous CSP	a) How many Indigenous students are enrolled at all universities within your group?	These questions are best directed to the Department of Education which will be able to provide the Committee with the data requested.
	b) Can you please provide this broken down by university?	
	c) Of those enrolled, how many Indigenous students are full feepaying students versus those in a Commonwealth Supported Place?	
Uncapping Indigenous CSP	How many of your 39 member universities are currently at, over or below their CSP cap?	This question is best directed to the Department of Education which will be able to provide the Committee with the data requested.
Uncapping Indigenous CSP	Given your strong support for equity and uncapping Indigenous places to support Indigenous advancement and more opportunities for Indigenous Australians, do you support this uncapping being limited to only Table A providers?	UA would welcome uncapped places for Indigenous students being made available through all higher education providers.

Uncapping	a) Can you please	These questions are best directed to the Department of Education which will be able to provide the Committee with
Indigenous	provide in the most	the data requested.
CSP	recent year of data	
	collected the number of	
	applications you have	
	received from	
	Indigenous students at	
	each of your member	
	universities?	
	b) Can you provide this	
	data broken down by	
	university?	
	c) Can you provide this	
	data broken down by	
	equity cohort?	
	d) Can you provide this	
	data broken down by	
	metropolitan, regional,	
	rural and remote	
	students?	
	students?	

Uncapping	a) Can you please	These questions are best directed to the Department of Education which will be able to provide the Committee with
Indigenous	provide in the most	the data requested.
CSP	recent year of data	
	collected the number of	
	offers made to	
	Indigenous students at	
	each of your member	
	universities?	
	b) Can you provide this	
	data broken down by	
	university?	
	ما دا	
	c) Can you provide this	
	data broken down by	
	equity cohort?	
	d) Can you provide this	
	data broken down by	
	metropolitan, regional,	
	rural and remote	
	students?	

Uncapping	a) Can you please	These questions are best directed to the Department of Education which will be able to provide the Committee with
Indigenous	provide in the most	the data requested.
CSP	recent year of data	
	collected the number of	
	acceptances by	
	Indigenous students at	
	each of your member	
	universities?	
	b) Can you provide this	
	data broken down by	
	university?	
	c) Can you provide this	
	data broken down by	
	equity cohort?	
	d) Can you provide this	
	data broken down by	
	location of the students	
	i.e. metropolitan,	
	regional, rural and	
	remote?	
	e) Of those applications	
	and acceptances, how	
	many received an offer	
	for a Commonwealth	
	Supported Place? Can	
	you provide this data	
	broken down by	
	university, equity cohort	
	and location of the	

	students (i.e. metropolitan, regional, rural, remote)?	
Uncapping Indigenous CSP	a) How will uncapping Commonwealth Supported Places for Indigenous Students change enrolments at your universities? b) Have you been advised how the funding will be adjusted for this for next year?	A) Universities Australia is hopeful that the uncapping of places will increase the number of Indigenous students who participate in higher education. B) No.

Uncapping
Indigenous
CSP

In terms of completion rates for Indigenous students, they have historically been low compared to that of other students. The four-year completion rates as at 2021 for Indigenous students is only 26.3% compared to overall completion rates of 40.7%. The six-year completion rates for the same period for Indigenous students is 41.3% compared to an overall completion rate of 62.5%. The nine-year completion rate for the same period for Indigenous students is 50% compared to an overall completion rate of 70.5%. Given this data, how do you believe uncapping Commonwealth **Supported Places for** Indigenous students will help improve completion outcomes for Indigenous students?

Completion rates for Indigenous students have increased over time as universities have invested in more individualised support programs for these students.

- The six-year completion rate of Indigenous students from Table A and Table B institutions has increased from 41.9 per cent for the 2005 cohort to 44.1 per cent for the 2016 cohort.
- During the same period, the percentage of Indigenous students who were still enrolled after six years has also increased, from 11.7 per cent for the 2005 cohort to 16 per cent for the 2016 cohort.
- Also, the percentage of Indigenous students who left in the first year and did not return within six years of commencement fell from 23.4 per cent for the 2005 cohort to 16.5 per cent for the 2016 cohort.

Six-year completion rate statistics for various Indigenous student cohorts, 2005 cohort to 2016 cohort

Commencing	Com	Still	Re-enrolled but	Never came back after
Year	plet	enroll	dropped out (%)	first year (%)
	ed	ed (%)		
	(%)			
2005	41.9	11.7	23.0	23.4
2006	43.2	11.7	24.4	20.7
2007	41.3	12.6	24.4	21.7
2008	43.6	12.3	24.8	19.2
2009	42.8	13.4	24.7	19.1
2010	43.6	13.0	24.5	18.9
2011	43.1	14.2	23.4	19.4
2012	44.2	14.4	22.5	18.9
2013	44.4	14.5	22.9	18.1
2014	44.9	14.4	23.7	17.1
2015	44.4	15.7	23.5	16.4
2016	44.1	16.0	23.4	16.5

Source: Department of Education visual analytics tool, <u>link</u>

Note: The figures indicate the six-year completion rates of various cohorts of Indigenous students from Table A and Table B institutions enrolled in courses at Sub-bachelor, Bachelor and Postgraduate levels, as well as the percentage of

		 students of the within six year after leaving after leaving	ars of com at some p ds mentic us studer e studies v	nmencem point in the pned earli ats. In 201 whereas i	nent, and ne first ye er have c 11, 34.4 p in 2021, t	the perce ar. oincided er cent of he figure	entage wh with the f Indigend was 40 p	no never of trend tow ous stude er cent.	came bac vards incr	k within s reasing pa	six years o	of comme nrolment	ncement
		Type of attendance	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
		Full-time Part-time	65.6% 34.4%	66.1%	66.6%	67.3% 32.7%	65.7% 34.3%	65.0% 35.0%	64.1% 35.9%	62.6% 37.4%	62.1%	60.0%	60.0% 40.0%
Uncapping Indigenous CSP	a) Your submission to the Accord Panel stated that before demanddriven funding, the number of Indigenous students commencing their students was growing by only 3% per year. Under demanddriven funding, the number of Indigenous students commencing their students grew by 8.2% per year. What		data was to 2021	provided	by the Do	epartmen		=					Data from Detween this

	calculate these rates of growth? b) What was your methodology and how did you interrogate that data?	
Uncapping Indigenous CSP	The uncapping of places for Indigenous students does not include medical places – if we are trying to advance equity cohorts and Indigenous people, what are your thoughts on this excluding medical places?	Medical places are handled separately from other student places due to their capped nature. UA is not calling for uncapped medical places. It is important to note that uncapped medical placements would not necessarily result in more equity-based doctors. Medical practitioners, in particular, require extensive additional training post-university training. Without additional supports in this area, uncapped places would place pressure on an already under-resourced post-tertiary medical practitioner training system, resulting in further unintended consequences.
50% pass rule	a) How many students had the 50 per cent pass rule applied to them and lost their CSP as a result in the calendar year 2022 at each of your member universities? b) Can you provide this data broken down by provider? c) Can you provide a breakdown of this data	UA has previously given evidence that at least 13,000 students were affected by the 50 per cent pass rule, based on data collected from 27 member universities. At present, UA is not able to provide additional data to the Committee within the available timeframe. UA has written to member universities requesting additional data. This can be provided to the Committee when available.

	by equity cohort? d)Can you provide a breakdown of this data by location of the students (i.e. metropolitan, regional, rural, remote)?	
50% pass rule	a) Are universities themselves responsible for assessing exemption applications from students? b) How many students who had the 50 per cent pass rule applied to them and lost their CSP as a result in the calendar year 2022 at each of your member universities applied for an exemption?	 A) Universities make an initial assessment when a student makes an application for special circumstances. Students have various avenues to appeal the initial decision made by the university. These polices comply with the legislative requirements outlined in the TEQSA Act, Threshold Standards and the Higher Education Provider Guidelines. B) At present, UA is not able to provide additional data to the Committee within the available timeframe. UA has written to member universities requesting additional data. This can be provided to the Committee when available. C) N/A.
	c) Can you provide this data broken down by provider?	

50% pass	a) How many students	At present, UA is not able to provide additional data to the Committee within the available timeframe. UA has written
rule	who applied for an	to member universities requesting additional data. This can be provided to the Committee when available.
	exemption after having	
	the 50 per cent rule	
	applied to them in the	
	calendar year 2022 at	
	each of your member	
	universities were	
	granted an exemption	
	and under what	
	category?	
	b) Can you please	
	provide a breakdown of	
	this data by provider?	
	c) Can you provide a	
	breakdown of this data	
	by equity cohort?	
	d) Can you provide a	
	breakdown of this data	
	by location of the	
	students (i.e.	
	metropolitan, regional,	
	rural, remote)?	

50% pass	a) How many students	At present, UA is not able to provide additional data to the Committee within the available time frame. UA has written
rule	who applied for an	to member universities requesting additional data. This can be provided to the Committee when available.
	exemption after having	
	the 50 per cent rule	
	applied to them in the	
	calendar year 2022 at	
	each of your member	
	universities were not	
	granted an exemption	
	and the reason for	
	refusal?	
	b) Can you please	
	provide a breakdown of	
	this data by provider?	
	c) Can you provide a	
	breakdown of this data	
	by equity cohort?	
	d) Can you provide a	
	breakdown of this data	
	by location of the	
	students (i.e.	
	metropolitan, regional,	
	rural, remote)?	

50% pass rule

- a) What is the process at each of your member universities for when a student is flagged as potentially at risk of failing 50% of their courses?
- b) Is this different for each university? Please describe or provide the policy for each university.
- c) What student support policies are in place at each of your member universities to correct a student's performance academically to reduce their risk of failing?
- d) What are the reporting requirements of the universities regarding this data?
- e) What data points are your member universities required to collect?

- A) Each university will have its own policies and procedures for identifying students requiring additional academic support, as a requirement for grievance procedures outlined in the Higher Education Provider Guidelines 2003. These policies comply with the Threshold Standards broadly, though section 5.3 outlines specific reporting requirements to support student wellbeing. These requirements align with the HESA, with specific applicable references made to subdivision 19-C The Quality Requirements. These requirements include the collection and analysis of data to continuously review and amend data collection and policies that affect student wellbeing, among other measures.
 - Generally, universities have policies and procedures in place that help identify at-risk students well in advance of any significant harm affecting the student. For example, universities typically use the student learning profile to assess at risk student behaviour. I.e., students that do not access their learning profile for a period of time are considered at risk. This leads universities to reach-out to these students to discuss their circumstances and options for continuation, change or deferment when appropriate. This reach-out typically occurs prior to census date, during exam period and semester 2 or equivalent enrolment periods.
- B) Universities Australia is unable to answer this question within the available time frame. We note however that universities have a legislative requirement to ensure the wellbeing of its students and provide access to support services and advice about student wellbeing and progress at university. These requirements are outlined in the Higher Education Provider Guidelines and the Threshold Standards. Individual institutions must also abide by state legislation, which may include provisions for certain reporting requirements; however, this is a matter for individual universities.
- C) In addition to the above, all universities have range of responsibility delegations appropriate to different groups, which include students, academic and professional staff, and services. Generally, universities develop policies that identify specific support types, which could include personal, academic and community supports. Each of these typically include a range of support areas that link with support services and triggering action systems student profiles that are likely indicators of at-risk academic performance. For academic support, students often receive a learning access/support plan, which is developed by support service personnel and outlines recommended measures to support students succeed academically.
- D) Under the existing 50 per cent pass rule no specific reporting requirements were established to monitor the impact of the rule. However, aligning with university requirements to support student wellbeing, universities collect data on activities that affect students and staff. This data includes changes to a student's eligibility to

	f) What was the timing for reports to be submitted to the Department of Education?	receive a CSP. E) These are broadly outlined through the Tertiary Collection of Student Information (TCSI) platform on the Department of Education's website. F) N/A.
50% pass rule	a) Can you provide the number of students to whom the 50 per cent rule was applied? b) Can you provide this data broken down by provider, equity cohort and location of the students (i.e. metropolitan, regional, rural. remote)? c) Of the total number of students to whom	UA has previously given evidence that at least 13,000 students were affected by the 50 per cent pass rule, based on data collected from 27 member universities. At present, UA is not able to provide additional data to the Committee within the available timeframe. UA has written to member universities requesting additional data. This can be provided to the Committee when available.

the 50 per cent rule was
applied, how many
chose to leave the
system?
system:
d) Of the total number
of students to whom
the 50 per cent rule was
applied, how many
chose to leave the
system continue with
their studies as full fee
paying students?
e) Can you provide this
data broken down by
provider, equity cohort
and location of the
students (i.e.
metropolitan, regional,
rural. remote)?

50% pass	a) The Minister has	A)	No.
rule	stated that Universities		
	Australia undertook a	B)	The data was gathered from members following a verbal request from the Department of Education.
	survey with 27		
	universities advising	C)	For privacy reasons the data provided by universities cannot be shared publicly.
	more than 13,000		
	students were impacted	D)	No timeframe was requested by the Department.
	by this policy. Did the		
	Department of		
	Education officially		
	engage Universities		
	Australia through a		
	contract or tender to		
	undertake this work?		
	b) On what basis did		
	Universities Australia		
	undertake this survey?		
	Was it as a result of a		
	request from the		
	Department of		
	Education		
	or was it something you		
	were independently		
	doing and it just so		
	happened to coincide		
	with a need from the		
	Department? Could you		
	please table a copy of		
	the correspondence		
	received regarding the		
	survey on how		
	university students were		

affected by or at risk of being affected by the 50 per cent pass rule between Universities Australia and the Department of Education and/or the Minister of Education's office? c) Could you please table a copy of the correspondence received regarding the survey on how university students were affected by or at risk of being affected by the 50 per cent pass rule between Universities Australia and your member universities? d) What was the timeframe given to you from the Department or the Minister's office regarding the survey i.e. they requested you obtain the data on x

date by y date?

50% pass A) On 3 May 2023, all UA members were asked to provide information on the impact of the 50 per cent pass rule a) How was the survey by means of their internal data collection policies and provide this information to UA by 11 August. A request rule conducted amongst was sent by email to Deputy Vice Chancellors (Academic) at each of our member universities. your member B) UA requested information on the following elements relating to the 50 per cent pass rule: universities? i.e. was a formal collection the number of students at your institution who have lost eligibility for a CSP request with a deadline the background characteristics of such students (including equity-group status) to provide the data or level of program, including full-time or part-time was it more informal. based on who had the C) A copy of the survey request is attached (Attachment 1). data already on hand? D) No. b) What specific data did you request from Data was sought for the period in which the 50 per cent pass rule was enforced. your member universities? No. Data was requested on a confidential basis. c) Could you please G) Twelve UA members did not provide data. provide a copy of the survey request sent to H) Our analysis was provided to the Department by email and is attached (Attachment 2). your member universities? The data was provided to the Department qualifying that it was indicative only. d) Were all data As above. The analysis provided to the Department is attached (Attachment 2). collection elements provided by the K) Friday 26 May 2023. universities? L) On Monday 13 July the Department asked for updated figures for 2023. This information was provided by e) Was the data sought email and is attached (Attachment 3). On Monday 17 July 2023 UA updated the Department by text message only for the year 2022 (Attachment 3A) that the total number of students affected was 13,296. or did it also include the beginning of the year 2023?

f) Could you please
provide the data
collected from the
universities which did
respond to the survey?
g) Which of your
member universities did
not provide data for the
survey and what was
the reason provided for
not doing so?
3.11
h) What quantitative
analysis and
interrogation did you
undertake on the data?
i) Were you satisfied
that the data you
provided to the
Department had all of
the correct analytical
data points and was
sufficiently sound?
i) Did you provide any
j) Did you provide any
caveats against the
data? Please provide a
copy of any caveats and
correspondence
regarding the caveats

	nde to the		
Depart	ment regarding		
the sur	vey data.		
	,		
k) On v	vhat date did you		
	e the survey data		
	Department?		
to the	Department:		
I) Did +	he Department		
	ny additional		
	ation from you		
	data you		
	ed to them?		
	provide a copy of		
	respondence		
betwee	en you and the		
Depart	ment regarding		
	vey data		
provide			
P. 5			

50% pass		A) UA had anecdotal data from a large number of member universities indicating that it was low-SES students
rule	a) What data did you	who were disproportionality affected by the 50 per cent pass rule.
	have from your member	
	universities that	B) The 50 per cent pass rule is a blunt instrument that unfairly disadvantages students who need the most
	informed UA's position in your Accord	support. It has not had its intended effect. While we acknowledge the previous Government's intention behind the measure – to prevent students from accruing unnecessary debt – the rule punishes students with
	Discussion Paper in April	strong aspirations for higher education who are impacted by circumstances sometimes beyond their control.
	2023?	strong aspirations for higher education who are impacted by circumstances sometimes beyond their control.
		C) See above.
	b) On what basis did UA	
	make the claim that the	
	50 per cent pass rule	
	was punitive?	
	c) On what basis did you	
	make the claim that	
	students from low	
	socio-economic	
	backgrounds were the most impacted? Please	
	provide the data on	
	which you based this	
	claim in your	
	submission.	
50% pass	a) Do your member	This question is best directed to member institutions who will be able to provide any relevant information to the
rule	universities have a	Committee.
	policy or process to	
	notify students of their	
	appeal rights when they	
	are affected by the	
	application of the 50 per	
	cent pass rule, i.e. a	
	letter is sent to the	

	student advising them of their appeal rights against the decision? b) Please provide a copy of the correspondence that your member universities send to students who are affected by or at risk of being affected by the 50 per cent pass rule.	
Student Support Policy	a) The Department of Education has released a consultation paper to develop a student support policy. Did the Department or the Minister's Office consult with yourself or any of your member universities in developing this paper? b) If so, please advise the date Universities Australia or any of your member universities were consulted.	 A. UA was not consulted prior to the release of the discussion paper. To the best of our knowledge, member universities were not consulted. B. N/A.

Student		A.	Compliance measures have been outlined in the proposed Guidance Document, which is currently out for
Support	a) Has the Ministers		consultation.
Policy	Office or the		
	Department provided	В.	These considerations have been covered in the legislation and the guidelines.
	information on how		
	compliance with the		Currently, the Department of Education will be responsible for collecting data relating to the Student Support
	policy would be governed?		Policy. However, UA has recommended TEQSA, as the sector regulator, have the authority to regulate this policy if it were to be introduced.
	b) Who will do this, the		
	Department of		
	Education or TEQSA? Or		
	even the new authority		
	mentioned in the		
Student	Interim Report? a) In terms of student	Λ	UA has not called for a student ombudsman. It is unclear what a student ombudsman would achieve and how
Support	satisfaction with	A.	it would operate, including its terms of reference.
Policy	teaching and course		it would operate, including its terms of reference.
lioney	quality, do you support		As part of their registration as a higher education provider, all providers must have grievance policies in place
	a student ombudsman		to facilitate students and staff to make complaints on a range of issues, including quality of teaching and
	being put in place as a		learning received. If a person is unsatisfied with the complaint's resolution and/or handling, a person may
	mechanism for students		contact the Ombudsman or the Australian Competition and Consumer Commission (ACCC). Alternatively, a
	to escalate complaints if		person may submit a complaint to the state/territory ombudsman, if they attend a public provider, which
	they are unsatisfied		includes most TAFEs and universities. The same process applies for both domestic and international students.
	with the response		
	provided by the		Without a clear policy appraisal and impact assessment conducted on the need for a student ombudsman,
	university processes?		significant risks to the integrity of degrees and functioning of providers may be a core outcome. Until an
			appropriate assessment has been conducted on the need for an additional level of administration and
	b) There has been		compliance, UA does not recommend a student ombudsman be established.
	significant discussion	_	
	publicly recently about	В.	UA has undertaken significant stakeholder engagement to improve the mechanisms in place and to help
	student safety on		facilitate additional measures be implemented to support student welfare on university campuses. Launched
	campus in relation to		in 2016 and renewed in 2023, UA's world first <u>Respect. Now. Always initiative</u> aims to lead universities and

sexual assault and harassment. How are your member universities managing this?

- c) Have you consulted with Fair Agenda and End Rape on Campus on your management strategies?
- d) Is Universities
 Australia supportive of
 legislation governing the
 student support policy
 being passed before the
 policy is actually
 developed?

communities address sexual assault on campus and improve how both groups respond to and support people who have been affected.

Additionally, in 2021 UA undertook a comprehensive survey of its members. All members have rigorous policies, activities and supports in place to support students, including access to critical services to support students and staff. Universities respond to the needs of their staff and student cohorts through ongoing adaption of these activities and services. Further information on the survey, supportive guidelines and other measures can be found on the UA website.

- C. UA has consulted with a wide range of advocacy groups (both student and staff) through the development of our Respect.Now.Always program and subsequent initiatives from 2016 onwards. This includes (but is not limited to):
 - End Rape on Campus
 - National Union of Students
 - eSafety Commissioner
 - Council of Australian Postgraduate Associations
 - Our Watch
 - Council of International Students Australia
 - Australian Council of Graduate Research
 - Full Stop Australia
 - Migration Council of Australia
 - Australian Psychological Society
 - Victorian Office for Women
 - LGBTQI+ Health Australia

UA has also worked closely with a long list of leading experts in the field of sexual violence prevention.

D. N/A.

Student		Universities Australia does not have a complete list of support policies in place at each of our 39 member institutions.		
Support	Can you provide an	However, UA is aware that universities maintain relevant policies, procedures, strategies concerning:		
Policy	outline of the current	Serious Student Incidents		
	student support policies	Diversity, Equity and Inclusion		
	your member	Student Access and Participation		
	universities have in	Mental Health and Wellbeing		
	place? A summary will be sufficient.	Retention and Success		
		Enrolment		
		Admission		
		Reasonable adjustments		
		 Teaching and learning 		
		 Assessment 		
		Monitoring progress		
		Addressing poor progress		
		Providing additional support		
		Actively managing non-participating enrolments		
		Monitoring levels of engagement		
		Cancelling enrolment for genuine non-participating students.		
		Review of academic and peer support services		
		Requesting for adjustments to assessment		
		Tailored support to Indigenous students		
		Identifying students at risk, and		
		Reviewing and appealing academic decisions,		
		We note that each of these policies relate to student support and that this list is indicative only.		
Student		UA was provided information from the Department by email on 17 August 2023. This correspondence is attached		
Support	Can you provide a copy	(Attachment 6).		
Policy	of the correspondence			
•	you have received			
	regarding the			
	consultation process			
	timeline for the			

	government's student support policies?	
Legislation	Please provide a copy of any correspondence Universities Australia, or any of your member universities, have sent to or recieved from Minister Clare, his office or the Department of Education in relation to the Higher Education Support Amendment (Response to the Australian Universities Accord Interim Report) Bill 2023 (the Bill) or any of the individual elements contained within the Bill. This includes informal correspondence such as emails and whatsapp messages.	Attached: • (Attachment 4) Letter from Universities Australia to Minister Clare. • (Attachment 5) Response to Universities Australia from Minister Clare's office. • (Attachment 6) Email from Department of Education advising on timing of guidelines consultation.

Request for Information [Thursday 11 May] - number of students affected by the JRG 50% rule + best practice examples for managing at risk students

Wed 2023-05-03 2:19 PM

То

Cc

Good afternoon DVCs-A,

As part of UA's submission to the Accord, we called for an end to the 50 per cent pass rule brought in through the JRG legislation. As part of our consultation with the Department and Accord Panel, and building on a request made in August 2022, we're seeking updated information on the impact of the 50 per cent rule on:

- the number of students at your institution who have lost eligibility for a CSP
- the background characteristics of such students (including equity-group status)
- Level of program, including full-time or part-time

As part of this request for information, we're also seeking examples of good practice in supporting at-risk students, particularly those considered to be or potentially to be affected by the 50 per cent pass rule.

We understand some of this data may not be available, particularly for part-time students; however, any information on actual or predicted students affected at this time would be useful.

If you could please provide this information by Thursday 11 August that would greatly aid our discussions with the Department.

If you have any questions regarding this request, please reach out to either myself or (cc'd).

Kind regards,



Senior Policy Analyst (A/G), Academic

1 Geils Court • Deakin ACT 2600 • Australia

universitiesaustralia.edu.au









This is an email from Universities Australia. It is confidential to the ordinary user of the email account to which it was addressed and may contain copyright and/or legally privileged information. No one else may read, print, copy, forward, or act in reliance on it or any of its attachments. If you have received this email in error, please telephone us on (02) 62858100 or email contact@universitiesaustralia.edu.au.

Insights on the 50% Pass Rule

Fri 2023-05-26 4:32 PM

To

Hi

As discussed, please find below our analyses of the impacts of the 50% pass rule, based on data provided by 18 of our members. All thanks to for putting these insights together.

The data collected varies between providers, including the provision of aggregated or specific student data, impact on the student, including attrition and retention rates, and data matching between different cohorts of students. The below comments reflect the relative impact of the 50 per cent pass rule on students; however, the impact varies across different cohorts and universities. Therefore, it is recommended the data provided be used as an *indication* rather than an absolute on the impact of the 50 per cent rule.

The term "affected" used throughout refers to students who have had their enrolment status changed to restricted, full-fee paying, withdrawn, changed degree, suspended or reinstated. This may be inclusive of loss of a CSP.

Some points about the data we have received:

- 1. **8879 students** have either been affected (5141 people) or are at risk of being affected (3738 people) by the 50 per cent pass rule in 2022/23. (If 2023 enrolments look similar to 2021 enrolments, then this is probably about 0.5% of the total enrolled student population.)
- 2. The majority of those affected by the pass rule were from an equity group (3089 students) **See chart 1 below**.
- 3. Proportion of Full-Fee-Paying students by equity status
 - a. Students who were affected by the 50 per cent rule but came from higher income families and didn't meet any equity criteria were much more likely to have stayed at university despite losing their CSP. Students in the medium to high SES bracket are disproportionately represented in the Full-Fee Paying status and students from universities with, on average, higher entry (ATAR) requirements had more FFP students compared to other universities. 134 students (or 4.33 per cent of students whose enrolment status was recorded) affected by the 50 per cent pass rule became FFP students.
 - b. The majority of students affected by the 50% rule have been put onto a restricted study plan, which includes part-time study, changed course structure or another restriction to avoid loss of CSP and loss of ability to pay up-front **See chart 2 below**.
- 4. The majority of affected students were Bachelor (1838) and sub-Bachelor students (2324). Bachelor students, relative to bachelor students from previous years, were more affected than any other group by the implementation of the 50 per cent rule.
 - a. New Adjusted Retention rate for domestic students from Table A and Table B universities for 2020 was 84.26, which was a decrease of 0.46. In 2020, the Attrition rate was 15.02, which was an increase of 0.35. The attrition rate for the 50 per cent rule affected students those withdrawn or suspended is 20.7%. Based off the data provided, this suggests more students have been affected by, or are at risk of being affected by, non-completion due to the 50 per cent rule.
- 5. 50 per cent rule attrition relative to Total Attrition Bachelor (inclusive of honours)
 - a. New Adjusted Attrition Rates for Bachelor students was 12.74 in 2020, which was a decrease of 0.49. Bachelor students affected by the 50 per cent rule represented 35.8 per cent of all students affected. Based off the data provided, this suggests bachelor students are more susceptible to attrition under the 50 per cent rule than they were otherwise. The impact this may have on completions could, over time, have a greater impact on undergraduate student success.
- 6. 50 per cent rule attrition relative to Total Attrition sub-Bachelor (inclusive of enabling programs)

08/09/2023. 10:43

- a. New Adjusted Attrition Rates for sub-Bachelor students was 34.35 in 2020, which was an increase of 3.84. Sub-Bachelor students affected by the 50 per cent rule represented 33.4 per cent of all students affected. Based off the data provided, this suggests that the 50 per cent rule has somewhat increased the attrition of sub-Bachelor students, though the increase has been minimal. However, the increase remains as a reflection of the 50 per cent rule and is a contributor to increasing student success in sub-Bachelor degrees.
- 7. There was little difference between males (433) and females (573).
- 8. Of the reported student study loads (2003 students) the majority of affected students studied full-time (1644) compared to part-time (359). If 2023 enrolments look similar to 2021 enrolments, we can suggest that the proportion of full-time to part-time students affected by the 50 per cent rule is 5:1
- 9. University responses:
 - a. Universities typically use the Learner Management Software (LMS) to assess at-risk student behaviour. I.e., students that do not access their LMS for a period of time, have not submitted an assessment, lack of lecture/tutorial/laboratory participation are considered at risk. This leads universities to reach-out to these students to discuss circumstances and options for continuation, and/or to terminate a student's enrolment in the subject. This latter approach is consistent with universities assessing 'non-genuine' students, or 'ghost-students'. This reach-out typically occurs prior to census date, during exam period and semester 2 enrolment period. Universities typically use a combination of communication strategies to contact the student, put them in contact with relevant existing university services, and make study plans and degree recommendations based off discussions with the student.
 - b. Most students considered at risk of being affected have been placed on a restricted enrolment status, and/or have been informed of their study options, which include withdrawal, deferral, change of degree or move to paying in full (see chart 2 below). Only a very small proportion of students have had access to CSPs reinstated due to 'Special Circumstances', which are consistent with those circumstances outlined in HESA 2003, 104-30.



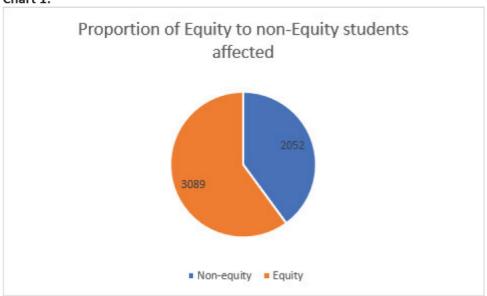
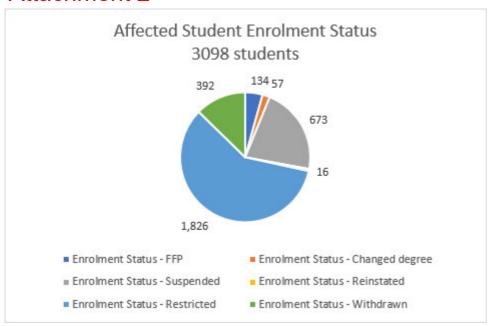


Chart 2:



Hope that's helpful for the Accord panel, anything else.

. Don't hesitate to reach out with any questions, about this or

Warm regards,



Policy Director, Academic

1 Geils Court • Deakin ACT 2600 • Australia

universitiesaustralia.edu.au









This is an email from Universities Australia. It is confidential to the ordinary user of the email account to which it was addressed and may contain copyright and/or legally privileged information. No one else may read, print, copy, forward, or act in reliance on it or any of its attachments. If you have received this email in error, please telephone us on (02) 62858100 or email contact@universitiesaustralia.edu.au.

RE: Insights on the 50% Pass Rule [SEC=OFFICIAL]

Thu 2023-07-13 2:56 PM

To

Cc

Hi

Nice to speak on the phone earlier. As mentioned, we don't have any new data since we sent this through to in May. There should be more data available towards the end of the year.

Warm regards,



Policy Director, Academic

1 Geils Court • Deakin ACT 2600 • Australia

universitiesaustralia.edu.au









This is an email from Universities Australia. It is confidential to the ordinary user of the email account to which it was addressed and may contain copyright and/or legally privileged information. No one else may read, print, copy, forward, or act in reliance on it or any of its attachments. If you have received this email in error, please telephone us on (02) 62858100 or email contact@universitiesaustralia.edu.au.

Sent: Thursday, July 13, 2023 2:34 PM

To:

Subject: FW: Insights on the 50% Pass Rule [SEC=OFFICIAL]

EXTERNAL EMAIL:

Н

I have taken on role in Accord Taskforce, nice to meet you. I have a follow up question on your previous email.

Minister Clare's Office has asked us to see if there are update figures on the impacts of the 50% pass rule from your members?

They are currently quoting a figure of ~8000 students. If there aren't any more update figures I am happy to pass that on.

08/09/2023, 10:46

Assistant Secretary

Accord Panel Secretariat Branch Australian Universities Accord Division Higher Education, Research, and International Group Phone

EA:

From:

Sent: Thursday, July 13, 2023 2:30 PM

To:

Subject: FW: Insights on the 50% Pass Rule [SEC=OFFICIAL]

Here was the old data they gave us

From:

Sent: Friday, May 26, 2023 4:32 PM

To:

Subject: Insights on the 50% Pass Rule

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi

As discussed, please find below our analyses of the impacts of the 50% pass rule, based on data provided by 18 of our members. All thanks to for putting these insights together.

The data collected varies between providers, including the provision of aggregated or specific student data, impact on the student, including attrition and retention rates, and data matching between different cohorts of students. The below comments reflect the relative impact of the 50 per cent pass rule on students; however, the impact varies across different cohorts and universities. Therefore, it is recommended the data provided be used as an *indication* rather than an absolute on the impact of the 50 per cent rule.

The term "affected" used throughout refers to students who have had their enrolment status changed to restricted, full-fee paying, withdrawn, changed degree, suspended or reinstated. This may be inclusive of loss of a CSP.

Some points about the data we have received:

- 1. 8879 students have either been affected (5141 people) or are at risk of being affected (3738 people) by the 50 per cent pass rule in 2022/23. (If 2023 enrolments look similar to 2021 enrolments, then this is probably about 0.5% of the total enrolled student population.)
- 2. The majority of those affected by the pass rule were from an equity group (3089 students) See chart 1 below.
- 3. Proportion of Full-Fee-Paying students by equity status
 - a. Students who were affected by the 50 per cent rule but came from higher income families and didn't meet any equity criteria were much more likely to have stayed at university despite losing their CSP. Students in the medium to high SES bracket are disproportionately represented in the Full-Fee Paying status and students from universities with, on average, higher entry (ATAR) requirements had more FFP students compared to other universities. 134 students (or 4.33 per cent of students whose enrolment status was recorded) affected by the 50 per cent pass rule became FFP students.

- 08/09/2023, 10:46
- b. The majority of students affected by the 50% rule have been put onto a restricted study plan, which includes part-time study, changed course structure or another restriction to avoid loss of CSP and loss of ability to pay up-front **See chart 2 below**.
- 4. The majority of affected students were Bachelor (1838) and sub-Bachelor students (2324). Bachelor students, relative to bachelor students from previous years, were more affected than any other group by the implementation of the 50 per cent rule.
 - a. New Adjusted Retention rate for domestic students from Table A and Table B universities for 2020 was 84.26, which was a decrease of 0.46. In 2020, the Attrition rate was 15.02, which was an increase of 0.35. The attrition rate for the 50 per cent rule affected students those withdrawn or suspended is 20.7%. Based off the data provided, this suggests more students have been affected by, or are at risk of being affected by, non-completion due to the 50 per cent rule.
- 5. 50 per cent rule attrition relative to Total Attrition Bachelor (inclusive of honours)
 - a. New Adjusted Attrition Rates for Bachelor students was 12.74 in 2020, which was a decrease of 0.49. Bachelor students affected by the 50 per cent rule represented 35.8 per cent of all students affected. Based off the data provided, this suggests bachelor students are more susceptible to attrition under the 50 per cent rule than they were otherwise. The impact this may have on completions could, over time, have a greater impact on undergraduate student success.
- 6. 50 per cent rule attrition relative to Total Attrition sub-Bachelor (inclusive of enabling programs)
 - a. New Adjusted Attrition Rates for sub-Bachelor students was 34.35 in 2020, which was an increase of 3.84. Sub-Bachelor students affected by the 50 per cent rule represented 33.4 per cent of all students affected. Based off the data provided, this suggests that the 50 per cent rule has somewhat increased the attrition of sub-Bachelor students, though the increase has been minimal. However, the increase remains as a reflection of the 50 per cent rule and is a contributor to increasing student success in sub-Bachelor degrees.
- 7. There was little difference between males (433) and females (573).
- 8. Of the reported student study loads (2003 students) the majority of affected students studied full-time (1644) compared to part-time (359). If 2023 enrolments look similar to 2021 enrolments, we can suggest that the proportion of full-time to part-time students affected by the 50 per cent rule is 5:1
- 9. University responses:
 - a. Universities typically use the Learner Management Software (LMS) to assess at-risk student behaviour. I.e., students that do not access their LMS for a period of time, have not submitted an assessment, lack of lecture/tutorial/laboratory participation are considered at risk. This leads universities to reach-out to these students to discuss circumstances and options for continuation, and/or to terminate a student's enrolment in the subject. This latter approach is consistent with universities assessing 'non-genuine' students, or 'ghost-students'. This reach-out typically occurs prior to census date, during exam period and semester 2 enrolment period. Universities typically use a combination of communication strategies to contact the student, put them in contact with relevant existing university services, and make study plans and degree recommendations based off discussions with the student.
 - b. Most students considered at risk of being affected have been placed on a restricted enrolment status, and/or have been informed of their study options, which include withdrawal, deferral, change of degree or move to paying in full (see **chart 2 below**). Only a very small proportion of students have had access to CSPs reinstated due to 'Special Circumstances', which are consistent with those circumstances outlined in *HESA 2003, 104-30*.

Chart 1:

08/09/2023, 10:46

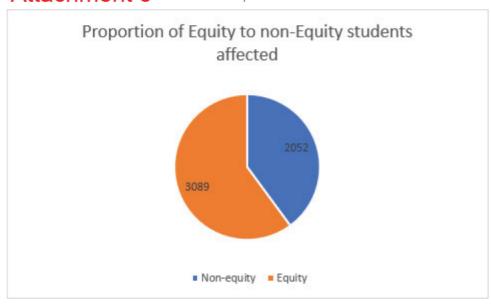
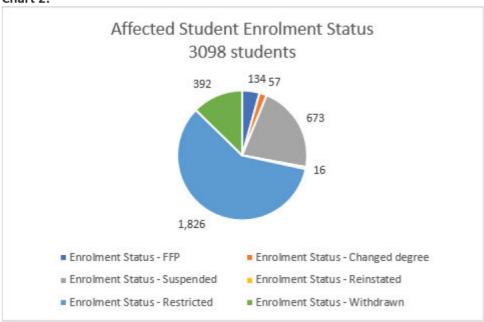


Chart 2:



Hope that's helpful for the Accord panel, anything else.

. Don't hesitate to reach out with any questions, about this or

Warm regards,



Policy Director, Academic

1 Geils Court - Deakin ACT 2600 - Australia

universitiesaustralia.edu.au









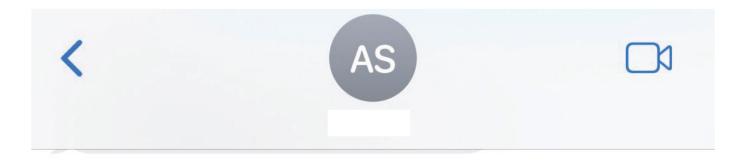
This is an email from Universities Australia. It is confidential to the ordinary user of the email account to which it was addressed and may contain copyright and/or legally privileged information. No one else may

Attachment 3 08/09/2023, 10:46

read, print, copy, forward, or act in reliance on it or any of its attachments. If you have received this email in error, please telephone us on (02) 62858100 or email contact@universitiesaustralia.edu.au.

Notice:

The information contained in this email message and any attached files may be confidential information, and may also be the subject of legal professional privilege. If you are not the intended recipient, any use, disclosure or copying of this email is unauthorised. If you received this email in error, please notify the sender by contacting the department's switchboard on 1300 566 046 during business hours (8:30am - 5pm Canberra time) and delete all copies of this transmission together with any attachments.



Mon, 17 Jul at 5:59 pm

Hi I've had 2 more come in this afternoon, which puts us at 27 unis and 13,296 students affected, in case that's still useful.

Tue, 18 Jul at 10:26 am

Thanks. I'll send on to



8 August 2023

The Hon Jason Clare MP Minister for Education Member for Blaxland Parliament House Canberra

By email: Minister.Clare@education.gov.au

Dear Minister

Higher Education Support Amendment Bill

On behalf of the Universities Australia Board, we are writing to convey UA's strong support of the Higher Education Support Amendment (Response to the Australian Universities Accord Interim Report) Bill 2023. As you know, Universities Australia has called for the extension of the demand driven system to all Indigenous students, and we have previously raised concerns about the 'punitive' fifty per cent pass rule.

However, there are three aspects of the Bill we believe may have unintended consequences, in both the short term for students and universities, as well as in the long term for the sector if we are to realise your ambitions for increasing access.

Support-for-student policies in Guidelines

As we understand from your Second Reading speech introducing this Bill, it is your intention to release a discussion paper on the proposed content of the Support for Student Policies that will be included in the Higher Education Provider Guidelines.

While we welcome the opportunity to provide feedback to this discussion paper, we are concerned that the Bill is likely to have made its way through the Parliament before this feedback can be considered.

There may be vitally important elements of support-for-student policies that, while initially intended to be incorporated within the Guidelines, would be more effective, and future-proofed, if included within the Act.

Allowing universities and other stakeholders sufficient time to provide comment on draft guidelines, before this Bill is passed, could lead to far better policy outcomes for students requiring additional support to complete their studies.

We are also concerned important elements of the Bill being in guidelines, rather than in legislation.

Regulatory overlap

As you know, the Tertiary Education Quality and Standards Authority (TEQSA) has primary responsibility for the regulation of higher education institutions in Australia. The Threshold Standards administered by TEQSA are key to regulating the objects of the TEQSA Act, many of which concern student wellbeing and student experience.



To avoid duplication of reporting and to ensure maximum resource allocation for the proposed measures, UA suggests the proposed Support for Student Policies amendment could be more effectively implemented through TEQSA, rather than the Department of Education, whose responsibilities do not directly include regulatory and compliance activities.

Timing of legislation entering into force

We would also like to draw your attention to potential unintended consequences of the timing of the Bill entering into force.

As currently drafted, Section 19-43 would enter into force immediately upon receiving Royal Assent. We are concerned that this does not allow universities enough time to develop, implement and then report on measures that have been put in place to support students.

While the Explanatory Memorandum notes that many universities will already have had these types of measures in place in order to comply with the fifty per cent pass rule, there are additional monitoring and reporting requirements that this Bill will create that universities will need time to understand and implement across their institutions.

We would therefore urge you to consider an amendment to this section that would bring the provision into force from 1 January 2024. This period will allow our members to fully understand their obligations under the new policy, and to make any necessary changes to our existing systems currently in place to monitor student success.

We reiterate our appreciation of your move to end the fifty per cent rule and look forward to working with you to ensure that the implementation of this important policy change serves the policy intent as fully as possible.

Yours sincerely,

Catriona Jackson Chief Executive



Office of the Hon Jason Clare MP Minister for Education

Reference: MC23-003756

Ms Catriona Jackson Chief Executive Officer Universities Australia 1 Geils Court DEAKIN ACT 2600

By email: ceo@universitiesaustralia.edu.au

Dear Ms Jackson

Thank you for your correspondence of 8 August 2023 to the Hon Jason Clare MP, Minister for Education, regarding Higher Education Support Amendment Bill. Minister Clare has asked me to respond on his behalf.

The Australian Government's proposed requirements, to be included in the Higher Education Provider Guidelines, are set out in the newly released consultation paper. The consultation paper includes information on proposed compliance approach and implementation timelines.

While the amendments would commence from Royal Assent, it is expected that higher education providers will be able to meet the requirements in the Bill. These are essentially the same obligations, as you have noted, they have under the *Tertiary Education Quality and Standards Agency Act 2011*. The reason for incorporating them in the *Higher Education Support Act 2003* is to provide more focused accountability for providers in supporting their students, which the '50 per cent rule' does not incentivise.

I would like to invite Universities Australia to take part in the consultation process. Submissions can be provided online at www.education.gov.au/new-requirements-support-students-policy-requirements until 15 September 2023.

I trust this information is of assistance.

Yours sincerely

SCOTT DAVIES
Chief of Staff

23/18/2023

Consultation Paper on Support for students policy requirements [SEC=OFFICIAL:Sensitive]

Consultation Paper on Support for students policy requirements [SEC=OFFICIAL:Sensitive]

on behalf of

Thu 17/08/2023 12:04

EXTERNAL EMAIL:

OFFICIAL: Sensitive

Good afternoon

I am writing to you with an update regarding one of the priority measures in the Australian Universities Accord Interim Report.

As you may be aware, the Government is removing the pass rate requirements, which applied to universities from 1 January 2022 and independent higher education providers from 1 January 2018. These require students to pass 50 per cent of their units of study in their course to maintain access to Commonwealth assistance. Legislation to remove the pass rate requirements is currently before Parliament.

Subject to its passage, accountability and reporting requirements for higher education providers will be strengthened through new Support for students policy requirements, which providers will be required to have for their students.

The intention of these policies is to ensure that students at risk of failing to pass their courses successfully are identified, and students, particularly equity students, are properly supported to study successfully.

Specific requirements around what these policies must include and new reporting requirements on providers will be prescribed in the Higher **Education Provider Guidelines.**

The Government's proposed approach to these requirements are set out in the newly released Support for students policy Consultation Paper.

We are conscious of course that there is significant good practice across the sector on these and related topics, and that there is much to learn for all of us on how best to ensure that students at risk are supported to succeed.

We welcome your insights and feedback on these matters. I would like to invite you and your organisation to take part in the consultation process in relation to these policies. Submissions can be provided online at Consultation Paper on Support for students policy requirements -<u>Department of Education, Australian Government until 15 September 2023.</u> (he/him)

Deputy Secretary Higher Education, Research and International Australian Government Department of Education

Website | Twitter | LinkedIn | Facebook | Newsroom



The Department of Education acknowledges the traditional owners and custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respects to them and their cultures, and Elders past, present and emerging

OFFICIAL: Sensitive

Notice:

The information contained in this email message and any attached files may be confidential information, and may also be the subject of legal professional privilege. If you are not the intended recipient, any use, disclosure or copying of this email is unauthorised. If you received this email in error, please notify the sender by contacting the department's switchboard on 1300 566 046 during business hours (8:30am - 5pm Canberra time) and delete all copies of this transmission together with any attachments.

about:blank 1/1