

Annual Report 2024–25

Additional information



Acknowledgement

The Victorian Curriculum and Assessment Authority proudly acknowledges and pays respect to Victoria's Aboriginal and Torres Strait Islander communities and their rich and enduring cultures.

We acknowledge Aboriginal and Torres Strait Islander people as Australia's first peoples and as the Traditional Owners and custodians of the lands and waters on which we rely. We pay respect to Elders past and present of the lands where we conduct our work and recognise their ongoing contributions as the first educators on the land now known as Victoria.

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Introduction

Financial Reporting Direction 22 requires that the Victorian Curriculum and Assessment Authority's (VCAA)'s Accountable Officer retains specific information and makes it available on request to ministers, members of parliament and members of the public, subject to the provisions of the *Freedom of Information (FOI) Act 1982 (Vic)*.

The VCAA chooses to make the information available in this Additional Information report and the *VCAA Annual Report 2024–25*. Both reports are available on the [VCAA's Annual reports webpage](#).

This Additional Information report includes:

- a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- details of publications produced by the VCAA about itself, and how these can be obtained
- details of changes in prices, fees, charges, rates and levies charged by the VCAA
- details of any major external reviews carried out on the VCAA
- major research and development activities undertaken by the VCAA
- details of overseas visits undertaken, including a summary of the objectives and outcomes of each visit
- details of major promotional, public relations and marketing activities undertaken to develop community awareness of the VCAA and its services
- a general statement on industrial relations within the VCAA and details of time lost through industrial actions and disputes
- a list of major committees sponsored by the VCAA, the purposes of each committee and the extent to which the purposes have been achieved
- details of all consultancies and contractors, including:
 - consultants and contractors engaged
 - services provided
 - expenditure committed for each engagement.

Financial Reporting Direction 22 also requires details about assessments and measures undertaken to improve the occupational health and safety of employees. These are detailed in the *VCAA Annual Report 2024–25* available on the [VCAA's Annual reports webpage](#).

Declaration of pecuniary interests

Declarations of pecuniary interests have been duly completed by all relevant officers.

Shares held by senior officers

No shares are held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.

Publications about the VCAA

The following table details publications produced by the VCAA, about the VCAA, completed during 2024–25. It does not include publications by the VCAA published on behalf of the government, or those published by external parties.

Table 1: Publications produced by the VCAA about the VCAA

Publication	Date produced	How to obtain
Victorian Curriculum and Assessment Authority Annual Report 2023–24	October 2024	Victorian Curriculum and Assessment Authority Annual Report 2023–24

Changes in prices, fees, charges, rates and levies

Details of current prices, fees, charges, rates and levies charged by the VCAA are outlined on the VCAA's [fees and charges webpage](#). Changes in these details are available upon request, subject to provisions of the FOI Act.

Major external reviews

The following table details major external reviews of the VCAA completed during the 2024–25 financial year.

Table 2: Major external reviews carried out on the VCAA

Major review	Conducted by	Purpose	Date completed
Independent review of the VCAA	Dr Yehudi Blacher	<p>To review whether all aspects of the Authority are working in the best way possible to deliver on its functions and statutory responsibilities and to take stock of how the VCAA is performing in light of recent reviews. This review is also to identify further reforms that will ensure Victoria has an Authority that is fully fit for purpose and has the confidence of students, schools and the Victorian community at its centre.</p> <p>Broken into 2 concurrent streams, the review will deliver 2 reports:</p> <ul style="list-style-type: none"> • A detailed review of the issues associated with the production of the 2024 VCE exams. • A review of the VCAA's structure, operations, culture and capability, including benchmarking and comprehensive consultation with VCAA staff and stakeholders. 	Stage One report released on 11 April 2025

Major research and development activities undertaken by the VCAA

The following table details major research and development activities carried out by the VCAA during 2024–25.

Table 3: Major research and development activities undertaken by the VCAA

Major review	Conducted by	Purpose
Victorian Curriculum F–10 Monitoring Project 2024	Learning First	To evaluate the implementation of the Victorian Curriculum F–10 in schools.
Technical review of the General Achievement Test (GAT)	Australian Council for Educational Research	To ensure the GAT is fulfilling its quality assurance roles as part of the VCE and to consider alternatives/potential improvements.
Review of assessment methods for the VCE Vocational Major (VM)	University of Melbourne	To provide background advice and a model for levels of achievement assessment for the VCE VM.

Overseas visits

The following table details the overseas visits made by VCAA employees relating to the official business of the VCAA during 2024–25.

Table 4: Details of overseas travel

Officer	Destination	Objective	Outcome
Executive Director	New Zealand (1 visit)	To attend the Australasian Curriculum, Assessment and Certification Authorities (ACACA) Chief Executive meeting	Continued engagement and collaboration with Australian curriculum authorities
Executive Director	New Zealand (1 visit)	To attend ACACA Assessment Workshops	Increased information for the development of the VCE VM Unit 3 and 4 Levels of achievement assessment.
VPS officers (3)	China (1 visit)	To conduct VCE offshore school audits, including VCE examination observations	Effective quality assurance mechanisms for delivery of the VCE
VPS officer (1)	Japan (2 visits)	To conduct VCE offshore school audits, including VCE examination observations	Effective quality assurance mechanisms for delivery of the VCE
VPS officers (2)	China (2 visit)	To conduct VCE offshore school audits, including VCE examination observations	Effective quality assurance mechanisms for delivery of the VCE
Executive Director VPS officers (2)	China (1 visit)	To attend the annual VCE Transnational Conference.	Support for teacher development and mentoring across VCE offshore schools

Major promotional, public relations and marketing activities

There were no major promotional, public relations and marketing activities carried out by the VCAA during 2024–25.

Industrial relations

Industrial relations statements

Department employees, other than executive officers, are covered by industrial agreements. The new Victorian Public Service Agreement 2024 commenced on 19 August 2024, with a nominal expiry date of 9 April 2028.

In line with Section 2.5.5(1A) of the *Education and Training Reform Act 2006* (Vic), the VCAA employ staff for a fixed period or on a casual basis or sessional basis for the purposes of developing and conducting assessments under Section 2.5.3(2)(a), (b), (c) and (d); and for any other purpose specified in a Ministerial Order.

Time lost through industrial actions and disputes

No time was lost due to industrial action or disputes during 2024–25.

Major committees

The following 2 tables list the major governance committees and major project or operational committees.

Table 5: Details of Board and major governance committees

Committee	Purpose	Extent of purpose achieved
Audit and Risk Committee	<p>The Audit and Risk Committee (ARC) supports the VCAA Board to fulfil governance responsibilities and obligations under the <i>Financial Management Act 1994 (Vic)</i> (FMA).</p> <p>ARC was established in accordance with the Standing Directions 2018 under the FMA.</p> <p>ARC advises the VCAA Board on governance, risk management, audit, compliance and control assurance activities.</p>	<p>ARC met 5 times, monitoring and providing advice to the VCAA Board on matters relating to financial and risk management, and audit and control assurance activities.</p> <p>This included the endorsement of the 2023–24 Annual Financial Statements, Report of Operations, and Financial Management Compliance Report.</p>
Executive Committee	<p>The Executive Committee is constituted by the Authority in accordance with the <i>Education and Training Reform Act 2006 (Vic)</i>.</p> <p>The Executive Committee will convene as required by the Authority, including between scheduled meetings of the Authority and in instances where a quorum for a meeting of the Authority is not available and there are matters for consideration requiring urgent decision.</p> <p>The Committee will, from matters arising in its proceedings, make recommendations to the VCAA Board and/or Act under any power(s) delegated to it by the VCAA Board.</p>	<p>The committee was stood up at critical points, where a full quorum of the Board could not be established and urgent advice/decision from the Board was required on the 2024 examination issues.</p>

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Committee	Purpose	Extent of purpose achieved
Early Years to 10 Curriculum and Assessment Committee	The Early Years to 10 Curriculum and Assessment Committee provides expert advice and makes recommendations to the Board to ensure VCAA develops and provides high-quality curriculum and assessments, teacher support materials and related professional development activities to support delivery of educational programs for Early Years to Year 10.	This committee met 4 times, providing strategic oversight of priority initiatives including the Victorian Curriculum F-10 2.0 and the Victorian Early Years Learning and Development Framework revisions. Committee retired following the reconstitution of the VCAA Board on 15 April 2025.
International Committee	The International Committee provides expert advice and makes recommendations to the VCAA Board to enable the Board to make informed decisions concerning the delivery of VCAA products and services offshore.	This committee met twice and received out of session papers twice in the financial year 2024-25, providing oversight of the offshore programs and activities. Committee retired following the reconstitution of the VCAA Board on 15 April 2025.
Senior Secondary Curriculum and Assessment Committee	The Senior Secondary Curriculum and Assessment Committee provides expert advice and makes recommendations to the VCAA Board to ensure the VCAA develops and provides high-quality curriculum and assessment to support the delivery of the VCE, including the VM and VCE VET, and the Victorian Pathways Certificate (VPC).	This committee met 4 times, providing strategic oversight of key initiatives, advice around policy implementation and program design and monitored performance and risk. The committee approved the Permissions Policy and oversaw the granting of permissions to deliver applications for VCE, VCE VM, and VPC. It also approved the Higher Education Studies Program for 2025 and approved the terms of reference for the review of VCE Systems Engineering. Committee retired following the reconstitution of the VCAA Board on 15 April 2025.
Senior Secondary Reform Certificate Committee	The Senior Secondary Certificate Reform Committee provides expert advice and makes recommendations to the Authority to ensure the VCAA develops high-quality senior secondary certificates, curriculum and assessment to implement the recommendations in the Review into Vocational and Applied Learning Pathways in Senior Secondary Schooling.	This committee met 7 times, providing advice on, and oversight of, senior secondary reform initiatives, particularly related to the development and implementation of the VCE VM and the Victorian Pathways Certificate. Committee retired following the reconstitution of the VCAA Board on 15 April 2025.

Table 6: Details of major project or operational committees

Committee	Purpose	Extent of purpose achieved
Executive Leadership	<p>The Executive Leadership Team (ELT) provides management for the VCAA giving a whole-of-organisation perspective to advise the CEO. ELT assists the Board and the CEO with strategic leadership of the VCAA, including vision, purpose, strategic direction and objectives.</p> <p>The ELT plays a central coordinating and authorising role for whole-of-organisation issues, prioritising organisational resources and monitoring performance. The ELT also oversees the financial and operational performance, monitors the delivery of key priorities, ensures integration and alignment across divisions.</p>	<p>This group met twice monthly providing strategic oversight of the organisational operations including workforce management, priority project monitoring and financial management</p>
Small Studies Study Score Committee	<p>The purpose of the Small Studies Study Score Committee (SSSSC) is to review study scores in 'small' studies to ensure fairness of final results.</p> <p>The SSSSC is part of the quality assurance process of reviewing and finalising study scores for all 'small' studies.</p> <p>The methodology for calculating study scores works well for larger groups of students as no individual score point has undue influence on another student's score. However, in smaller studies, a student's study score can become more influenced by the relative performance of other students and less by the individual performance.</p> <p>The SSSSC ensures that students' study scores reflect the relative achievement of the student against other students in the study as well as their absolute achievement (due to the limitations of student rankings with small numbers).</p>	<p>The committee met twice in 2024 to review study scores for studies with fewer than 250 distinct scores. As part of the quality assurance process, the committee provided advice and recommended adjustments to study scores.</p>

Consultants and contractors

Details of consultancies valued at \$10,000 or greater

In 2024–25, there were 3 consultancies where the total fees payable was \$10,000 or greater. These consultancies incurred a total expenditure of \$254,705 (ex GST). Details of individual consultancies are outlined in the VCAA Annual Report 2024–25, available on the [VCAA website](#).

Details of contractors

The table below details the contractors engaged by the VCAA in 2024–25.

Table 7: Contractor expenditure

Contractor	Category of services provided	Expenditure (\$ ex GST)
Achper Victorian Branch	Education services	86,399
Aitken College	Professional services	2,828
Alan John Stewart	Professional services	1,340
Alexandra Panoutsos	Professional services	5,960
Alexandra Sarah Baker	Professional services	2,000
Alice Catherine Cook	Professional services	2,000
Alma G Ryrrie-Jones	Professional services	3,000
Amber Alexandra Harvey Parkinson	Professional services	6,840
Andres Manuel Trevino Montero	Professional services	2,310
Andrew David Welshe	Professional services	5,500
Angela Louise Ness	Professional services	1,091
Angela White	Professional services	3,250
Ann Gael Baxter	Professional services	4,125
Anne Tsangaridis	Professional services	4,200
Aparna Kumar	Professional services	3,327
Ashleigh Louise Cavalin	Professional services	2,000
Asma Herzalla	Professional services	1,500
Auslan Hub	Professional services	7,591
Australian Survey Research Group Pty Ltd	Professional services	62,037
Avril Elizabeth Good	Professional services	1,000
Ayurdeva Pty Ltd	Professional services	2,500

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Between The Lines Consultancy	Professional services	1,800
Bianca Winataputri	Professional services	1,100
Billett Helen	Professional services	6,000
Birra-Li Ward	Professional services	9,000
Briony Simone Schroor	Professional services	2,000
Brittney Louise Downer	Professional services	3,250
Bronwyn Claire Hart	Professional services	6,000
Burcu Eroglu	Professional services	1,000
Cara Johnston	Professional services	3,000
Checkword	Professional services	7,440
Christine Mary Davison	Professional services	16,340
Civil Rites	Professional services	3,500
Claud Rise Consulting Pty Ltd	Professional services	22,000
Damien Lees	Professional services	3,200
Daniel John Arnott	Professional services	15,000
Darrell James Cruse	Professional services	3,000
Daryl Allan Croke	Professional services	6,000
Datalyst Software	Professional services	3,679
Davidson Executive And Boards Pty Ltd	Professional services	42,000
Deakin University	Professional services	25,455
Decker Advisory Pty Ltd	Professional services	79,391
Deloitte Touche Tohmatsu	Professional services	6,989
Design And Technology Teachers Association Victoria Inc	Professional services	5,921
Design State	Publishing, printing, promotions and communications or marketing services	8,458
Dex Audio Pty Ltd	Professional services	46,343
Diana Saad	Professional services	4,440
Dionisia Diakodimitriou	Professional services	5,000
Diwaan Australia For Arabic And Culture	Professional services	1,413
Dixon Appointments Pty Ltd	Contract staff	48,335
Education Services Australia Limited	Professional services	42,208

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Elizabeth Tatham	Professional services	12,700
Elliott Susan	Professional services	2,500
Emina Mclean	Professional services	12,500
Equifax Australasia Credit Ratings Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance service	2,745
Ernst And Young	Professional services	3,576,067
Esra Orsdemir	Professional services	1,531
Farm Renewables Consulting	Professional services	3,300
FBG Group Pty Ltd	Professional services	6,560
Felicity Anne O'Halloran	Professional services	8,500
Felix Siddell	Professional services	4,800
Fiona Kate Hall	Professional services	2,000
Fiona Limoli	Professional services	21,600
Firth John Edwin	Professional services	112,000
Food Skills Australia	Professional services	12,000
Fruma Sara Rosenfeld	Professional services	1,327
Gabriella Bertolissi	Professional services	25,500
Gabrielle Catherine Elizabeth Hodge	Professional services	2,000
Geography Teachers Association Of Victoria	Professional services	14,853
Gozer Media Pty Ltd	Professional services	68,790
Han Na Kwak	Professional services	5,600
Hart Carol	Professional services	15,000
Hau Ong Ding	Professional services	6,000
Hays Specialist Recruitment Australia Pty Limited	Contract staff	1,193,039
Headlinepr	Professional services	3,800
Heatherwood School	Professional services	80,800
Heejeong Silvia Yang	Professional services	1,800
Helen Mary Tombolato	Professional services	5,200
Hicks-Davies Consulting Pty Ltd	IT services	1,800
History Teachers Association Of Victoria	Professional services	33,364
Home Economics Victoria	Professional services	5,921

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Hopewiser Limited	Professional services	1,168
Hotel Opco Bell City Pty Ltd	Professional services	1,234
Inconel Project Services Pty Ltd	Professional services	6,108
Institute Of Public Administration Australia (Victorian Division) Inc	Professional services	24,255
Ipsos Public Affairs Pty Ltd	Professional services	1,048
ISC Research Limited	Professional services	12,434
Ivan Ritchie Masson	Professional services	21,321
Jake Campbell Muir	Professional services	5,280
Jane Anne Carter	Professional services	2,210
Jarrah Moore	Professional services	29,478
JDS Australia Pty Ltd	IT services	51,800
Jennifer Ann Butler	Professional services	7,850
Jessica Louise Mckinnin	Professional services	2,010
John Milides	Professional services	1,275
Jordan Heath Evans	Professional services	18,280
Karin Taeubner	Professional services	22,312
Kathleen Main	Professional services	1,000
Kimberly Mullins	Professional services	5,960
Kirstie Innes-Will	Professional services	3,925
Kirstin Bourne	Professional services	10,000
KPMG	Professional services	2,000
Kym Maree Willett	Professional services	8,500
Kyndryl Australia Pty Ltd	Professional services	48,565
Kyungok Cho	Professional services	5,913
La Trobe University	Professional services	2,500
Laken Alexandra Ballinger	Professional services	3,710
Landell Probitry Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance service	8,696
Lane Sensei	Professional services	5,000
Laura Russell	Professional services	2,657
Lauren Jessica Carta	Professional services	3,360

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Lawless Learning	Professional services	1,300
Lina Robinson Pty Ltd	Professional services	3,500
Linkit (Advanced Assessment Systems)	IT services	1,530,345
Lok Man Rhoda Fu	Professional services	2,000
Lourdes Garcia Larque	Professional services	4,500
Lucas Andrew Garth	Professional services	3,794
Lynleigh Ann Petersen	Professional services	6,000
Manpower Services (Australia) Pty Ltd	Contract staff	11,535
Marie Therese James	Professional services	1,180
Masae Uekusa	Professional services	5,200
Mayamiko Elisa Malola	Professional services	2,500
Means Of Production	Professional services	8,500
Mejia Flood Francisco	Professional services	166,460
Melanie Amanda Van Langenberg	Professional services	2,000
Melissa Dawood Rashid	Professional services	2,160
Melissa Jane Sands	Professional services	1,470
Michael Page International (Australia) Pty. Limited	Contract staff	185,211
Michelle Pauline Heintze -Moller	Professional services	6,000
Milica Savic	Professional services	6,000
Milorad Cerovac	Professional services	1,265
Monash University	Professional services	243,243
Monique Jane Sharp	Professional services	4,000
Monk Danny	Professional services	4,200
Move Records	Professional services	14,704
Ms Eliza Webb	Professional services	4,560
Nakia Leigh Cadd	Professional services	5,000
National Foundation For Educational Research In England And Wales	Professional services	610,095
NCS Pearson Pty Ltd	IT services	2,016,777
Nicole Elizabeth Heber	Professional services	2,000
Nikki M Group Pty Ltd	Professional services	86,830
Nirvana Rose Watkins	Professional services	2,000

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Northcote High School	Professional services	3,000
Nuttshell Graphics Pty. Ltd.	Professional services	8,782
Obayda Kannouj	Professional services	14,900
Ochre Education	Professional services	181,330
Olivia Lee Butterworth	Professional services	17,800
Parisfirst Partners Pty Ltd	Professional services	37,290
Pearson Australia Group Pty Ltd	Professional services	1,566,362
People2People Recruitment (Victoria) Pty Limited	Contract staff	363,435
Perpin Eviz Pty. Ltd.	Professional services	2,160
Persolkelly Australia Pty Ltd	Contract staff	52,184
Peter Eglezos	Professional services	8,662
Pinnacle Group Australia Pty Ltd	Professional services	28,365
Planit Test Management Solutions Pty Ltd	IT services	35,280
Priya Shah	Professional services	3,750
Randstad Pty Limited	Contract staff	671,061
Raneen Eline Flefil	Professional services	2,370
Raymond Williams	Professional services	8,640
Rebecca Jane Miatke	Professional services	6,000
Red Pony Pty Ltd	Professional services	2,115
Red Spark Publishing	Professional services	5,463
Remy Banjo Graham Throssell Prichard	Professional services	2,730
Rev.Com	IT services	3,473
Ricoh Australia Pty Ltd	IT services	8,333
Rima Atme	Professional services	4,800
Ripple Learning Ltd	Professional services	12,475
Robert Redfern	Professional services	5,500
Robyn Elaine Floyd	Professional services	21,600
Ross Huggard	Professional services	2,000
Ruth Learner	Professional services	4,410
Sabine Partington	Professional services	6,491
Sakurai Justine Margaret	Professional services	18,400

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Sally Woollett	Professional services	8,791
Sara Garcia Ruisanchez	Professional services	5,426
Sara Kitaoji	Professional services	27,775
Sarah Helena Cherry	Professional services	6,000
Sasha Mildenhall	Professional services	3,000
Satu Sunniva O'Neill	Professional services	1,240
School Research Evaluation And Measurement Services	Professional services (research, leadership and professional development)	126,350
Scribbled Life Editing	Professional services	9,630
Scyne Advisory Pty Ltd	Professional services	10,831
Shane Woon	Professional services	6,620
Simpson Christopher	Professional services	4,950
Social Education Victoria Incorporated	Professional services	40,000
Sophie Moore	Professional services	4,080
Stephen Christopher Allen	Professional services	6,000
Strath Consultancy Services	Professional services	6,060
Studio Kettle Pty Ltd	Professional services	36,677
Sulagna Monga	Professional services	4,950
Sunita N Katikala	Professional services	4,575
Susan Grieshaber	Professional services	3,500
Susan Paterson	Professional services	65,490
Syahrial Syahrial	Professional services	5,600
Taleka Asia Pacific Pty Limited	Professional services	16,200
Talent International (Vic) Pty Ltd	Contract staff	127,992
Tam Thi Ai Foot	Professional services	1,413
TDW Consulting	Professional services	26,000
The Australian Council For Educational Research Limited	Professional services	539,073
The Mathematical Association Of Victoria	Professional services	1,364
The Trustee For Cnz Unit Trust	Professional services	21,600
The Trustee For Ingvarson Family Trust	Professional services	21,000
Think In Colour Pty Ltd	Professional services	11,000

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Contractor	Category of services provided	Expenditure (\$ ex GST)
Thriving Principals	Professional services	3,000
Thuthi Vartazarian	Professional services	2,000
Timothy John Roach	Professional services	1,885
TJCB Workplace Investigations	Professional services	20,625
TLC Education Design Pty Ltd	Professional services	44,800
Tulin Koc	Professional services	1,500
University Of Melbourne	Professional services	212,382
Van Thi Thanh Tran	Professional services	2,300
Victoria Alexandra Claire Page	Professional services	6,855
Victoria Cook	Professional services	5,600
Victoria University	Professional services	107,040
Victorian Commercial Teachers Association	Professional services	21,760
Victorian Deaf Society	Professional services	2,751
Victorian Registration And Qualifications Authority	Professional services	7,522
Victorian Tertiary Admissions Centre	IT services	50,000
Vision 6 Pty Ltd	IT services	6,377
Vision Australia	IT services	33,196
Vja Education Consultant	Professional services	7,138
Webplace Pty. Ltd.	Professional services	4,758
Wise Workplace	Professional services	13,219
Wise Workplace Solutions Pty Ltd	Professional services	28,490
Xilo Online	IT services	2,182
Yarn Strong Sista Pty Ltd	Professional services	36,225
Yue Wang	Professional services	5,000
Zetta Pty Ltd	IT services	18,152

