**NSWPPA State Council Term 3 2019**

***Area Council Delegates, Reference Group/Standing Committee/Working Party Chairpersons, Observer Delegates, State Executive***

**MINUTES**

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| **DAY 1 – Thursday 22 August 2019**  (Sessions chaired by President, Phil Seymour unless otherwise indicated) | |
| **8:15am to 9:00am** | **1. Commencement of Term 1 State Council Meeting**  1.1. Welcome  1.2. Acknowledgement of Country    **2. State Council Opening Business**  2.1. Apologies: Diane Robertson, Craig Redfern (Relieving DEL Broken Hill), Ian Reeson, Clint White, Karen De Falco, Leesa Martin (Thursday), Mark Gosbell (Thursday)  2.2. Introduction of new members  2.3. Stewart House – arrangements. Raffle.  2.4. Dinner arrangements. Thai Terrace.  2.5 APPA Conference-Three vacancies, names selected randomly. 1. Bel Wallace 2. Michael Windred 3. Craig Nielson. Reserves 1. Liz Beasley 2. Greg McLaren 3. Jamie Medbury    **3. Agenda**  3.1. Items as circulated  3.2. Additional items and variations-nil  3.3. Acceptance- Moved: Phil Seymour. Seconded: Jude Hayman  3.4. Development of questions for Guests    **4. President’s Report**  **Enrolment Policy & Procedures-**not much has changed. Minister Stokes commenced the changes because of the demands for infrastructure builds, empty classrooms and ‘empire builders’. The implementation/ inconsistencies from DELs is what seems to be causing concern. The main issues seem to be sibling rights and the cap. The PPA has discussed concerns with the Minister, Secretary and Senior DoE Executive. The advice is to have the conversations with your DEL to rectify / modify issues with the enrolment cap/ exceptional circumstances. The executive has provided Murat with questions for him to address on Friday.  **EPAC Review-**Phil provided a summary of why the review was commissioned.  **Principal Classification**- the PPA has developed a conceptual model, it addresses our concerns of inequity (with secondary) and the lack of career opportunities. The executive has discussed it with the Minister, Secretary, Federation etc. The Department is going to model it, cost it out and see if it is achievable.  **Principal Well-Being-** The PPA has expressed concerns about the DoE response and management of unacceptable public behaviour towards schools and individuals. Kathy Powzun’s group has been working on DoE responses to issues that cause school angst especially around social and traditional media and technology misuse. Margaret Baker is working on recommendations.  **Complaints Management-**PPA executive representatives regularly meet with DoE to discuss major issues. Dr Sylvia Corish ran a workshop about complaints management with a group of DELs. Important points from the workshop: clarify the complaint, what does the complainant want, what do you need to find out, how will you provide your response / format, determinations and language used. Phil stated a modified version of the workshop would be appropriate for Principals to provide us with a better understanding of how DELs handle complaints.  **Melbourne Declaration-**PPA have had input at workshops in Tamworth and Sydney. The discussion is about modifying the goals, including more emphasis on early childhood, what needs to be strengthened or updated.  **Chairpersons Thank you-**acknowledgement of our wonderful chairs and the work that they do.  Motion- the PPA Executive employ 0.6 Administrative Support (. 0.2 for the Treasurer and 0.4 for the President) to an amount of $45,000. To be reviewed in 12 months. Moved Phil Seymour. Seconded Tracy Anderson. Carried. |
| **9:00am to 9:30am**  Chair: Treasurer, Michael Burgess | **5. Presenters: Treasurer Michael Burgess and Chair Communications & Engagement RG, David Munday – Improving the Operation of the PPA using Microsoft Teams**  Trial using Teams with State Delegates during Term 4 to ensure the Microsoft Teams platform meets our needs to improve communication. Demonstration provided. |
| **9:30 am to 10:15am**  **Chair: Deputy President, Robyn Evans** | **6. Guest: Georgina Harrisson, Deputy Secretary Educational Services**  **6.1. Welcome**  **6.2. Presentation**  **Literacy and Numeracy support** for primary schools- addressing professional learning based on system level data.  **EAfS-Instructional Leaders** are extended to January 2021. Principal of substantive schools decision to extend. The IL can choose to return or to lose their substantive position.  **Phonics Screening Test**-voluntary (no indication at this stage to make it compulsory), 5 to 7 minute assessment on each student.  **Scout**- would like feedback about how data is presented or what other data we would like presented.  **Curriculum Support**- Science and Technology and PDHPE. Slow down roll out, allow schools to embed and wait for information from curriculum review. Recognition that eLearning is not always as effective in changing classroom practice. Working hard to push out resources, one syllabus at a time.  **Disability Strategy-** Royal Commission – implications will include looking for examples of best practice from our schools. Four key areas of the Disability Strategy – strengthen support, increase resources and flexibility, improve the family experience, track outcomes. Inclusive Practice in Education scholarships advertised  **Student wellbeing and mental health support** – Smiling Minds rolling out  **Tell Them From Me** – advertise to families, can customise questions.  **School Counselling Allocation**-The advisory group in Term 4 2015 agreed on a methodology based on disability and additional learning and support needs; socio economic disadvantage; remoteness, allocations adjusted every three years. There has been an increase in counsellor need, scholarships are assisting in supporting this need.  **Online Enrolment-** positive feedback from pilot schools. There are many areas that need to be worked on and the department is ensuring that Services NSW don’t push it out until it is ready.  **New Enrolment Policy-**changes are due to demographic factors and increasing demand for space. Must be looked from a system lens, fairness and equity.  What has changed? -enrolment cap, 100-point address check, non-local selection criteria, support for families affected by boundary changes.  What hasn’t changed? - currently enrolled students are not affected, students still guaranteed a place in their local school, siblings of non-local students can still be enrolled in schools with capacity, exceptional circumstances will still be considered.  Information available for parents and schools on the Department’s Website.  **6.3. Questions and Discussion**   * Comment made that the policy will see students moving to non-Government schools. Georgina strongly stated that this is not the intention of the policy. * The caps in some rural areas may lead to empty classrooms in some schools. Georgina said local conversations need to be had to ensure this wouldn’t be the case. Murat and Chloe Reid will address this further tomorrow. * ‘One size fits all’ needs to be tweaked and this message needs to go through to the DELs as they are currently inconsistent. The request to ensure that DELs support teachers enrolling their own children in the school they are working at. Georgina said that exceptional circumstances need to be transparent to the school community. Georgina happy to take away enrolment of staff children to be discussed further.   F*or detailed notes please refer to Speaker Summaries and Power Point on the PPA Website.* |
| **10:15am to 10:25am**  Chairs: Secretary, Jude Hayman & Treasurer, Michael Burgess | **7.  Minutes of Term 2 2019 State Council Meeting**  7.1. Corrections- Page 26 David Munday attended as chair of Communications and Engagement, not Michael Trist. Corinna Robertson attended as chair of Leadership on Friday 14th June.  7.2. Acceptance. Moved: Jude Hayman Seconded: Robyn Evans  7.3. Business Arising  **8. Treasurer’s Report**  8.1. Report as circulated  8.2. Highlighted items -Conference Account-issues in the past with payments being made into the general account instead of the conference account. Michael identified this as a technical issue and has corrected it, the money has since been transferred to the general account.  8.3. Acceptance. Moved: Michael Burgess Seconded:  Lyn Davis |
| **10:25am – 10:35am Corporate Partners**: Teachers Mutual Bank  **10:35am – 10:55am Morning Tea**  **10:55am – 11:00am Business Partner**: Life Skills Group | |
| **11:00am to 11:40am** | **Guest: Adrian Piccoli, Director, Gonski Institute for Education – A Gonski Institute Update**  **9.1. Welcome**  **9.2. Presentation**  Adrian’s work is focused on equity and fairness. **Current research** includes Fair Play Project, Growing Up Digital, School Meals Project, Early Childhood Education-Barriers to Entry, Special Needs Wraparound Services. **Rural and Regional**- Staffing, Identifying existing excellence in rural and regional education, school governance and structure, specialist education for students with unique needs, transitions to higher education, culture of high expectations, access to high quality early childhood education and care services. **Advocacy**- the Institute can advocate for equity, fairness, NAPLAN, school funding etc. **Equity and Fairness**- NAPLAN, School funding, the economic impact of improving regional, rural and remote education in Australia, Play. Rural and remote Professional Learning such as Parent and Community Engagement for Learning, Leading for Educational Change e.g. Dubbo, Ballina, Broken Hill, Griffith.  Adrian’s position is to help level the academic perspective, translate it to a practical level.  **9.3. Questions and Discussion**  Is there anything that can be done by the PPA to publicise and be involved with the Gonski Institute? Adrian said they want to be involved in the ‘nitty, gritty’ what are the things that hold you back as Principals? The Gonski Institute would like to identify areas that they can work in. Adrian’s role is advocacy and changing things, providing advice where he can.  *For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website.* |
| **11:40am to 12:30pm**  Chair: R/Deputy President, Rob Walker | **10.NSWPPA Business Session**  **10.1. Meritorious Awards Presented**  **10.2. APPA Report – President, Phil**  Report in kit  **10.3. AGPPA Report – Deputy President, Robyn**  Report in kit  **10.4. Professional Learning Officer (PLO)-Margaret Charlton**  Margaret shared her survey results gathered to help drive the direction of PPA professional learning that she will be facilitating.  Available professional learning is advertised on the PPA Website, go to the ‘Professional Learning’ heading. Upcoming available learning Art of Leadership and Principal Credential.  **10.5. NSWPPA Awards Ratification-Vice President Lyn Davis**  Theseawards will be presented at State Conference   * Life Membership recipients. Jackie Malecki, Alan Kerr, Kerry Moore, Chris Parkinson. * Professional Award-Christine Schnebli * Fellowship-Robyn Evans, Brent Kunkler * Aboriginal Awards-Annie Downes * Social Justice, Equity Award-Mark Gosbell   Moved: Lyn Davis. Seconded: Rob Walker. Carried. |
| **12:30pm – 12:35pm Business Partner**: Dance Fever  **12:35pm – 1:25pm Lunch**  **1:25pm – 1:30pm Business Partner**:  Your OSCH by Camp Australia | |
| **1:30pm – 2:15pm**  Chair: Vice President, Michael Trist | **11. Guest: Peter Riordan, Deputy Secretary, Corporate Services**  **Topics: Principal Classification, Portfolio changes, Corporate Services Update**  **11.1. Welcome**  **11.2. Presentation**  Negotiations for new award and staffing agreement begin together in term 4 presenting challenges and opportunities. Peter referred to the NSWPPA Principal Classification paper, he advised they will be doing complexity modelling, recognising the differential staffing between primary and secondary.  SSPs capped enrolments issue has revealed threshold funding problems for the future and identified anomalies. Peter discussed protecting our staff and students and defamation.  **11.3. Questions & Discussion**  Timeframe for moving forward with principal classification? Lots of complexities to ensure there is no loss. He can not give a timeline but did give a commitment to return to PPA with a response.  Are Principals fairly represented by the federation? Yes.  *For detailed notes please refer to Speaker Summaries on the PPA Website.* |
| **2:15pm – 2:45pm**  Chairs: President Phil Seymour, Deputy President Robyn Evans and Legal Issues SC Chairperson, Greg McLaren | **12.Update on the Independent Review of EPAC Functions and Operations Conducted by Mark Tedeschi AO QC.**  The review identified a significant number of areas for improvement, it has investigated international best practice and is making multiple recommendations. A big concern is that the volume of issues being investigated has increased significantly and are taking longer to complete. EPAC are significantly under-resourced and recommendations have been made in response to this.  Greg McLaren praised the review’s analysis and recommendations and thanked the members of PPA who have been involved in providing responses.  *For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website.* |
| **2:45pm – 3:00pm Afternoon Tea** | |
| **3:00pm – 4:00pm**  Chair: State Executive | **13. Workshop-Teams document.**  **Gathering information regarding Staff Methodology Review, Workload, Expenditure of School Funds, Building Parenting Options.** |
| **4:00pm – 4:25pm**  Chair: Deputy President, Robyn Evans | **14. Panel Session 1: Reference Group/Standing Committee/Working Party Chairpersons**  **Questions on reports (as previously tabled/circulated)** |
| **4:25pm – 4:45pm**  Chair: President, Phil Seymour | **15. 15. Guest: Terri Martin, General Manager, Dymocks Children’s Charities**  **An Opportunity for NSW Public Schools**  **15.1 Welcome**  **15.2 Presentation**  Dymocks operate a Children’s Charity, it is stand alone and has its own board, it is not for profit and Dymocks provide funding for the charity its purpose is to ‘Change kids’ life one book at a time’. Targeting disadvantaged children to spark a love of reading by getting quality, new books into children’s hands. Great programs available *for detailed notes please refer to Speaker Summaries and information on the PPA Website.* |
| **4:45pm   Meeting adjourned for Day One for Delegates, Chairpersons, Observers and Presidents.**  **4:45pm – 5:00pm Executive Reflection on Day 1 and refinements for Day 2.** | |
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| **DAY 2 – Friday 23rd August 2019**  (Sessions chaired by President, Phil Seymour unless otherwise indicated) | |
| **8:45am – 9:00am** | **16. Review of Day One and outline/update of sessions for Day Two.**  **Development of questions for guests, Day Two**  Principal Support-Geoff Scott and Wendy Buckley are both doing an outstanding job and a lot of work.  Motion-That the allocation for Professional Support Officers be increased from 0.4 per week to 0.8 per week. The distribution of this allocation be determined by consultation with the current Professional Support Officers, the Chairperson of the Principal Support Reference Group and the NSWPPA Executive. This increased allocation to begin at the commencement of term four 2019 and be evaluated at term three State Council Meeting 2020.  Moved: Phil Seymour Seconded: Robyn Evans. Carried.  Rationale: Anecdotal and reported evidence clearly demonstrates an increasing workload for our present Professional Support Officers. There is no indication that this will decrease over time. Currently our Support Officers work varying hours per week but very often many more hours than the time for which they are paid. There is every indication this will increase in future especially in fourth term. If we wait until fourth term State Council the support will not effectively begin until 2020. Costing: Approximately $60,000 per year including superannuation and 2.5% salary increase in 2020.  BUDGETARY CONSIDERATIONS  ADDITIONAL EXPENDITURE 2019/2020  Increase in daily casual relief payment from $400 to $500 $60,000  Increase in Professional Support Officer Allocation $60,000  Administrative Support for President and Treasurer $40,000  $160,000  PROPOSED MEMBERSHIP FEE INCREASE FROM 2020  $100 per year per member  $100 x 1650 $165,000  Discussion: Greg McLaren emphasised the amount of work the Professional Support Officer’s do and the value of it.  David Munday asked if there had been discussions with the Minister regarding the increase in the need for the Professional Support Officers and if the Department should be providing more. Response, PSLs are there but they are overwhelmed with EV and School Plan etc. |
| **9:00am – 9:40am**  Chair: Vice President: Bob Willetts | **17. Guests: Lyndall Foster, Executive Director, Curriculum Standards NESA**  **An Update on the Curriculum Review**  **Thematic Review of Assessment**  **17.1 Welcome**  **17.2 Presentation**  Geoff Masters – independent lead reviewer. Broad consultations. The implementation will take several years, possibly 2 to 5 years or more. Need high levels of engagement now to affect what happens over the next few years. Next steps, final report (2020) but likely by the end of this year. The final report will include 15 directions that are not in the interim report, the directions are likely to inform recommendations. It is important for the PPA to be involved in the development of directions. Consultation has been about the now and what is and isn’t working. Next step is to develop the possibilities, how we solve the problems identified, how to better support teachers, how we manage different levels of learning in the primary school classroom. There will be directions around decluttering curriculum. Only 15% of consultation responses were from primary teachers. Need to ensure primary voice is heard in the next section of work. Consultation packages will be developed and available to schools to run their own consultations.  Thematic Review – Teachers Use of Assessment, the review is separate to the Curriculum review but conscious of the review. It began before the Curriculum review was announced. Three areas of review: Common understanding of assessment; Assessment knowledge and practice – What works and doesn’t; Assessment of higher order skill.  2019 – Science and Tech K – 6, 2020 – PDHPE K – 10, Arts syllabus still in development.  Educyte – Online literacy activities, early stages and mainly focused on K to 2.  **17.3 Questions**  *For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website* |
| **9:40am – 10:40am**  **Chair: R/Vice President Trish Peters** | **18. Guest: Dyonne Anderson President, The National Aboriginal and Torres Strait Islander Principals Association (NATSIPA)**  **18.1. Welcome**  **18.2. Presentation**  Dyonne shared information about her school, Cabbage Tree Island PS and shared information about the National Aboriginal and Torres Strait Islander Principals Association (NATSIPA). She extended an invitation to attend the NATSIPA and Te Akatea Maori Conference in Sydney from the 18th to 20th March.  **18.3. Questions & Discussion**  *For detailed notes please refer to Speaker Summaries and Power Point on the PPA Website* |
| **10:30am – 10:40am Corporate Partners**: The School Photographer, Sentral  **10:40am – 11:00am Morning Tea**  **11:00am – 11:05am Business Partner**: Academy Photographer | |
| **11:05am – 11:30am**  Chair: R/Deputy President, Rob Walker | **20. Area Council Issues**   See PPA Website |
| **11:30am – 12:30pm**  Chair: R/Vice President Stuart Wylie | **21. PPC Presentations – Shellharbour, Blacktown, Wollongong PPCs**  **Workshop: Strategies that Support an Engaging PPC Meeting**  Sharing session about content / activities at PPC Meetings.  **12.15-12.30 ASR and School Planning Workshop**  Plus, Minus, Interesting (PMI) responses to suggested School Planning changes to provide feedback from the PPA. |
| **12:30pm – 12:35pm Business Partner**: Sport in Schools Australia  **12:35pm – 1:25pm Lunch** | |
| **1:30pm – 2:00pm**  Chair: Deputy President, Robyn Evans | **22. Panel Session 2: Reference Group/Standing Committee/Working Party Chairpersons**  Questions on reports (as previously tabled/circulated) |
| **2:00pm – 2:45pm**  Chair: Vice President Lyn Davis | **23. Guest: Murat Dizdar, Deputy Secretary, School Operations and Performance**  **23.1 Welcome**  **23.2 Presentation**  **School Development Days-**Working on what the arrangements will look like  **Principal Scholarships**-email has been sent, 20 scholarships-London and Singapore. Great schools in Australia but great virtue to look outside. System challenge with Minister and Secretary.  **Investing in our Schools-Financial support to undertake post graduate studies-** Instructional Leaders started. 3 years of funding for up to 100 Principals for a Masters or Doctorate (some of the costs).  **PSL Recruitment-**Need to recruit up to 11, movement. 24% have moved into DEL positions.  **Complaints-Capability Development-** Piloted Workshop in Metro South west, not the procedures but how to work through complex complaints. Murat is aware of the need for consistency.  **Performance and Development Framework for Principals, Executives and Teachers-** Working with Federation to unpack the PDP Framework and how to ensure it is linked to school / student outcomes in response to poor practices.  **School Excellence-** wrestling with a simplified School Plan for 2021 and changing the plan from 3 to 4 years.  **School Improvement Targets-** Premier’s Priorities. DELs will be unpacking with Principals to set targets for Literacy, numeracy, attendance, wellbeing and equity. 2020 the only mandated targets will be set for Literacy and Numeracy.  **Revised Enrolment Procedures**  **23.3 Questions**  *For detailed notes please refer to Speaker Summaries on the PPA Website* |
| **2:45pm – 3:30pm**  President Phil Seymour | **24. Guest: The Hon. Sarah Mitchell, Minister for Education and Early Childhood Learning**  **24.1. Welcome**  **24.2. Presentation**  **Enrolment Policy-**The Minister has requested common sense is applied and consultation.  **NAPLAN-**The Minister strongly believes it needs to be reviewed.  **EPAC Review**  **24.3. Questions and Discussion**  Increasing funding for PPA; Rural and Remote and the Enrolment Policy; Increasing support staff in schools; Lack of school counsellors; Bus services in rural areas; Clarity for possible documentation request by the Royal Commission/ Disability.  *For detailed notes please refer to Speaker Summaries on the PPA Website* |
| **3:30pm – 3:45pm** Wrap up and scheduled closure of meeting  **Next Meeting**  Term Four, 2019 NSWPPA State Council Meeting  Thursday and Friday 28-29 November 2019  Novotel Sydney Central | |

**Term 3 State Council - Record of Attendance**

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| **STATE EXECUTIVE** | **EXECUTIVE Day One** | | **EXECUTIVE Day Two** | |
| PRESIDENT | Phil Seymour | | Phil Seymour | |
| DEPUTY PRESIDENT | Robyn Evans | | Robyn Evans | |
| R/DEPUTY PRESIDENT | Rob Walker | | Rob Walker | |
| VICE PRESIDENT | Lyn Davis | | Lyn Davis | |
| R/VICE PRESIDENT | Trish Peters | | Trish Peters | |
| R/VICE PRESIDENT | Stuart Wylie | | Stuart Wylie | |
| VICE PRESIDENT | Michael Trist | | Michael Trist | |
| VICE PRESIDENT | Bob Willetts | | Bob Willetts | |
| SECRETARY | Jude Hayman | | Jude Hayman | |
| TREASURER | Michael Burgess | | Michael Burgess | |
| EXECUTIVE OFFICER | Mark Pritchard | | Mark Pritchard | |
| PROFESSIONAL SUPPORT OFFICER | Geoff Scott | | Geoff Scott | |
| PROFESSIONAL SUPPORT OFFICER | Wendy Buckley | | Wendy Buckley | |
| PROFESSIONAL SUPPORT OFFICER | Margaret Charlton | | Margaret Charlton | |
| **REFERENCE GROUPS** | | **CHAIRPERSON**  **Day 1 (21/8/19)** | | **CHAIRPERSON**  **Day 2 (22/8/19)** |
| ABORIGINAL EDUCATION | | Paul Byrne | | Paul Byrne |
| ASSET MANAGEMENT | | Brent Kunkler | | Brent Kunkler |
| CURRICULUM | | Norma Petrocco | | Norma Petrocco |
| DISABILITY PROGRAMS | | Graeme McLeod | | Graeme McLeod |
| ASSESSMENT, PLANNING & ACCOUNTABILITY | | Scott Sanford | | Scott Sanford |
| FINANCE & ADMINISTRATION | | Apology | | Apology |
| HUMAN RESOURCES | | Glenn Walker | | Glenn Walker |
| PRINCIPALS' SUPPORT | | Judy Goodsell | | Apology |
| SCHOOLS SPECIFIC PURPOSE | | Apology | | Mark Gosbell |
| STUDENT WELLBEING | | Helen Craigie | | Helen Craigie |
| TEACHING PRINCIPALS | | Bek Zadow | | Bek Zadow |
| TECHNOLOGY | | Apology | | Clint White |
| **STANDING COMMITTEES** | |  | |  |
| ANNUAL CONFERENCE | | Anne Webb | | Anne Webb |
| COMMUNICATION and ENGAGEMENT | | David Munday | | David Munday |
| LEADERSHIP | | Karen Maraga | | Karen Maraga |
| LEGAL ISSUES | | Greg McLaren | | Greg McLaren |
| RURAL EDUCATION | | Alan Kerr | | Alan Kerr |
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| **WORKING PARTY** | |  | |  |
| SCHOOL VIABILITY | | Grant Schaefer | | Grant Schaefer |
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| **OBSERVER GROUPS** | |  | |  |
| CENTRAL SCHOOLS | | Michael Windred | | Michael Windred |
| ENVIRONMENTAL ED. CENTRES | | Brian Trench | | Brian Trench |
| PRINCIPAL SCHOOL LEADERSHIP | | Sue Ruffles | | Sue Ruffles |
| RETIRED PRINCIPALS | | Apology | | Apology |
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| **AREA COUNCILS** | **DELEGATE**  **Day One 21/8/19** | **DELEGATE**  **Day Two 22/8/19** |
| ALBURY | Andrew McEachern | Andrew McEachern |
| ARMIDALE | Brad Hunt | Brad Hunt |
| BANKSTOWN | Lindy Bryant | Ben Walsh |
| BATEMANS BAY | Carolyn Nugent | Carolyn Nugent |
| BATHURST | Jaime Medbury | Jaime Medbury |
| BLACKTOWN | Tracy Anderson | Tracy Anderson |
| BONDI | Craig Nielsen | Craig Nielsen |
| BOURKE | Mark Rudd | Mark Rudd |
| BROKEN HILL | Karen Canning | Karen Canning |
| CAMPBELLTOWN | Dawn Dallas | Dawn Dallas |
| CENTRAL COAST | Leonie Clarkson | Leonie Clarkson |
| DENILIQUIN | Gayle Pinn | Gayle Pinn |
| DUBBO | Sharon Murray | Sharon Murray |
| FAIRFIELD | Mark Diamond | Mark Diamond |
| GRANVILLE | Greg Grinham | Greg Grinham |
| GRIFFITH | Bel Wallace | Bel Wallace |
| HAWKESBURY/WINDSOR | Melanie Mackie | Melanie Mackie |
| HORNSBY | Milly Stone | Milly Stone |
| LAKE MACQUARIE | Simon Mulready | Simon Mulready |
| LISMORE | Gareth Hockings | Gareth Hockings |
| LIVERPOOL | Anne Webb | Anne Webb |
| MAITLAND | Jonathan Ridgway | Jonathan Ridgway |
| MID NORTH COAST | Robyn Urquhart | Robyn Urquhart |
| MOREE | Kathryn Weston | Kathryn Weston |
| MTDRUITT/MINCHINBURY | Belinda Davies | Belinda Davies |
| NEWCASTLE | Megan Avery | Megan Avery |
| NORTHERN BEACHES | Leesa Martin | Leesa Martin |
| ORANGE/LACHLAN | Liz Beasley | Liz Beasley |
| PARRAMATTA | Amanda Connelly | Amanda Connelly |
| PENRITH/BLUE MOUNTAINS | Anne Bahnisch | Anne Bahnisch |
| PORT JACKSON | Abbey Proud | Abbey Proud |
| PORT MACQUARIE | Jock Garven | Jock Garven |
| QUEANBEYAN | Phil Katen | Phil Katen |
| RYDE | Tania Weston | Tania Weston |
| SHELLHARBOUR | Greg Wells | Greg Wells |
| ST GEORGE | Jeffrey Lie | Jeffrey Lie |
| SUTHERLAND | Jason Ezzy | Jason Ezzy |
| TAMWORTH | Benjamin Carter | Apology |
| TAREE | Donna Bensch | Donna Bensch |
| TWEED/BALLINA | Judi Albans | Judi Albans |
| UPPER HUNTER | Narelle Hunt | Narelle Hunt |
| WAGGA WAGGA | Gabrielle Sheather | Gabrielle Sheather |
| WOLLONGONG | Tim Fisher | Tim Fisher |