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2022 North Metropolitan TAFE ANNUAL REPORT



ACKNOWLEDGMENT

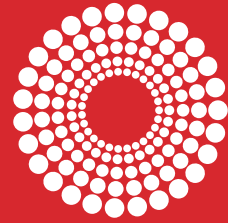
North Metropolitan TAFE recognises Australian Aboriginal and Torres Strait Islander Peoples unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to our society. We acknowledge the Noongar People, the traditional custodians of the lands on which our campuses are located and pay our respects to ancestors and Elders, past and present.

ARTWORK

ACKNOWLEDGMENT



Culturally themed artwork used throughout this publication is designed by NMTAFE graduate and staff member Brody Campbell.



STATEMENT OF COMPLIANCE

To the Hon. Simone McGurk MLA, Minister for Training; Water and Youth.

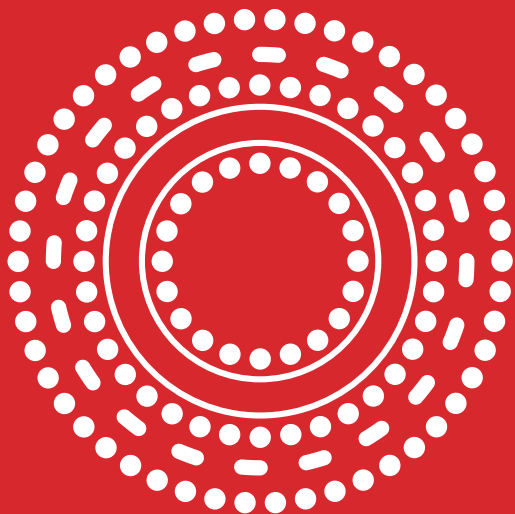
In accordance with the requirements of Section 54 of the Vocational Education Training Act 1996 and Section 61 of the Financial Management Act 2006, we hereby submit for your information and presentation to Parliament, North Metropolitan TAFE's Annual Report for the period 1 January to 31 December 2022.



Mara West
Chair, Governing Council
10 March 2023



Michelle Hoad
Managing Director
10 March 2023




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**OVERVIEW
OF THE
AGENCY**

*Clarkson campus
trade training centre with a focus
on pre-apprenticeships.*

 [Take a virtual tour of Clarkson campus](#)

MESSAGE FROM THE GOVERNING COUNCIL CHAIR AND MANAGING DIRECTOR

Kaya and Wandju,

It is with pleasure that we present North Metropolitan TAFE's 2022 Annual Report.

2022 commenced for the College with the impacts of COVID – 19 still being felt within the community. Training played a critical role in the State's COVID-19 recovery plan seeing North Metropolitan TAFE (NMTAFE) working with industry to train and upskill people for new jobs or to re-enter the workforce. The *Lower Fees, Local Skills* initiative continued to provide students access to affordable quality training opportunities.

As part of the State Government's Rebuilding TAFE initiative, the College received significant infrastructure investment, under which Balga and Joondalup campuses will benefit from two new contemporary training facilities. In addition, procurement is underway for the latest industrial equipment as part of the Government's modernising TAFE program.

Building works commenced on the Balga campus to replace transportable classrooms and offices with a contemporary learning environment, including student amenities and a future technologies construction trades workshop. At Joondalup (Kendrew Crescent) campus, site works began for the new Light Automotive and Technologies Building. The new build will look towards the future of Electric Vehicles and the use of hydrogen in the automotive sector as well as digitisation of horticulture spaces.

The Career Taster Program was successfully implemented across the year, providing Year 9 students a taste of 'the world of work' through practical industry experiences. Designed to spark career curiosity, the program had over 1700 students participate in a range of exciting activities.

Going from strength to strength, the NMTAFE Jobs and Skills Centres (JSCs) continued to provide a comprehensive career service to the community – with course and career advice, job search assistance, resume writing and interview techniques. In July 2022 the JSC introduced an Enhanced Aboriginal Engagement, Training and Employment team connecting with employers to create a one-stop shop experience supporting Aboriginal employment opportunities in the metropolitan area.

The College continued its journey of reconciliation, delivering on a number of strategies from our *2021-2023 Innovate – Reconciliation Action Plan (RAP)*. NAIDOC events and the Walk for Reconciliation received strong participation, as did the hosting of an innovative art competition (Ngalla Maya) through which local Aboriginal artists' work will be permanently displayed at our JSCs in Balga, Joondalup, Midland and Perth.

The College continued to promote a safe environment, both physically and psychologically, for our staff and students. Our wellbeing framework provided us with a platform to celebrate diversity and inclusivity. The College intends to maintain a strong focus on increasing the comfort of staff and students in being their authentic self, adding to the richness and diversity of the campus community.

We would like to take the opportunity to acknowledging retiring of Governing Council members, Emeritus Professor Bill Loudon (Chair), Mr Graham Droppert SC and Ms Diane Bianchini. Please join us in sincerely thanking them for their commitment and contributions to NMTAFE, and their previous services to Central Institute of Technology and West Coast Institute of Training.



A handwritten signature in black ink, appearing to be 'Mara West'.

Mara West
Chair, Governing Council
10 March 2023




A handwritten signature in black ink, appearing to be 'Michelle Hoad'.

Michelle Hoad
Managing Director
10 March 2023



Leisha Green | Education Support
2022 NMTAFE Ambassador

 [Hear Leisha's story on our YouTube channel](#)

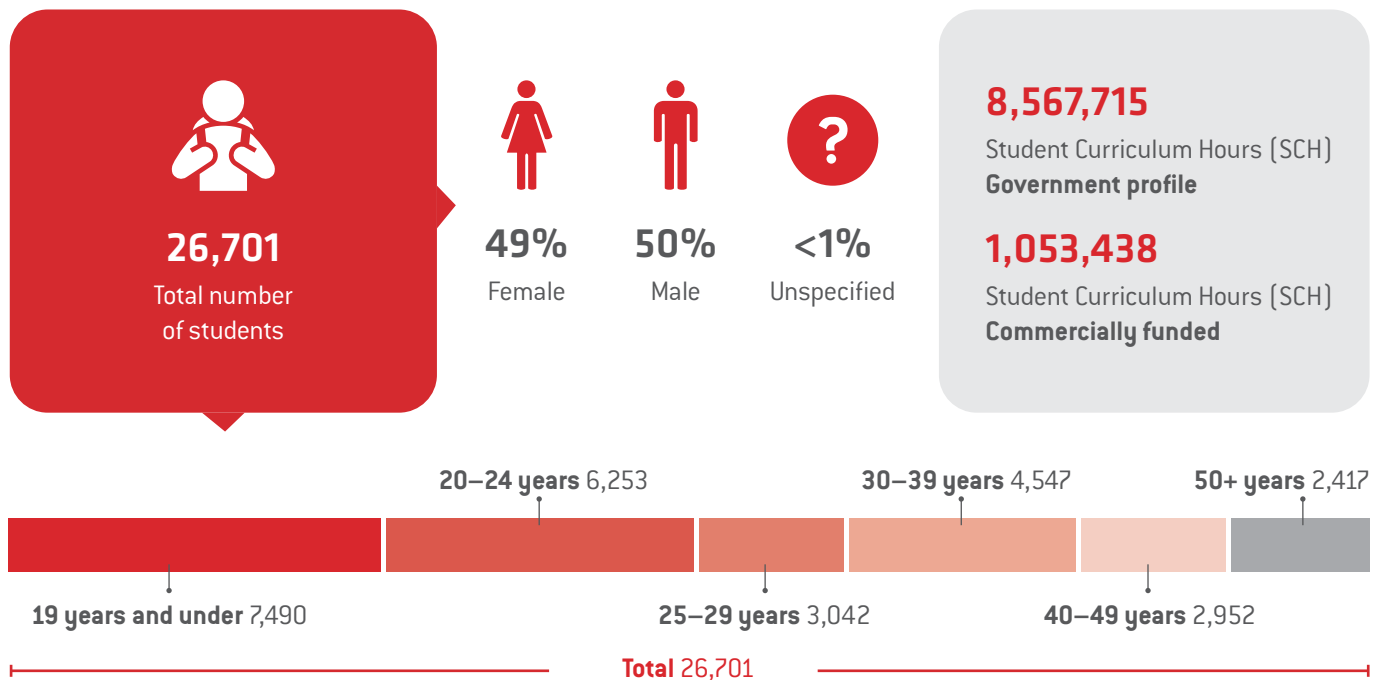


NMTAFE Corporate Executive team
L to R: Russell Coad, Dr. Lyn Farrell, Brett Dorney
and Managing Director Michelle Hoad

EXECUTIVE SUMMARY

Agency Performance Overview

Student numbers in detail

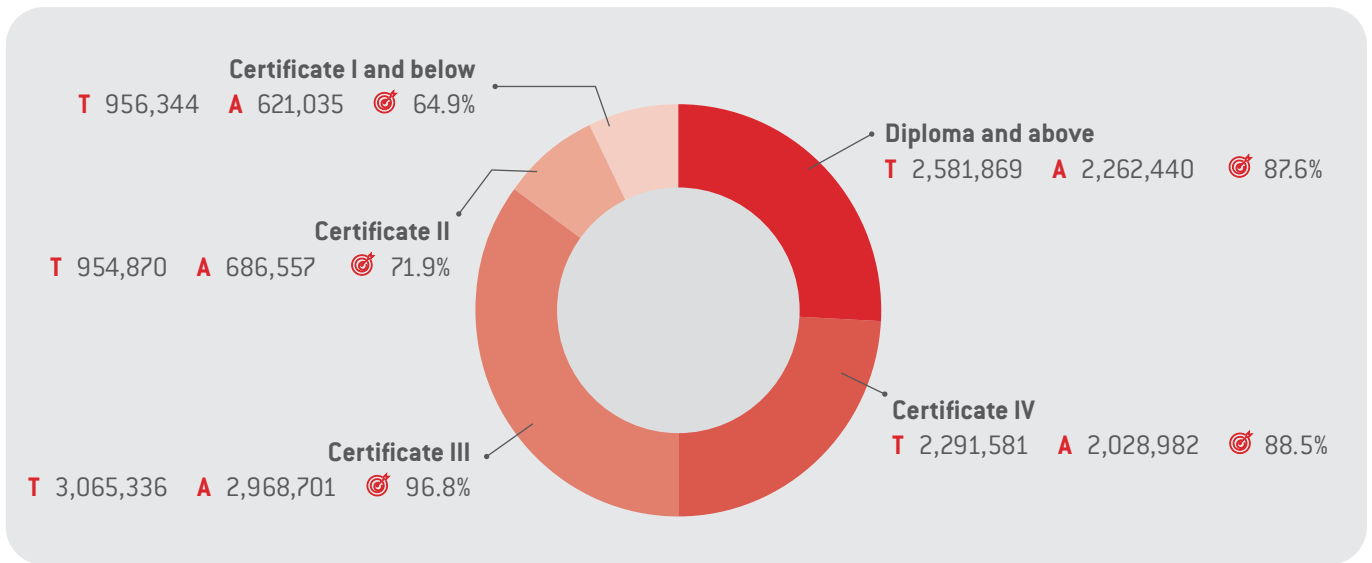




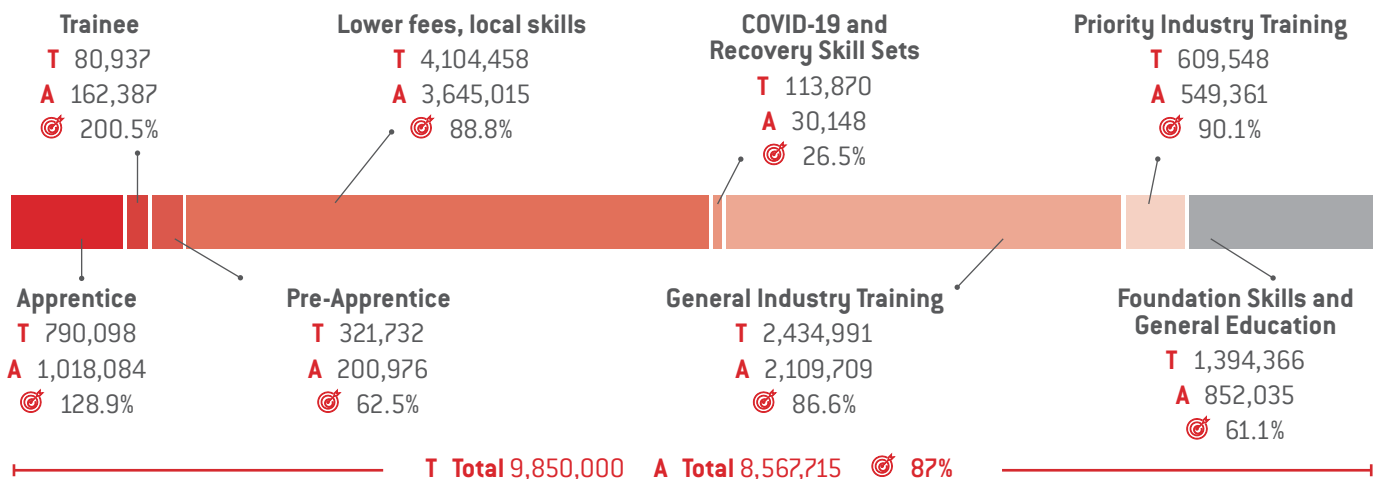
2022 Student Ambassadors with MD Michelle Hoad

Profile funded SCH by qualification level

T Target SCH | A Actual SCH | 🎯 % of original Delivery Performance Agreement target



Priority major group



Staff Highlights



Lecturer in Education Support, Holly Gudsell, won the Gold Award in the TAFE Educational Leader Award at the TAFE Directors Australia's (TDA) inaugural Staff Recognition Awards 2022.



Trade lecturers Max Garbin (Plumbing) and Brad Vanderleer (Engineering) were inducted into the WorldSkills Hall of Fame, recognising their years of volunteer judging.



Ben Bothma, Lecturer in Community Development, was announced as Trainer of the Year through our Ambassadorship Program.

[▶ Hear Ben's story on our YouTube channel](#)

Student Highlights



Certificate IV in Cyber Security student Odaya Amsellem was crowned the Cyber Security Tertiary Student of the Year at the 2022 Australian Information Security Association (AISA) Cyber Security Awards in Melbourne.



Sport and Recreation student Sophie Pitaro was announced WA School-based Apprentice of the Year and went on to the Australian Training Awards to achieve Finalist in her category.

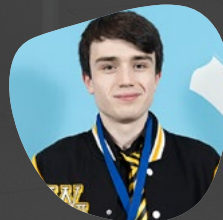
[▶ Hear Sophia's story on our YouTube channel](#)



Interior Design Student Lauren Bird was awarded the Emerging Talent for Best Kitchen Concept at the Hart and Co. Kitchen Design Awards.



Quentin Moreau, Graphic Design student was announced as the winner of the Council of International Students WA (CISWA) International VET Student of the Year.



Advanced Diploma Cyber Security Student, Ben Armstrong won the Medallion for Excellence at the World Skills Cyber Security competition held in South Korea.



North Metropolitan TAFE Ambassador Awards



Aboriginal and Torres Strait Islander Student of the Year - Leishia Green (Education Support – AIEO).

▶ [Hear Leishia's story on our YouTube channel](#)



Trainee of the Year - Amy Freestone (Horticulture, Conservation and Ecosystem Management and Landscaping), City of Swan.



Vocational Student of the Year - Corrie Ramsay (Allied Health Assistance (Physiotherapy)).



International Student of the Year - Sophie Giraud (Interior Design)

▶ [Hear Sophie's story on our YouTube channel](#)



Apprentice of the Year - Eva Friend (Dental)

▶ [Hear Eva's story on our YouTube channel](#)



Cultural Diversity Student of the Year - Thanh Luu Engineering – Mechanical Trade, Callidus Process Solutions

▶ [Hear Thanh's story on our YouTube channel](#)



School-based Apprentice of the Year - Desiree Baxter (L) and Sophie Pitaro (R) Sport and Recreation

College Highlights



84.1% Student Satisfaction



College announced the Best STEM (Science, Technology, Engineering and Mathematics) Promoter of the Year at 2022 Australian Information Security Association (AISA) Cyber Security Awards in Melbourne.



BHP FutureFit Program (a collaboration with NMTAFE) was selected as finalists for the Indigenous Education Award at the World Federation of Colleges and Polytechnics Awards.

ABOUT NORTH METROPOLITAN TAFE

North Metropolitan TAFE (NMTAFE) is the largest publicly funded TAFE College in Western Australia delivering over 350 courses in 70 industry areas at 10 campuses across the central, northern and northeast metropolitan regions of Perth. Our training delivery reflects the State Government's policies and strategic priorities to provide high quality-training choices to the market.

Key strategic projects in 2022:

- The modernising TAFE equipment program resulted in the procurement of training equipment to the value of \$3m to incorporate new technologies within training delivery. This includes a \$300,000 common rail diesel trainer for rail operations at our Midland campus and \$593,000 for electromechanical training systems across the Balga, Clarkson and Midland campuses.
- Construction commenced on the \$47.9m upgrade to the Balga campus. This project is to replace 22 transportable classrooms and offices, the existing administration, student services, library and provide a new future technologies trade technology workshop.
- Work on the new Light Automotive and Technologies Building, at our Joondalup (Kendrew Crescent) campus commenced. The project will consist of a new automotive trade workshop, technical horticulture laboratories, general purpose classrooms and computer labs. The new build will look towards the future of emerging technologies in the automotive and horticulture spaces.
- Opening of the new Belt-splicing workshop at the Midland campus with our first cohort of students undertaking training.
- Hosted the "Building a Hydrogen Capable Workforce Roundtable" with government, education and private representatives to discuss the key skills required in the hydrogen sector, the infrastructural requirements for training and how to grow awareness of job opportunities.
- Hosted the first whole of college Virtual Open Week for prospective students, via an online platform. This event offered access to a range of information such as our diverse choice of courses, live Q&A with our lecturers, student testimonials as well as the opportunity to view student showcases and take a virtual tour of our campus facilities.
- Our Sustainability Group launched the College Sustainability Action Plan which outlines the steps we plan to take in the sustainability space over the next two years.
- The Leadership Foundations professional development program for staff was launched. The program was delivered as a series of workshops, based on units of competency from the Diploma and Certificate IV in Leadership and Management. This program will continue in 2023.

OUR MISSION AND VALUES

At NMTAFE our mission is to nurture participation, employability, productivity and aspirations for our learners, our industry and our community. We are driven by our vision of **transforming lives; strengthening industry and community.**

Our six values reflect our determination to ensure best practice and leadership across the VET sector.

✔ **Respect**

We treat one another fairly and with courtesy while acknowledging the right of each person to hold different or opposing views.

✔ **Integrity**

Our interactions with others are based on honesty and trust motivated with their best interests at heart.

✔ **Student centred**

Our students are our reason for being, hence we place their best interests at the centre of our decision making and service delivery.

✔ **Accountability**

We accept personal accountability for our actions and decisions, demonstrating social, financial and environmental responsibility to stakeholders.

✔ **Innovation**

We aspire to deliver best practice in everything we do for the benefit of our students and industry.

✔ **Professionalism**

We willingly share our knowledge, reflect on our performance and strive to continuously improve how and what we deliver.



OPERATIONAL STRUCTURE

The ministerial appointment to the College's Governing Council occurred in June 2022. Emeritus Professor Bill Loudon retired from the Governing Council, along with Mr Graham Droppert and Ms Dianne Bianchini. Ms Mara West was appointed Governing Council Chair and Dr Irene Ioannakis and Dr Sheralee Tamaliunas joined the council.

Governing Council Members



Ms Mara West (Chair)

Mara is the Operations Manager, Kulungu Aboriginal Unit with the Telethon Kids Institute. She has extensive knowledge of education and training for Aboriginal people having worked in this area in the resources and government sectors and is passionate about people accessing training and gaining long term employment. Mara is the chairperson of the Aboriginal Employment, Education and Training Committee for North Metropolitan TAFE. She also Chairs the Homelands Water and Energy Group at Ngangk Yira, Murdoch University and the HEAL WA Aboriginal Reference Group. She has a BSc (Honours) and Graduate Diploma in Education.



Ms Cheryl Robertson (Deputy Chair)

Cheryl is currently the National Security Sales Director for Microsoft. She was previously the WA State Director of Microsoft and has experience in several fields including Executive Leadership, Executive Management, Management Consulting, Business Development and Strategy. She is an experienced board director and a Fellow of the Australian Institute of Company Directors.



Professor Arshad Omari

Arshad is the Senior Deputy Vice-Chancellor of Edith Cowan University. Arshad has extensive experience in tertiary education and holds Bachelor of Architecture and Doctor of Philosophy degrees from the University of Western Australia.



Dr Craig McLure

Craig is the General Manager Industry Capability Solutions at nbn co Australia.

His professional career spans the academic, biotechnology and telecommunications industries and he has extensive experience in Strategy, Transformation, Innovation and Governance.

Craig holds a PhD from the University of Western Australian and an MBA from Melbourne Business School



Mr Adam Sofoulis

Adam is presently the General Manager – Group Finance of Bunnings and is a Fellow of the Chartered Accountants Australia and New Zealand. Adam has previously held senior roles within Wesfarmers, the Office of the Auditor General of Western Australia and Deloitte. Adam has been a member of the North Metropolitan TAFE's Finance and Audit Committee since its inauguration and prior to that was a member of Central TAFE's Finance and Risk Management Committee.



Mr David Nicholson

David is the CEO for the Shire of Gnowangerup and lives on the doorstep of the delightful Stirling Ranges. In addition to Local Government, David has extensive C-Level experience in a range of industries including Finance, Aged Care and Mining. David's qualifications include an Executive MBA, CPA (Fellow) with the Australian Society of CPAs, and an Advanced Diploma in Metalliferous Mining. David is also on the Board of Relationships Australia WA.

Previous governance roles have included the governing council for the Goldfields Institute of Technology, and Central Regional TAFE, the executive committee with Regional Development Australia Goldfields-Esperance, and Kalgoorlie-Boulder Chamber of Commerce & Industry, and on the Board of Skadada, a performing arts company.



Ms Amy Barrett-Lennard

Amy has been Director of the Perth Institute of Contemporary Arts since April 2006. As a dynamic leader, Amy has brought vision and vitality to a number of arts organisations across Australia. Amy has been President of Contemporary Art Organisations Australia, a board member of the Murdoch University Art Collection, Edith Cowan University's Centre for Research in Entertainment, Arts, Technology, Education and Communications, and the Chamber of Arts and Culture WA



Dr Irene Ioannakis

Irene has dedicated a lifetime of distinguished service to vocational education and training both in Australia and internationally.

Irene has 40 years' experience in the disciplines of vocational education and training (VET), secondary and tertiary education and human resources management. Her industry experience spans a broad range of areas including oil and gas, automotive, mining, services to mining, metals and engineering, manufacturing, and professional services. Her most recent role was Deputy Chief Commissioner with the Australian Skills Quality Authority (ASQA).



Dr Sheralee Tamalunas

Sheralee is currently the Director Clinical Workforce and Leadership at the Department of Health Western Australia and has a wealth of experience in health, health workforce, education sector, policy and research.

She is an experienced board member and holds several advisory positions. Sheralee has a PhD from the University of Notre Dame Australia and is passionate about growing and supporting workforce and its culture through education.



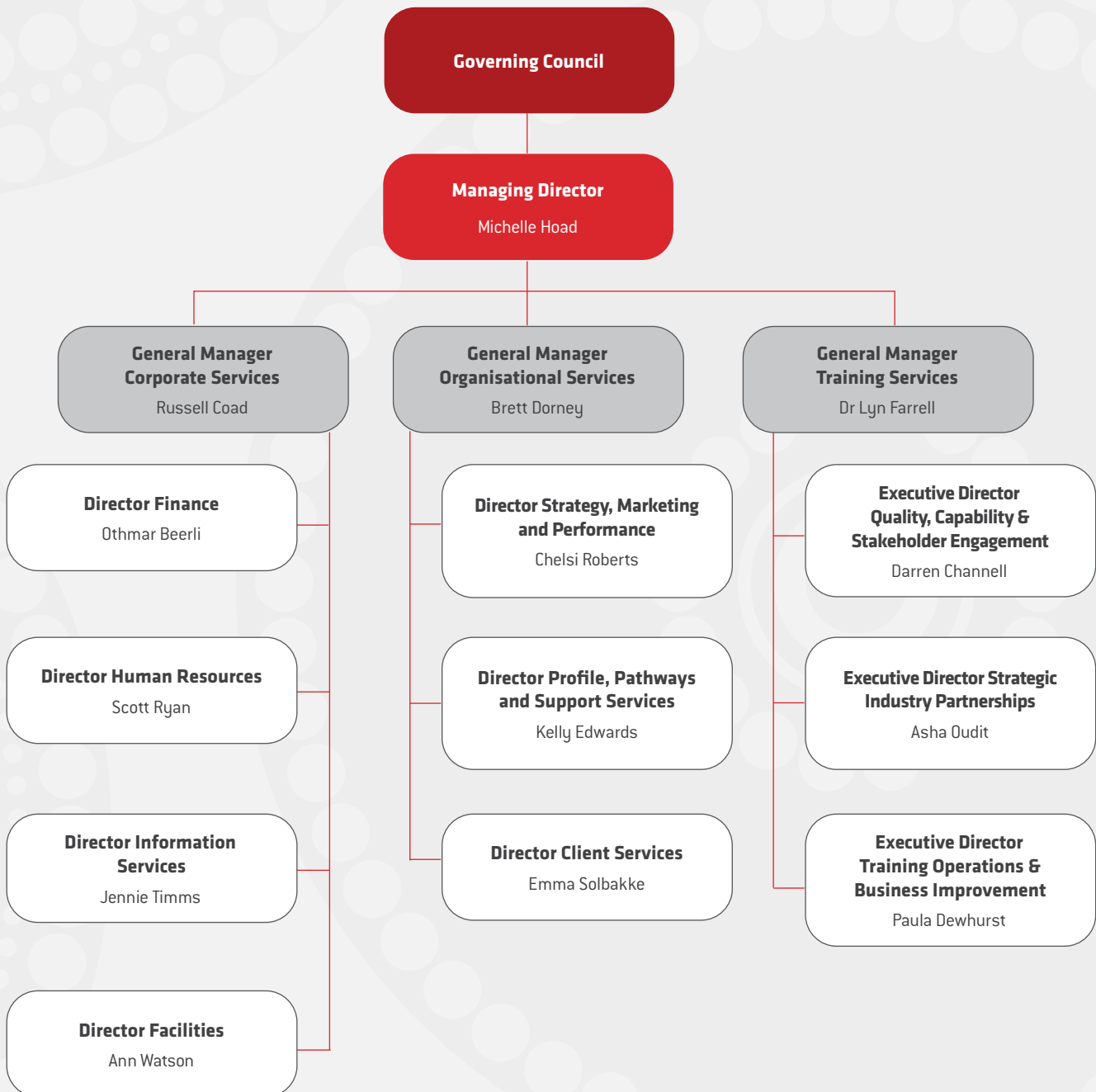
Ms Michelle Hoad

Michelle is an ex-officio member of the Governing Council by virtue of her position as Managing Director of North Metropolitan TAFE. Over the last 20 years Michelle has held a number of senior roles in the vocational education and training sector. Michelle has worked with diverse client groups in regional and metropolitan Western Australia, collaborating across government and the private sector to maximise training opportunities and outcomes.

Organisational Structure

Responsible Minister

North Metropolitan TAFE was responsible to the Hon. Sue Ellery MLC, Minister for Education and Training. From 14 December 2022, North Metropolitan TAFE was responsible to the Hon. Simone McGurk, Minister for Training; Water; Youth.





Klayton | Diploma of Sport
[Hear Klayton's story on our YouTube channel](#)

PERFORMANCE MANAGEMENT FRAMEWORK

The Government Goal: *Future Jobs and Skills: Grow and diversify the economy, create jobs and support skills development*, reflects the College's strategic and operational focus.

Our vision of *'Transforming lives; strengthening industry and community'* recognises that we foster prosperity for individuals, as well as enterprise and community. To fulfil our vision, we aim to nurture participation, improve employability, contribute to productivity and build the aspirations of our learners, industry and the community.

To enable the College to transform lives we:

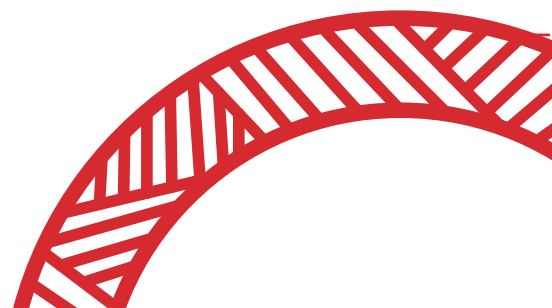
1. Delivered nationally accredited training courses and industry focused skill sets.
2. Supported industry and enterprise with a focus on increasing apprenticeship and traineeship training.
3. Developed partnerships with industry and employers.
4. Assisted people to access training through foundation and access programs.
5. Provided career, training and employment services, via Jobs and Skill Centres.

Outcome Based Management Framework

The Outcome Based Management (OBM) Framework is a Department of Treasury mandatory requirement, for all State Government Agencies. The OBM Framework describes how outcomes, services and Key Performance Indicators (KPIs) are used to measure system performance. The outcome-based management framework remained unchanged 2022.

Shared Responsibilities with Other Agencies


NMTAFE receives an annual funding allocation from the State Government through a resource agreement (Delivery and Performance Agreement) with the Department of Training and Workforce Development (DTWD). NMTAFE reports to the Department on outcomes under that agreement.



AGENCY PERFORMANCE



East Perth campus - Diploma of Laboratory Technology

 [Take a virtual tour of East Perth campus](#)



The partnership between NMTAFE and Sodexo Australia sees participants complete a Certificate III in Commercial Cookery to address skills shortages in cookery.

TRAINING IN PRIORITY AREAS

The College continued to enhance digital service delivery, ensuring growing flexibility and accessibility in the provision of our training services. This included the development of blended delivery models including skill sets, micro credentials, short courses and part-time models across all industry training areas.

Employment Based Training

The following initiatives were undertaken in 2022 to support and increase employment-based training:

- Worked with the DTWD and a range of stakeholders to develop strategies to improve processes and efficiency of communication between the College and employers. This includes a new portal for apprentices and employer and a dashboard for tracking travel and accommodation.
- Negotiated a Third-Party Agreement with Rio Tinto for TLI40921 Certificate IV in Rail Network Control, for implementation in 2023.
- Expanded block training delivery in a range of qualifications to assist employers including: NWP20112 Certificate II and NWP30222 Certificate III in Water Industry Operations, RII20220 Certificate II in Surface Extraction Operation, UEE21920 Certificate II in Electronics and TLI20420 Certificate II in Supply Chain Operations.
- Partnered with BHP to support trainees and apprentices at BHP's 'FutureFit Academy' in Welshpool.
- Continuation of Sodexo Apprenticeship program "Art of Food".
- The development of apprenticeship program with Salon Direct and Just Cuts (Hairdressing and Barbering).
- The development and scoping of a range of new qualification for trainees and apprenticeships including: CPC40320 Building Project Support, CUA30620 Arts and Cultural Administration, HLT33115 Health Services Assistance, ICP31420 Prepress Graphic Design Production, MEM31219 Engineering - Industrial Electrician, MSA50108 Manufacturing Technology, PMB30121 Polymer Processing, TLI20420 Supply Chain Operations and TLI40120 Rail Network Control.



90%

Student Satisfaction Rate





Apprenticeship

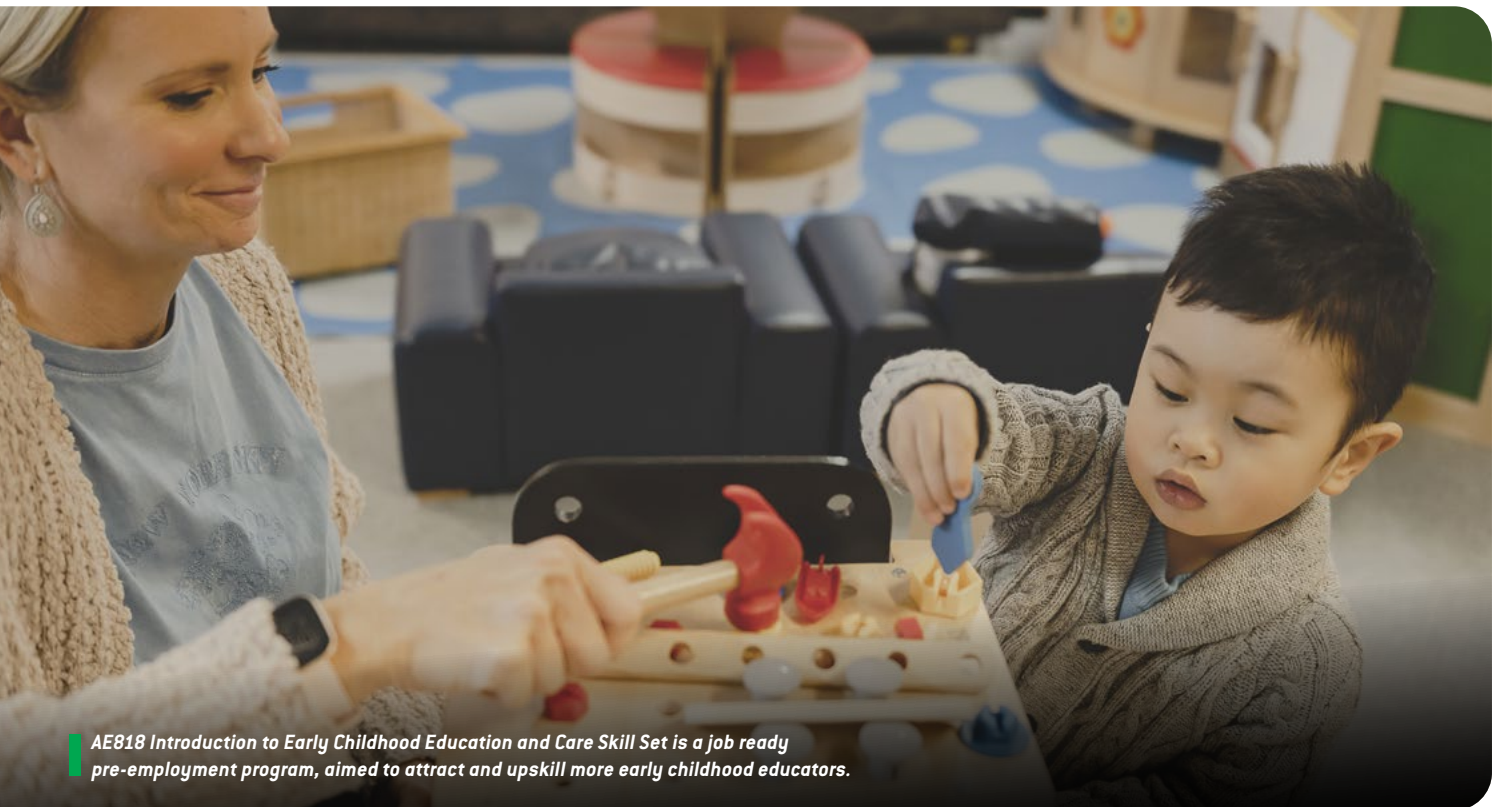
1,018,084 SCH, 128.9% *



Traineeship

162,387 SCH, 200.5% *

*  Original Delivery Performance Agreement target in Profile Funded Delivery




AE818 Introduction to Early Childhood Education and Care Skill Set is a job ready pre-employment program, aimed to attract and upskill more early childhood educators.

Priority Industry Training


The following initiatives were undertaken in 2022 to support and increase priority industry training:


- Developed and delivered a range of new skill sets including Introduction to Cyber Security, Transition to Cyber Security, Applied Data Analysis, Future Chef Program (Introduction to Commercial Cookery), Production (Basic) Nursery, Revegetation and Social Media for Business.
- Partnered with St John of Gods Hospital, Subiaco to pilot a work-based program in HLT33115 Certificate III Health Services Assistance, for their existing workforce in maternity. The program consisted of on-the-job training, online and self-paced learning and weekly lecturer visits.
- Commenced part time delivery pathways in CHC33015 Certificate III Individual support (Ageing) and CHC33015 Certificate III Individual support (Disability).
- Children's Services ran a job ready skillset in partnership with the DTWD and Goodstart Early Learning, based on AE818 Introduction to Early Childhood Education and Care Skill Set. The pilot job-ready pre-employment program aimed to attract and upskill more early childhood educators for the local workforce and was initially promoted to Year 12 students, later broadening to include mature age entrants.
- Continued to partner with Western Power and Horizon Power to provide practical hands-on training solutions in electrical fitting for the maintenance of Stand-Alone Power Systems.
- Developed partnerships with a range of host employers to provide opportunities for internships, as part of a Work Integrated Learning (WIL) program for students studying the 22445VIC Advanced Diploma of Cyber Security.



Priority Industry Training **549,361** SCH, 90.1% *



Lower fees, local skills **3,645,015** SCH, 88.8% *

*  Original Delivery Performance Agreement target in Profile Funded Delivery



Macmahon Mining partnership allowing students to work on Industry projects involving Virtual Reality.


General Industry Training

The following initiatives were undertaken in 2022 to support and increase general industry training:

- Partnered with Macmahon Mining group to provide students studying Diploma level programming and Visualisation & Animation with the opportunity to work on projects in Virtual Reality.
- Implemented a block training / online program for Fortescue Metals Group trainees in BSB41419 Certificate IV in Work Health and Safety.
- Continued to develop a range of flexible, online and blended delivery modules such as TLI20420 Certificate III Supply Chain Operations, CUA50820 Diploma of Music (Music Business).
- Developed and scoped a range of new training products including CHC42215 Certificate IV in Community Development, CHC4221 Certificate IV in Housing, TL27121 Certificate II in Rail Infrastructure, RII20720 Certificate II in Civil Construction, TLI20420 Certificate II in Supply Chain Operations and EACD14 Revegetation level 2 Skill Set.



Delivered **2,109,709** SCH, 86.6% of *

*  Original Delivery Performance Agreement target in Profile Funded Delivery





MEM20105 Certificate II in Engineering through the Koomba Bridal Program - Midland campus
 Helping indigenous candidates looking to get into a career in Engineering.

Aboriginal and Torres Strait Islanders* – Aboriginal Training Plan Outcomes

The following initiatives were undertaken in 2022 to support Aboriginal Training Plan Outcomes:

- Undertook the development of a new program 52879WA Certificate II in Leadership; for WA Police Aboriginal cadets for implementation in 2023.
- Scoped 52860WA Certificate I in Industrial Skills (Entry Level Training). This course will provide participants with the knowledge and skills to perform tasks associated with entry-level workforce participation in a range of trade-related industries with delivery commencing in 2023.
- Delivered the Alstom Rail Infrastructure Skill Sets introducing 11 students to electrical and mechanical topics. Delivery took place at NMTAFE, Midland campus and METRONET Bellevue Railcar Depot with Alstom providing students with their Personal Protective Equipment. Three students who successfully completed the course will receive an opportunity to proceed to a 4-year apprenticeship with Alstom.
- Fourteen Aboriginal students started their engineering journey in the College's 10-week Koomba Birdal Program. Running three days a week from the Midland campus, students graduated with a MEM20413 Certificate II in Engineering Pathways. The program is supported by Certus Group, Perth Airport and the Australian Manufacturing Workers' Union and will be offered again in 2023. To date two students have been offered the opportunity to take up an apprenticeship, four students were offered full-time employment and several others have applied for further studies in 2023.
- Our Enhanced Aboriginal Engagement, Training and Employment team arranged for portfolios to present their courses to young women who are making decisions on their future, as part of the Shooting Stars Program, a program that empowers Aboriginal women.
- Development of a partnership with Ramsay Health Care for an Aboriginal Cadetship for HLT54121 Diploma in Nursing students, with the first cadetships to commence in early 2023.
- Through our ongoing partnership with Edith Cowan University, provided the opportunity for Aboriginal Diploma of Nursing Graduates direct entry into the Bachelor of Science (Nursing).
- In conjunction with industry partner Goodstart Early Learning, Traineeship program in the CHC30121 Certificate III in Early Childhood Education commencing in 2023.
- As a part of the Aboriginal School Based Training Program, the College introduced a AHC102016 Certificate I in Agrifood Operations for Aboriginal students delivered at Balga Senior High School.

**For the purpose of this document, the use of the term 'Aboriginal' is inclusive of Torres Strait Islanders peoples.*

- Collaborated with the BHP Future Fit Academy to provide training pathways for trainees in MEM20105 Certificate II in Engineering and MEM20205 Certificate II in Engineering – Production Technology; or an Apprenticeship in MEM30205 Certificate III in Engineering – Mechanical Trade at BHPs purpose-built training facility in Welshpool.
- Training in Mentoring Aboriginal and/or Torres Strait Islander People was delivered to 24 participants at the WA Police Force.
- Delivered an Engineering Associate Traineeships Program to Water Corporation and Main Roads. The program will have Aboriginal students working full time with Main Roads crew while completing a 52889WA Diploma of Civil and Structural Engineering traineeship over two years.
- Developed and delivered a TLI20421 Certificate II in Supply Chain Operations for Aboriginal trainees working with Fortescue Metals Group.
- Delivered the Aboriginal and Torres Strait Islander Education Officer (AIEO) Training for the Department of Education. Ten students graduated from the course which consisted of a culturally appropriate Certificate III and IV in Education Support AIEO training programs for online study with on-campus support available at Joondalup, Leederville and Midland.
- Introduced the MST20616 Certificate II in Applied Fashion Design and Technology, a VET Delivery to Secondary Schools (VETDSS) course with a focus on Aboriginal textile design, including printing and dying techniques, combined with designing and producing fashion garments. Thirty-one (31) students developed skills including sewing, pattern making, digital design, drawing, fabric dying and screen printing.
- The College's Aboriginal student mentors supported Aboriginal students in the 52875WA Certificate I Gaining Access to Training and Employment (GATE) to progress to higher level qualifications such as the pre-bridging program towards university study via the 22474VIC Certificate III in General Education for Adults.

Actions from our Reconciliation Action Plan (RAP)

- Our staff came together at Kaarta Koomba (Kings Park) to take part in a Walk for Reconciliation as part of National Reconciliation Week.
- Hosted NAIDOC events at East Perth campus with a welcome to country by Elder Tom Little, live music by Joan and the Giants and a range of activities.
- RAP artwork has been featured in the Wandju Welcome entrance signs at every campus.
- Brody Campbell NMTAFE graduate and staff member designed artwork for the new Simulated Warehouse facility at East Perth.
- As part of our Ngalla Maya Aboriginal Art Competition, four local Aboriginal artists will have their artworks permanently displayed at our Jobs and Skills Centres (JSCs) in Balga, Joondalup, Midland and Perth.
- Reviewed content and improved accessibility of the College website to ensure cultural sensitivity, inclusivity and ease of access. Added culturally diverse imagery to webpages and cultural location descriptions to each campus page.



One of the four Ngalla Maya Art competition winner. Arthur Collard, 'The Calling' won the Midland category.



84.5% Student Satisfaction Rate



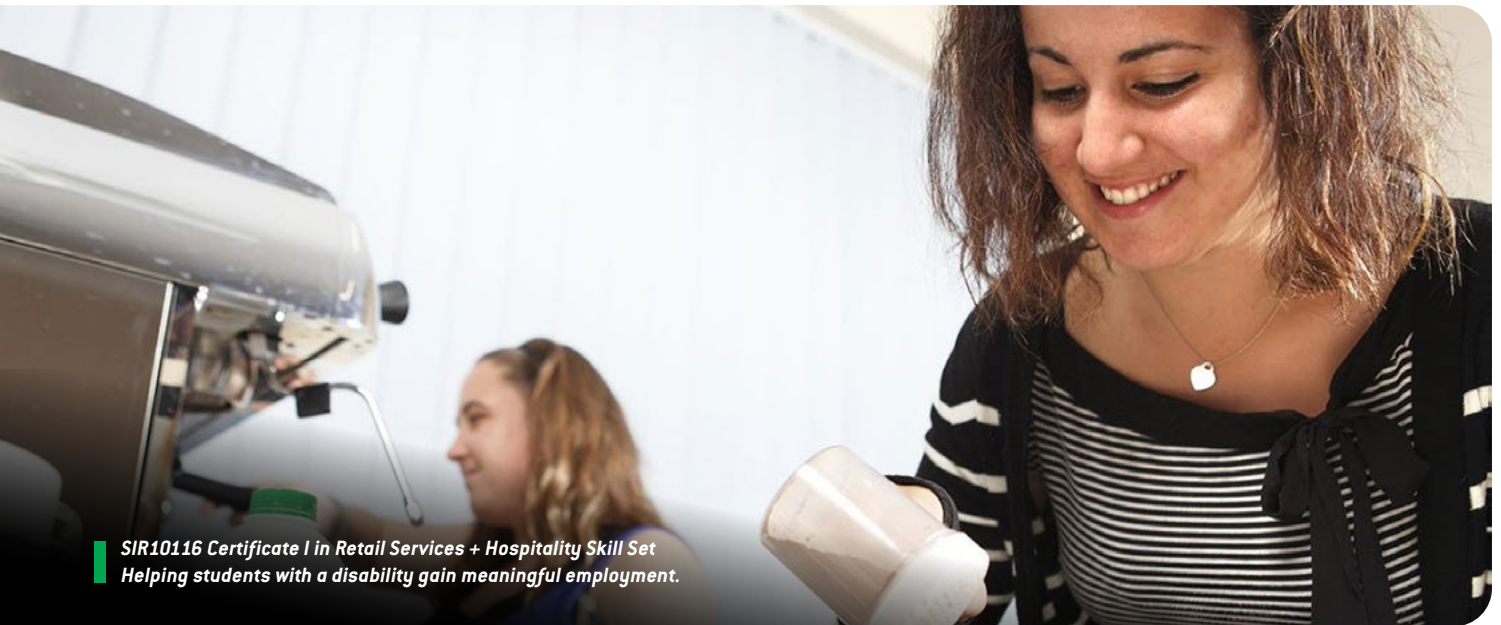
728 students that identified as Aboriginal and Torres Strait Islanders in Profile Funded Delivery



Delivered **236,197** SCH



243 Qualifications completed – Certificate II or above



SIR10116 Certificate I in Retail Services + Hospitality Skill Set
Helping students with a disability gain meaningful employment.



78.2% Student Satisfaction Rate



Delivered **1,106,201** SCH



2,381 students that identified as having a disability in Profile Funded Delivery



907 Qualifications issued – Certificate II or above

Students with a Disability - Disability Access and Inclusion Plan Outcomes (DAIP)

DAIP Outcome 1: People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority.

- Provision of online study support was implemented for students with a disability. Students could access study support officers via virtual or telephone-based services.
 - Provision of TAFE Specialist Employment Partnership (TSEP) which provided free employment services via the Jobs and Skills Centres. The program is aimed at supporting clients with a disability or medical condition to prepare for and to find employment.
 - The College's Wellbeing Framework was refined and implemented to ensure students can maximise their potential and staff are provided a safe and supportive environment to assist students in their learning journey.
 - A new role of Accessibility and Learning Support Advisor was created to provide an advisory service for lecturers and support the ongoing professional development of the Accessibility and Learning Support (ALS) team. This role has seen a significant increase in the ability of the ALS team to support the learning areas to assist students with a disability and equip lecturers with a range of support strategies.
- The ALS Advisor worked with the learning areas to ensure online learning content was accessible for students regardless of ability (Universal Design for Learning).
 - ALS coordinators worked across our ten campuses to coordinate and implement supports for students with a diagnosed disability, medical condition, or mental health condition, whether temporary or permanent. ALS assisted students as follows:
 - Assisting with the enrolment process.
 - Familiarising them with the campus, facilities, and classrooms.
 - Working with them to inform lecturers about their needs, as required.
 - Accessing alternative formats for learning materials (audio, large print, etc.).
 - Utilising adaptive technologies, software, and specialised equipment.
 - Applying for assessment alternatives and adjustments.
 - Obtaining study assistance, support, and advocacy.

DAIP Outcome 2: People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.

- NMTAFE's Facilities staff continued to work to ensure that all campuses allow equal access for students and staff with disabilities. In the 2021/2 reporting year the following has been completed:
 - DAIP agenda items continued to be present in each OSH committee meeting agenda to capture initiatives in a timely manner.
 - A focus group met regularly to capture DAIP initiatives.
 - Consultation between external agencies, facilities and ALS has continued in the works for the Balga Campus upgrade.
 - A range of support services have been relocated to make them more accessible to people with disability.
 - The cross walk at Perth Campus between 25 Aberdeen St and 30 Aberdeen St has been finalised and consultations with the City of Perth are continuing to ensure safe use of this cross walk for people with disability (including lights, increased signage).
 - Consultation with NMTAFE's safety team for the provision of more accessible doors for offices to improve the mobility for people with disability.
 - Consultation with facilities to rename some bathrooms to Accessible toilets or toilets for all genders.

DAIP Outcome 3: People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

- NMTAFE information, publications, policies, procedures, and forms are accessible to people with disability. The College's Marketing and Communications team ensure the website is compliant with the Web Content Accessibility Guidelines criterion.
- A statement about the availability of alternative formats is printed on all new documents, publications and web forms produced by the Marketing team.
- The ALS team are conducting an audit of published videos to ensure there are adequate closed captions. This audit will also see the provision of an inset (picture in picture) with an Auslan interpreter for those videos that are relevant to people with a hearing impairment including staff and students.
- The ALS team initiated a collaborative project with the College's Marketing team and the learning portfolios to improve the 'informed choices' section on the College's website. This will assist students of all abilities to identify with greater accuracy, the requirements of the course and make an informed choice to determine the suitability of VET courses.

DAIP Outcome 4: People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.

- NMTAFE provided a range of development sessions for staff to ensure people with disability receive an equal level and quality of service. The Disability Awareness online training is mandatory for all staff. This training develops an awareness on how to improve service provision to reduce discrimination.

DAIP Outcome 5: People with disability have the same opportunities as other people to make complaints to a public authority.

- Information regarding our feedback and complaint procedure continues to be available on the website with specific information outlining access for students with disability. NMTAFE's feedback form is available in alternative formats and students are advised that the ALS team can assist students with the process.

DAIP Outcome 6: People with disability have the same opportunities as other people to participate in any public consultation by a public authority.

- The Student Advisory Working Group continued in 2022. This group was established to assist in providing advice to the NMTAFE learning areas. The group consults with current student cohorts on matters relating to a range of topics and gathers feedback.
- Staff with a disability were consulted on the development of a range of professional development programs with the intention of increasing awareness of disability and impact in the learning environment.
- NMTAFE launched its updated Disability Access and Inclusion Plan 2022-2026.

DAIP Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

- NMTAFE Workforce Diversification and Inclusion Plan 2021-2025 implemented in 2021 sets out NMTAFE's intentions to attract, retain, develop, and celebrate people of specific diversity groups. Of these diversity groups, 'People with Disabilities' is one of the priority areas.
- NMTAFE is currently tracking higher than the public sector average (at 3.3% versus 1.5%) in employing people with disabilities. The College aims to increase representation of people with disabilities to achieve the Public Sector Commission target of 5% within the next DAIP period.



“Wear it Purple Day” morning tea, Perth campus helping promote inclusivity for those from LGBTQIA+ community

Wellbeing Framework

The NMTAFE Wellbeing Framework Implementation and Workplan was developed with key stakeholders and identified clear timeframes, actions and progress. A Wellbeing Working Group consisting of lecturers and support staff was established to advise the College’s actions in the wellbeing and mental health spaces.

Some of the strategies and initiative undertaken in 2022 included:

- The Managing Director hosted forums with identified student groups to gain insight of the student experience at NMTAFE, and to seek ways to incorporate wellbeing practices in the College culture.
- Professional development opportunities were facilitated by the Wellbeing Coordinator for NMTAFE staff, on topics such as mental health and suicide prevention.
- Students had the opportunity to attend Youth Focus education sessions *Breaking the Ice – Having a Conversation About Mental Health*. 10 sessions were delivered across the campuses.
- The Residential Construction and Trades Portfolio partnered with ‘Mates in Construction’ who provide mental health wellness talks to pre-apprentices and apprentices.
- The Wellbeing Coordinator visited all Portfolios to present the NMTAFE Mental Health Emergency Response Chart, explaining the process, the role of the Wellbeing Coordinator and responding to staff enquiries.
- “Wear it Purple Day” morning tea was held to support the young adult members of the LGBTQIA+ community at NMTAFE. This was attended by a range of staff and students including an informal address from the Managing Director outlining the work NMTAFE endeavours to complete to ensure inclusivity for those from the LGBTQIA+ community.





The success of this pilot program for VETDSS in 52895WA Certificate IV Preparation for Health and Nursing Studies at Mt Lawley has led to two additional groups commencing in 2023.

Youth

The following initiatives were undertaken in 2022 to support and increase training to youth:

- To support school student engagement with VETDSS the College expanded its suite of products to include skill sets and new qualifications such as:
 - 52895WA Certificate IV in Preparation for Health and Nursing Studies.
 - AHC20416 Certificate II in Horticulture.
 - BSB30120 Certificate III in Business.
 - CUA30620 Certificate III in Arts and Cultural Administration.
 - ICP20120 Certificate II in Printing & Graphic Arts.
 - RII2122 Certificate II in Autonomous Workplace Operations.
 - SIT20322 Certificate II in Hospitality.
- Provided students in Year 10 with the opportunity to enrol in VETDSS funded Certificate II qualifications.
- Commenced a pilot program for VETDSS in 52895WA Certificate IV Preparation for Health and Nursing Studies at Mt Lawley. Its success has resulted in an additional two groups commencing in 2023 at McLarty and Mt Lawley.
- Hosted the 'Get into Resources' event where 500 secondary students attended a series of mining and resource-based activities at our East Perth campus.
- Expanded existing partnership with the Swan City Youth Services to increase delivery of the Certificates In General Education.



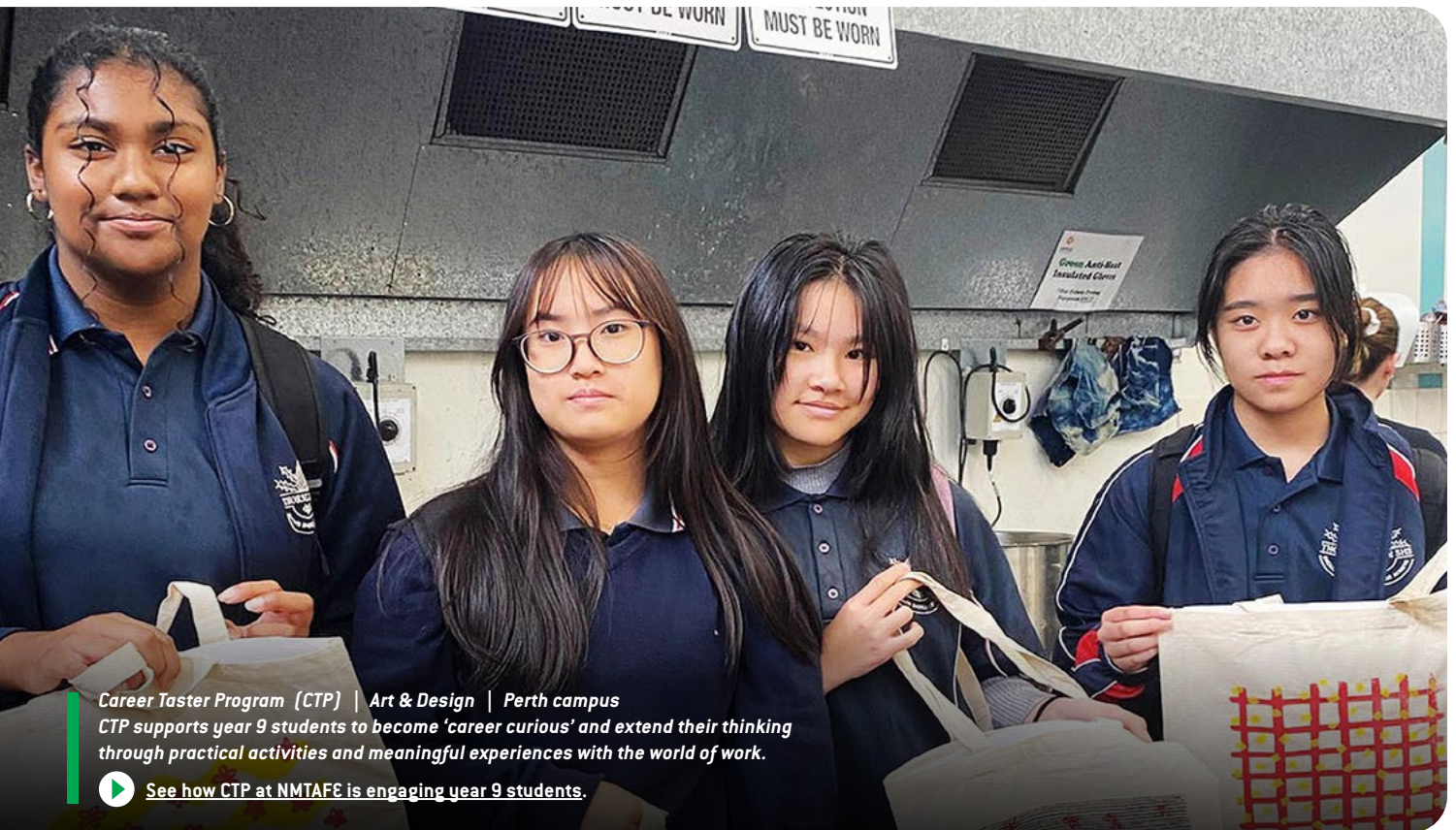
Provided third party delivery agreements with **23 schools**



1701 students participated in VETDSS course in 2022



4,958,968 SCH
12,025 students aged between
15-24 years in Profile Funded Delivery



Career Taster Program (CTP) | Art & Design | Perth campus
CTP supports year 9 students to become 'career curious' and extend their thinking through practical activities and meaningful experiences with the world of work.

▶ See how CTP at NMTAFE is engaging year 9 students.

Year 9 Career Taster Program (CTP)

Following a successful pilot, the Career Taster Program was delivered across all campuses in 2022, providing Year 9 students a taste of 'the world of work' through practical industry experiences designed to spark their career curiosity.

The Career Taster Program was co-designed with industry, education experts, TAFEs and school sectors, and offers exciting opportunities for Year 9 students to extend their thinking through practical industry experiences and learn more about the world of work and the jobs that interest them.

Premier Mark McGowan and Education and Training Minister Sue Ellery officially launched the McGowan Government's new career taster portal, at the East Perth campus.

The portfolio and lecturing staff presented a large variety of CTP activities in 2022 including:

- **Nursing Portfolio:** Activities were held at the McLarty Campus for Nursing and Dental, enabling 70 students to practice hand hygiene, remove of surgical staples, practicing taking vital signs and thermoforming and trimming a prosthetic tooth.
- **Media Portfolio (Film and Television):** 94 students were provided with the opportunity to work in a TV Studio at the Perth campus, where they undertook the roles of camera operator, director producer and sound engineer.

- **Media Portfolio (Music):** Music workshops at the Leederville campus focused on sound production skills with 140 students having the opportunity to write, rehearse and record their own songs.
- **Science Resources and Greenskills Portfolio (Mining):** A STEM career taster day at the East Perth Campus enabled 60 students to experience mining activities, undertaking autonomous mine operations, surveying, laboratory operations and building design.
- **Integrated Technologies Portfolio (Information Technology):** 184 school students attended the East Perth and Joondalup campuses to participate in activities to help them understand careers in information technology. Experiences included testing cyber security, digital drawing and animation, computer programming, and robotics.

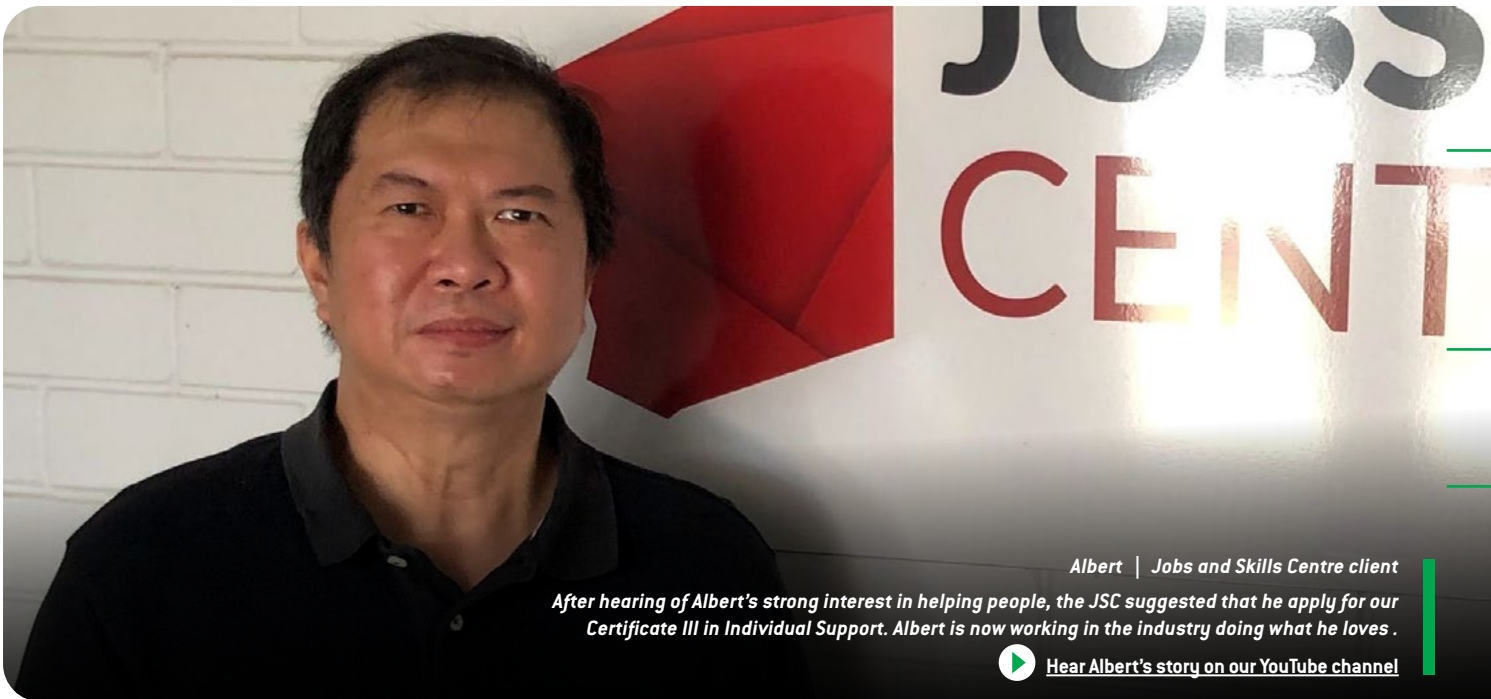


89 CTP activities developed

across all portfolios



108 schools and 1743 Year 9 students engaged with the CTP program



Albert | Jobs and Skills Centre client

After hearing of Albert's strong interest in helping people, the JSC suggested that he apply for our Certificate III in Individual Support. Albert is now working in the industry doing what he loves.



[Hear Albert's story on our YouTube channel](#)

Jobs and Skills Centres

The NMTAFE Jobs and Skills Centres (JSCs) continued to provide a turn-key solution service to the community offering free career advice, job search assistance, resume writing and interview techniques to individuals throughout the north metropolitan area. In addition to providing these services at our four campus locations; Joondalup, Balga, Perth, and Midland; JSC staff attended a variety of local community, business and school events to provide an outreach service.

Through our Industry Liaison Officers, the JSCs provided advice in the areas of apprenticeship and traineeship information, workforce recruitment strategies and training/upskilling opportunities. Our Aboriginal Services team provided culturally safe advice to individuals whilst also assisting businesses to develop Aboriginal recruitment strategies, understanding of the WA Industry Participation Strategy and the Indigenous Procurement Policy.

In July 2022 the Enhanced Aboriginal Engagement, Training and Employment team joined the staff across the JSCs to provide specialised services for Aboriginal clients, engaging with employers to create a one-stop shop experience and co-ordinated approach to supporting and promoting Aboriginal employment opportunities in the metropolitan area.

The team also has a focus on Aboriginal youth which saw them:

- Engage with schools and the school sectors to advise Aboriginal year 10 -12 students on JSC's services and post school training and employment options;
- Assist Aboriginal youth in becoming work ready.
- Visit organisations working with Aboriginal youth to introduce them to JSC services.

Collaborating with NMTAFE's training areas and industry stakeholders, several job ready programs were developed and delivered to engage Aboriginal people. These programs included:

- Six Try-a-Trade programs funded by the Construction Training Fund in five different trade areas. Several of the students participating in the program successfully secured employment after completion and one student was invited to compete in tiling at the World Skills Competition, achieving a bronze medal.
- An engineering course, supported by industry, titled Koomba Birdal for Aboriginal students with mentoring support from JSC and Koolark staff. Thirteen students successfully completed the program with four students offered apprenticeships, three students securing employment and several others seeking further training pathways.



16,516 total client contacts
for the calendar year 2022

COMMONWEALTH CONTRACTS

Adult Migrant English Program

NMTAFE provides the Adult Migrant English Program (AMEP) program, consisting of English language tuition to eligible adult migrants and refugees. This program is a major source of the College's commercial funding.

The new AMEP legislation 'Expanding Access to the AMEP' was introduced in April 2021 (previous financial year) and despite the closure of international borders due to COVID-19, the College saw an increase in client registrations and initial assessments. This was implemented smoothly across the college and in the community with clients transferring from state funded English to AMEP for their new extended entitlement.

To support AMEP students during the COVID-19 pandemic administrative staff underwent rapid up skilling to streamline processes and lecturers pivoted to deliver training and assessment using online technologies, transitioning traditional classroom-based face to face training and assessment methodologies to the online environment.

Overall, the period acted as a catalyst for the AMEP program, to successfully implement:

- Streamlined administration systems.
- Focus on increasing digital and blended service delivery to ensure greater flexibility in the provision of training and support services.
- Train staff to deliver of the AMEP using new technologies.
- Focus on college systems integration and simplify processes to enhance operational efficiency.
- Develop new digital learning products to meet the needs of AMEP students.
- Engage with relevant industry/employers and community organisations to ensure workers meet the needs of a post-pandemic economy.
- Implement new, more productive ways of working for AMEP staff including working remotely.

Home Care Grant

The Federal Government announced funding for the Home Care Workforce Support Program as part of the initial response to the Royal Commission into Aged Care. The program will provide \$91m in grant funding over two years from 2021-22 for targeted support to assist the aged care sector to increase the size of the Home Care workforce.

One grant was allocated for Western Australia to attract, train and support the retention of an additional 1400 Home Care workers (HCWs) in WA to the Home Care sector by March 2024. The WA consortium includes North Metropolitan TAFE (NMTAFE) as lead agency, South Metropolitan TAFE (SMTAFE), Amana Living Training, and Programmed Training Services. The Consortium is collectively branded as the 'Care Community'.

As the lead agency, NMTAFE, is building state-wide and nation-wide networks, relationships, and gathering project collateral to maximise opportunities in this sector. NMTAFE is leading the way to meet the current demands of industry and develop innovative solutions to meet the future needs.



*CHC33015 Certificate III in Individual Support (Home and Community)
NMTAFE supporting the aged care sector to
increase the size of the Home Care workforce.*

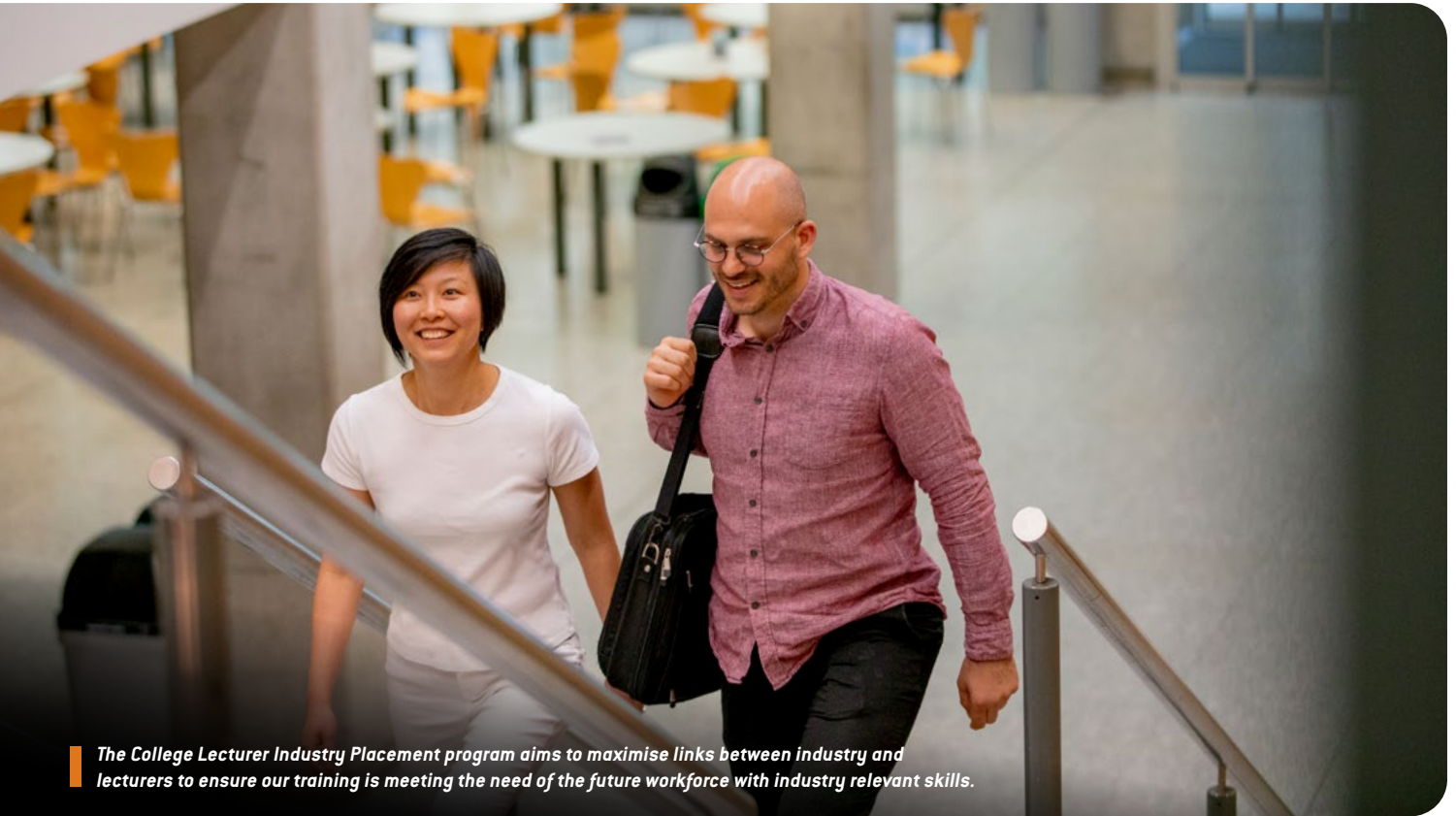


1,865 clients participated in
AMEP Program



**SIGNIFICANT
ISSUES IMPACTING
THE AGENCY**

Business lecturers and student communicating using online tools during COVID-19 disruptions.



The College Lecturer Industry Placement program aims to maximise links between industry and lecturers to ensure our training is meeting the need of the future workforce with industry relevant skills.

IMPACTS OF COVID-19

In 2022, the COVID-19 pandemic continued to bring disruption and challenges to training and assessment practices, with lecturers continuing to transition traditional classroom-based face to face training and assessment methodologies to the online environment to ensure ongoing learning.

Staff absenteeism due to COVID-19 had a significant impact across the College, requiring the management of the various impacts that arose to ensure business continuity.

COST PER SCH

The cost per SCH increased by 21% over 2021's figure. Total cost of Services increased by \$17.2M over 2021's figure whilst total SCH delivered decreased by 1.07M. Cost increases were partly due to the costs associated with negotiated wage increases for lecturers. In addition, there was increased spend on equipment funded through the Modernising TAFE Equipment program and a higher level of IT equipment replacement costs delayed due to supply constraints in of 2020 and 2021.

RE-REGISTRATION

NMTAFE's Registered Training Organisation (RTO) registration expires in April 2023. NMTAFE's Quality and Development team is leading the NMTAFE RTO re-registration process with the college submitting its official re-registration application to the Training Accreditation Council on 30th January 2023. The onsite component of the re-registration audit commences on Monday 21st August 2023. It is anticipated that between 15 and 20 industry areas will be included in the scope of the audit, and the audit will cover NMTAFE's compliance with all 8 Standards for Registered Training Organisations (RTOs) 2015. Significant preparation for the re-registration commenced in 2022 and will continue in 2023 led by Quality and Development.



COLLEGE LECTURER INDUSTRY PLACEMENT (CLIP) PROGRAM

The WA State Government has committed \$9.9m to support WA TAFE lecturers to maintain current industry knowledge and skills. As part of this new program, NMTAFE received funding to allow lecturing staff to return to their industry field of practice for up to two weeks in a five-year period to:

- Enhance the overall student training experience by having lecturers up to date with current industry standards and practices; and
- Assist lecturers in maintaining industry currency as required under the Standards for RTOs 2015.

This program is in addition to the launch of a new WA TAFE Lecturer Currency Framework, which provides lecturers with a suite of options / activities to maintain vocational currency in their field of practice. NMTAFE has taken a lead role in the design and development of the CLIP program and the Lecturer Currency Framework.

Planning was undertaken late in 2022 for CLIP placements to occur in 2023 with all portfolios allocated a CLIP target for 2023.

CAREER TASTER PROGRAM (CTP)

The McGowan Government's *WA Jobs Plan* included a commitment to fund vocational education and training taster programs for Year 9 students. With the aim of providing students with early exposure to career options, and the world of work before deciding on subject selections.

The Career Taster Program (CTP) was developed, to support Year 9 students to become 'career-curious' and complement the existing career development and taster opportunities already provided by TAFE, schools and industry.

NMTAFE developed a suite of 89 activities suitable for delivery to Year 9 students under the CTP. These activities were developed to provide students with experiential, hands-on and engaging exposure to VET training and pathways and the associated industries aligned to these. The program engaged with 108 schools with 1,743 Year 9 students participating in the activities.

INTERNATIONAL STUDENTS

Several factors have impacted the fall in international students over recent years. The introduction of a new student visa framework in 2016 saw increased financial and language evidence requirement for students from countries the federal government deemed an immigration risk, resulting in fewer students qualifying for visas. This included India which was a major source country of students. The impact of COVID-19 further decreased international student revenue.

Recent State government initiatives, such as promotional campaigns, introduction of scholarships, and the work of Education, Business Development Manager through the Department of Jobs, Tourism, Science and Innovation are also expected to result in an uplift in student numbers going forward with the College seeing some green shoots from these endeavours.

ENHANCED ABORIGINAL ENGAGEMENT AND TRAINING PROGRAM (EAETE)

The introduction of the Enhanced Aboriginal Engagement, Training and Employment (EAETE) team to the Jobs and Skills Centres in July 2022 has seen the Colleges' capacity to engage with Aboriginal youth and associated organisations increase. To date the current members of the team are establishing relationships within the existing JSC networks and College training areas in addition to local community groups.

It is expected that the early part of 2023 will be spent fostering relationships to build a strong platform to provide quality and meaningful activity to Aboriginal youth, schools and businesses that will deliver on the objectives of the program.





**OTHER LEGAL
REQUIREMENTS**

*Ngalla Maya Aboriginal art competition winner for Joondalup category
Artist: Emily Rose a Noongar-Yamatji woman for Atonement*

PUBLIC SECTOR ETHICS, INTEGRITY AND CORRUPTION PREVENTION

NMTAFE is committed to compliance with the best practice requirements of the Public Sector Standards in Human Resource Management, the Public Sector Code of Ethics and our Staff Code of Conduct. As required under Section 31 (1) of the *Public Sector Management Act 1994*, the College complies with the requirements of the Public Sector Standards and the Western Australian Public Sector Code of Ethics.

Human Resources (HR) policies and procedures were reviewed, and information provided to staff concerning the Code of Conduct and HR policies and procedures on commencement and via the intranet.

A Code of Conduct Refresher Program was developed and implemented in 2022. This involved regular focused communications on each principle of NMTAFE's Code of Conduct.

The College has a Fraud and Corruption Control Policy and Plan with actions that continued to be implemented in 2022. Fraud, Corruption and Misconduct Prevention training were once again provided in 2022 to areas identified as potentially high risk.

Monthly leadership forums with a focus on public administration, integrity and the core values of the public service were held in 2022 to ensure the effective management of fraud and corruption risks.

As of 31 December 2022, 97% of permanent and contract staff had completed Accountable and Ethical Decision Making (AEDM) training.

INDUSTRIAL RELATIONS

In accordance with the WA TAFE Lecturers' General Agreement 2021 and the Public Sector CSA Agreement 2021, the staff Joint Consultative Committee provided opportunities for the discussion of matters that impacted in the workplace and a mechanism for meaningful consultation.

During 2022 there was a total of 30 disciplinary matters recorded. Nine were carried over from the previous year and 21 new disciplinary matters were commenced in 2022.

Twenty-eight (28) of these were found to involve breaches of the Code of Conduct and sanctions were applied.

Two cases remain in progress and will carry over to 2023.

PUBLIC DISCLOSURES

The Public Interest Disclosure Act 2003 came into effect on 1 July 2003, requiring the College to:

- Facilitate the disclosure of public interest information;
- Provide protection for those making disclosures; and
- Provide protection for those who are the subject of a disclosure.

The College has four Public Interest Disclosure (PID) Officers. The College has published internal policies and procedures related to its obligations. There were no public interest disclosures during 2022.

RECORDKEEPING PLAN

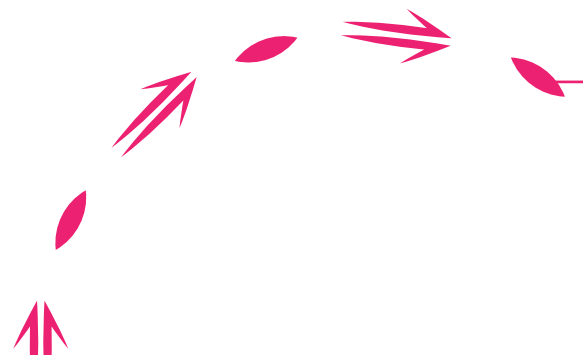
During 2022 NMTAFE continued to implement best practice records management in accordance with the *State Records Act 2000*. A current approved sector wide Record Keeping Plan (RKP) is in place and the TAFE Sector Agencies functional disposal authority, approved by the State Records Office, has been implemented.

The Information Classification Policy was approved, establishing a framework for classifying organisational information as per the Western Australian Government Information Classification Policy.

Content Manager is the approved electronic document records management system and is hosted by the Department of Training and Workforce Development. NMTAFE maintains the datasets containing official records.

The College's Student Management System (SMS) contains all electronic records relating to the students' journey at the College. A Learning Management System (LMS) is used for online delivery of courses to students.

The College uses and maintains an ELMO HR Training Database. Recordkeeping Awareness Training and the new Information Classification Training are key modules deployed to all existing staff as 'mandatory' to complete and are included in induction training for all new staff into the College.



LEGISLATIVE ENVIRONMENT

North Metropolitan TAFE complies with the following legislation:


- *Archive Act 1983 - Federal Register of Legislation*
- *Auditor General Act 2006*
- *Classification Enforcement Act 1996*
- *Commercial Tenancy (Retail Shops) Agreements Act 1985*
- *Copyright Act 1968 - Federal Register of Legislation*
- *Corruption, Crime and Misconduct Act 2003*
- *Disability Services Act 1993*
- *Education Service Providers (Full Fee Overseas Students) Registration Act 1997*
- *Education Services for Overseas Students Act 2000*
- *Electoral Act 1907*
- *Equal Opportunity Act 1984*
- *Financial Management Act 2006*
- *Freedom of Information Act 1992*
- *Government Employees Superannuation Act 1987*
- *Income Tax Assessment Act 1997 (In force - Superseded Version)*
- *Industrial Relations Act 1979*
- *Library Board of Western Australia Act 1951*
- *Minimum Conditions of Employment Act 1993*
- *Privacy Act 1988 - Federal Register of Legislation*
- *Public Health Act 2016*
- *Public Interest Disclosure Act 2003*
- *Public Sector Management Act 1994*
- *Spam Act 2003 - Federal Register of Legislation*
- *Standards for Registered Training Organisations (RTOs) 2015*
- *State Records Act 2000*
- *State Supply Commission Act 1991*
- *Statutory Corporations (Liability of Directors) Act 1996*
- *Student Identifiers Act 2014 - Federal Register of Legislation*
- *Tertiary Education Quality and Standards Agency Act 2011*
- *Vocational Education and Training Act 1996*
- *Work Health and Safety Act 2020*
- *Workers' Compensation and Injury Management Act 1981*
- *Working with Children (Criminal Record Checking) Act 2004*
- *Workplace Relations Act 1996 - Federal Register of Legislation*
- *Workforce Reform Act 2014*



MULTICULTURAL PLAN



Thanh Luu - MEM30219 Certificate III in Engineering - Mechanical Trade (Fitting and Machining)
2022 Ambassador Award winner - Cultural Diversity Student of the Year

 [Hear Thanh's story on our YouTube channel!](#)

MULTICULTURAL PLAN

In 2021 the College undertook staff consultation and a self-assessment process to develop its first Multicultural Plan. The plan aligns to the principles and objectives of the WA Charter of Multiculturalism (2004).

The College has submitted its progress against the Multicultural plan to the Office of Multicultural Interests. Some of the achievements included:

Policy priority 1—Harmonious and inclusive communities.

- Promotion of success stories and achievements of students and staff from Culturally and Linguistically Diverse (CaLD) backgrounds – with a range of content published on social media and on the College website.
- 1,590 current staff have completed Discrimination & Equal Opportunity ELMO training.
- 719 staff have completed Cultural Awareness training.

Policy priority 2—Culturally responsive policies, programs and services.

- Implemented strategies to support and retain students from CaLD backgrounds, enabling them to successfully obtain qualifications.
- Delivered Skills for Education and Employment (SEE) Program providing language, literacy and numeracy training to job seekers with LLN training needs, including Aboriginal and Torres Strait Islander people and CaLD clients.
- Provided access to Translators and Interpreters for all eligible migrants, through the AMEP portfolio.
- All recruitment advertisements included a diversity statement.

Policy priority 3—Economic, social, cultural, civic and political participation.

- Recruitment policies and processes were reviewed, and changes implemented to minimise any bias.
- Development of a network with CaLD communities, businesses and support providers.





MINISTERIAL DIRECTIVES

Premiere Mark McGowan with Minister for Education and Training Sue Ellery at the launch of Careers Taster Program (East Perth campus)

[Read the full story here](#)

MINISTERIAL DIRECTIVES

Treasurer's Instruction 903 (12) requires NMTAFE to disclose details of any ministerial directives relevant to the setting of desired outcomes or operational objectives, the achievement of desired outcomes or operational objectives, investment activities and financing activities.

No such directives were issued to NMTAFE in 2022.



**GOVERNMENT
POLICY AND LEGAL
REQUIREMENTS**

Perth campus, Student Mentor at Koolark - Centre for Aboriginal Students

[!\[\]\(339a16584d5da0f0a3ca4e9ec17bf6a1_img.jpg\) Take a virtual tour of Perth campus](#)

STAFF PROFILE

Table 1 Staffing Profile

Staff Profile	2020	2021	2022
Number of permanent, contract staff (head count)	1265	1370	1384
Number of casual staff	345	293	185
Number of full-time staff (perm and contract)	828	900	813
Number of part-time staff (perm and contract)	437	470	571
FTE for year	1195	1256	1284
Academic Delivery	749	804	794
Corporate Services and Support Services	445	451	490
Unattached/Redeployees	5	2	4

Workforce data taken from Empower HRMIS

Note Information provided as at 8 December 2022 for FTE. FTE figures can vary across the year by +/- 10% due to training demand fluctuations.

EQUAL EMPLOYMENT OPPORTUNITY, EQUITY, ACCESS AND DIVERSITY

NMTAFE is committed to having a diverse and inclusive workforce in which all employees feel valued and respected. The College aims to increase the representation of people from different backgrounds at all levels, as well as ensuring all staff experience a sense of belonging and inclusion. To help achieve these aims, the College continued to implement actions in 2022 from its:

- Workforce Diversification and Inclusion Plan 2021 – 2025.
- Innovate Reconciliation Action Plan 2021 – 2023.
- Disability Access and Inclusion Plan 2022 – 2026.
- Multicultural Plan 2021 – 2023.

Table 2 Workforce Profile

Staff Profile	Aboriginal or Torres Strait Islander	Culturally and Linguistically Diverse	People with Disability	Women in SES	24 Years and under
NMTAFE Actual	1.24%	18.42%	3.52%	60%	2.08%
NMTAFE Target	2%	15.5%	5%	50%	4%
Number of new staff required to meet target	8	Achieved	23	Achieved	32

The Managing Director conducted staff consultation forums with diversity groups to provide staff with the opportunity to share their employment experiences at NMTAFE, and for that feedback to contribute to future diversity and inclusion initiatives implemented within the College.

Eight new permanent positions were established and quarantined for filling by Aboriginal and Torres Strait Islander people using Section 51 – Measures Intended to Achieve Equality of the *Equal Opportunity Act 1984*.

During the reporting period the College met its reporting obligations under equity based legislative and public sector management requirements. 95% of staff had completed EEO training modules. The College complied with the Public Sector Commission's equity and diversity reporting requirements through the Minimum Obligatory Information Requirements (MOIR).

SUBSTANTIVE EQUALITY

NMTAFE ensured substantive equality was integrated into its campuses and services provided by the College. In accordance with the Government's Policy Framework for Substantive Equality and the College's Substantive Equality Policy, the College continues to monitor policies and processes to ensure equitable outcomes are achieved.

OCCUPATIONAL SAFETY AND HEALTH AND INJURY MANAGEMENT

NMTAFE is committed to the safety and health of staff and students. NMTAFE actively promotes work health and safety (WHS) information and systems within the College and provides guidance to staff and students through these systems. Regular reporting is provided to Corporate Executive and Governing Council to ensure that there is oversight and monitoring of incidents and actions.

All campus-based Safety Committees are chaired by a director to ensure senior leadership are involved in campus-based decision making. These committees ensure staff understand their WHS responsibilities, are trained appropriately and are a formal mechanism for consultation and stakeholder engagement.

The ten campus-based Safety Committees met quarterly to discuss and resolve WHS issues, review hazard and incident reports, and review progress against their Campus Annual Safety Plans.

Support is provided to staff through the College's Wellness Program, which includes the Employee Assistance Program and Work, Health, Safety and Wellbeing training opportunities.

During 2022 the College continued to embed a safety culture which aligns with WHS legislation, where individual and collective responsibilities and accountabilities are integrated into everyday College planning and course delivery.

Health and Safety Representatives (HSR) consult with management in the investigation of incident reports and recommendations for improvement of safety systems within their areas of responsibility. HSR are supported by the Safety and Injury Management Team and the campus-based Safety Committees.

The College's Strategic Safety Committee met quarterly during 2022 to identify incident trends and remedial actions, and review budgets and Campus Annual Safety Plans. This Committee is made up of a member of Corporate Executive (Chairperson), the Chairs of the campus-based Safety Committees and several other management representatives.

NMTAFE is committed to providing injury management support to all workers who sustain a work or related injury or illness with a focus on safe and early return to meaningful work. Our injury management system is documented in accordance with the *Workers' Compensation and Injury Management Act 1981* (the Act). The Safety and Injury Management team ensures compliance with requirements of the Act.

Table 3 OSH Performance against Targets

Measure	Actual results			Results against Target	
	2020	2021	2022	Target	Comment on Results
Number of fatalities	0	0	0	Zero (0)	Target met
Lost time injury/disease (LTI/D) incidence rate	0	0	0	Zero (0) or 10% improvement on the previous three (3) years	These figures are less than 1%, therefore reported as 0.
Lost time injury (LTI) severity rate	57.14%	56.81%	78.57%	Zero (0) or 10% improvement on the previous three (3) years	The severity rate is higher than previous years due to an increase in mental health related claims lodged that are rated as severe. Also, there was an overall increase in LTI claims lodged.
Percentage of injured workers returned to work within	100%	100%	100%	Greater than or equal to 80% return	Target met
(i) 13 weeks and (ii) 26 weeks	100%	100%	100%		
Percentage of managers and supervisors trained in occupational safety, health and injury management responsibilities	100%	100%	92%	Greater than or equal to 80% return	Target met


Notes:

- 1. Lost time injury or disease incidence rate.** The number of lost time injury and/or disease claims lodged where one day or shift or more was lost from work as a factor of the number of full-time equivalent employees.
- 2. Lost time injury severity rate.** The number of severe injuries (actual or estimated 60 days or more lost from work) as a factor of the total number of lost time injury and/or disease claims.
- 3. Percentage of managers trained in occupational safety, health and injury management responsibilities.**



**DISCLOSURES
AND LEGAL
COMPLIANCE**

Joondalup (Kendrew) campus - Advanced Diploma of Cyber Security

 [Take a virtual tour of Joondalup \(Kendrew\) campus](#)

BREACH OF CREDIT CARD USE

Personal expenditure under Treasurer's instruction 321 'Credit Cards – Authorised Use'

Table 4 Credit Card Breached 2022 | Reporting Period 1 January to 31 December 2022

Personal expenditure under Treasurer's instruction 321 'Credit Cards - Authorised Use'

a) The number of instances the WA Government Purchasing Card has been used for a personal purpose;	7
b) The aggregate amount of personal use expenditure for the reporting period;	\$923.71
c) The aggregate amount of personal use expenditure settled by the due date;	\$923.71
d) The aggregate amount of personal use expenditure settled after the period required by paragraph (c);	\$0
e) The aggregate amount of personal use expenditure outstanding at the end of the reporting period;	\$0
f) The number of referrals for disciplinary action instigated by the notifiable authority during the reporting period	Nil

ADVERTISING AND MARKETING EXPENDITURE

Pursuant to the requirements of the Electoral Act 1907, section 175ZE, the following expenditures were incurred by, or on behalf of, the College in relation to advertising, and marketing.

Table 5 Expenditure for Advertising and Media Organisations

Class of organisation	Organisation	Amount ex GST
Advertising agencies	Carat	\$6,686.59
Market research organisations	-	-
Polling organisations	-	-
Direct mail organisations	Mailchimp	\$5,334.79
	Google AdWords	\$40,803.55
	Facebook/Instagram	\$23,379.39
Media advertising agencies	Student Edge	\$3,000
	Peddle Perth	\$2,800
	LinkedIn	\$1,138.04
Total		\$83,142.36

REMUNERATION

The individual and aggregate cost of remunerating Governing Council members for NMTAFE was as follows:

Table 6 Governing Council Remuneration

Position	Name	Type of remuneration	Period of membership	2021 gross remuneration
Chair	Emeritus Professor William Loudon AM	Per Annum	1/07/2018 – 30/06/2022	\$12,993.23
Chair	Ms Mara West	Per Annum	1/07/2018 – 30/06/2022 1/07/2022 – 30/06/2024	\$12,040.88
Deputy Chair	Ms Cheryl Robertson	Per Annum	1/07/2018 – 30/06/2023	\$1,953.64
Member	Professor Arshad Omari	Per Annum	1/07/2018 – 30/06/2024	\$1,269.12
Member	Mr Graham Droppert	Per Annum	1/07/2018 – 30/06/2022	\$422.40
Member	Ms Dianne Bianchini	Per Annum	1/07/2018 – 30/06/2022	\$844.80
Member	Dr Craig McLure	Per Annum	1/07/2019 – 30/06/2025	\$1,693.44
Member	Mr Adam Sofoulis	Per Annum	1/07/2018 – 30/06/2024	\$2,117.76
Member	Ms Amy Barrett-Lennard	Per Annum	1/07/2020 – 30/06/2023	\$1,271.04
Member	Dr Sheralee Tamaliunas	Per Annum	1/07/2022 – 30/06/2025	\$424.32
Member	Mr David Nicholson	Per Annum	19/11/2021 – 30/06/2024	\$1,693.44
Member	Dr Irene Ioannakis	Per Annum	1/07/2022 – 30/06/2025	\$848.64
Total				\$37,572.71

GOVERNANCE DISCLOSURES

The Governing Council operates in accordance with the protocol for conflict of interest outlined in the 'Guide for TAFE College Governing Councils'. While acting in the capacity of a Council member, members place public interest above personal interest. If a matter being considered is identified as a potential conflict of interest, the member may not be present at the discussion of the matter and does not vote on the matter.

This includes any case where a member or associated entity may benefit from the Council's decision.

There were no governance disclosures in terms of pecuniary or conflicts of interests, however Sheralee Tamaliunas declared she is on the Board of Skills WA (Community) and Cheryl Robertson noted her role at Microsoft Corporation with regard to tenders.





Artist's impression of the Joondalup Light Automotive Building

CAPITAL WORKS

Balga

- On the 2nd December 2022, Premier Mark McGowan, Meredith Hammatt MLA, Member for Mirrabooka and NMTAFE Managing Director, Michelle Hoad took part in a turning-of-the-sod ceremony to officially commence construction of the \$47.9m upgrade to the Balga campus. The building contract was awarded to EMC0 with demolition of buildings to clear site completed November 2022 and construction commencing December 2022.
- An additional \$2m in funding was provided by the DTWD to refurbish existing ageing infrastructure within Balga campus. Work commenced to upgrade the construction trade workshops that included: plastering, tiling, plumbing and electrical training areas to improve the student experience.

Joondalup (Kendrew)

The Joondalup Light Automotive building contract was awarded to McCorkell in October 2022 with construction commencing November 2022.

Leederville

A NMTAFE funded capital works project to repurpose a classroom and office accommodation located within the second floor of A block at Leederville campus to provide a specialized dental training facility was developed. The project supports the relocation of Dental training from OCHWA in Nedlands to provide a state-of-the-art training centre capable of supporting ongoing growth to meet demand for the delivery of dental qualifications. The contract was awarded to Construct 360 and works commenced in December 2022. The building works are expected to be completed in readiness for term 2 training delivery in 2023.

Midland

- The \$4.6m METRONET Phase 2 capital works project was completed in October with the installation of a dual track level crossing, switches and signal equipment room at the Midland campus.
- Belt splicing equipment was installed to complete the Belt Splicing facility within Midland campus.

INDEPENDENT AUDITORS REPORT



East Perth campus - Advanced Diploma of Surveying

Students learning how to operate Ground Penetrating Radar equipment



Auditor General

INDEPENDENT AUDITOR'S REPORT 2022 NORTH METROPOLITAN TAFE

To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the North Metropolitan TAFE (TAFE) which comprise:

- the Statement of Financial Position at 31 December 2022, and the Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended
- Notes comprising a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the North Metropolitan TAFE for the year ended 31 December 2022 and the financial position at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Governing Council for the financial statements

The Governing Council is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governing Council is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the TAFE.

Auditor's responsibilities for the audit of the financial statements

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf.

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the North Metropolitan TAFE. The controls exercised by the TAFE are those policies and procedures established by the Governing Council to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the North Metropolitan TAFE are sufficiently adequate to provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities have been in accordance with the State's financial reporting framework during the year ended 31 December 2022.

The Governing Council's responsibilities

The Governing Council is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 *Assurance Engagements on Controls* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the North Metropolitan TAFE for the year ended 31 December 2022. The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators of the North Metropolitan TAFE are relevant and appropriate to assist users to assess the TAFE's performance and fairly represent indicated performance for the year ended 31 December 2022.

The Governing Council's responsibilities for the key performance indicators

The Governing Council is responsible for the preparation and fair presentation of the key performance indicators in accordance with the Financial Management Act 2006 and the Treasurer's Instructions and for such internal control the Governing Council determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Governing Council is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction *904 Key Performance Indicators*.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 904 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality control relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

The Governing Council is responsible for the other information. The other information is the information in the entity's annual report for the year ended 31 December 2022, but not the financial statements, key performance indicators and my auditor's report.

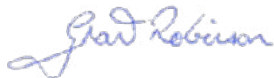
My opinions on the financial statements, controls and key performance indicators do not cover the other information and, accordingly, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, key performance indicators, or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the North Metropolitan TAFE for the year ended 31 December 2022 included in the annual report on the TAFE's website. The TAFE's management is responsible for the integrity of the TAFE's website. This audit does not provide assurance on the integrity of the TAFE's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Grant Robinson
Assistant Auditor General
Delegate of the Auditor General for Western Australia
Perth, Western Australia
15 March 2023

KEY PERFORMANCE INDICATORS



Midland campus - Certificate III in Light Vehicle Mechanical Technology



[Take a virtual tour of Midland campus](#)

CERTIFICATION OF KEY PERFORMANCE INDICATORS

We hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess North Metropolitan TAFE's performance, and fairly represent the performance of North Metropolitan TAFE for the financial year ended 31 December 2022.



Mara West
Chair, Governing Council
10 March 2023



Michelle Hoad
Managing Director
10 March 2023

2022 KEY PERFORMANCE INDICATORS

Desired Outcome:

The provision of vocational education and training services to meet community and industry training needs.

NMTAFE has the following Key Performance Indicators (KPIs) to provide an overall indication of its performance relating to the effectiveness and efficiency in the achievement of the above outcome. NMTAFE uses these indicators in reviewing its performance and in its ongoing commitment to improve its programs and services.

1. Effectiveness Indicators

The effectiveness indicators measure the achievement of vocational education and training in meeting community and industry needs via student and graduate satisfaction, labour force status of graduates and profile achievement.

Stakeholder Satisfaction

Overall Student Satisfaction Rating

Table 7 provides the results of the 2022 Western Australian Student Satisfaction Survey (WA SSS), conducted by Wallis Social Research (Wallis) on behalf of the DTWD.

The Student Satisfaction Survey measures the extent to which students were satisfied with the training they received from the College. The survey measures the 'satisfied' and 'very satisfied' responses received from students responding to the question 'Overall how satisfied were you with your course?'

The Student Satisfaction Survey fieldwork was conducted between September and November 2022.

The usable student population for 2022 for the College was 15,623 and 3,367 students (21.6% response rate) completed the survey. The student satisfaction for 2022 was 84.1%. The total dissatisfaction measure increased by 0.8% compared to 2021 and measure of neither satisfied/dissatisfied increased by 1.5% compared to 2021. Sector wide results saw 1.6% decrease in student satisfaction compared to 2021.

Table 7 Overall Student Satisfaction

	2022 Target	2022 Actual	2021 Actual	2020 Actual
North Metropolitan TAFE	85%	84.1%	86.4%	85.6%
Western Australia	-	85.7%	87.3%	87.6%

Notes

- Source:** Department of Training and Workforce Development, 2021 WA Student Satisfaction Survey.
- Derivation:** Standard error and margin of error are calculated on NET Satisfaction scores. Margin of error is calculated at the 95% confidence interval.
- NMTAFE is waiting on full report and data set be provided from DTWD, which is expected to be received mid- March 2023 at which point the College will be able to conduct a full analysis and explanation of results.

Student Outcome Survey

The Student Outcomes Survey (SOS) is conducted by the National Centre for Vocational Education Research (NCVER) and measures vocational education and training students' employment, further study outcomes and the opinions of the training undertaken. The following indicators are calculated based on the feedback received from this survey.

- Graduate Achievement (Qualification Completers Achievement) Table 8
- Graduate Destination (Qualification Completers in Employment) Table 9

Graduate Achievement

Graduate achievement measures the extent to which North Metropolitan TAFE Graduates have **"Achieved their main reason for doing the training"**. The measure demonstrates the percentage of graduates who indicated they had fully achieved or partly achieved their main reason for doing the training. The question has four response options 'Yes', 'No', 'Partly' or 'Don't know yet'.

The usable student population for 2022 for the College was 8,863 and achieved 30% response rate with 2,659 students completing the survey. The Graduate Achievement for 2022 was 85.4% - an improvement of 2.7% compared to 2021 results.

It should be noted that the 2.7% increase seen in the NMTAFE results is in line with the 2.6% increase seen in the results recorded for all TAFE institutes in WA. This improvement could be attributed to student employment outcomes and the strong labour market leading to a greater proportion of students that enrolled to gain employment in 2022 gaining subsequent employment.

Table 8 Graduate Achievement

	2022 Target	2022 Actual	2021 Actual	2020 Actual
North Metropolitan TAFE	80%	85.4%	82.7%	78.1%

Graduate Destination

Graduate destination data is also taken from the Student Outcomes Survey and measures the percentage of **qualification completers in employment after training**. This measure indicates the extent to which the College is providing relevant, quality training that enhances student employability.

The Graduate Destination for 2022 was 73.5% - an improvement of 8.2% compared to 2021 results.

It should be noted that the 8.2% increase seen in the NMTAFE results is in line with the 7.5% increase seen in the results recorded for all TAFE institutes in WA. It is feasible to consider that labour market supply and demands affects graduate employment outcomes at a particular point in time. Across 2022, the Western Australian labour recovered quickly from pandemic levels of activity which resulted in strong increases in employment resulting in low levels of unemployment.²

Table 9 Graduate Destination

	2022 Target	2022 Actual	2021 Actual	2020 Actual
North Metropolitan TAFE	70%	73.5%	65.3%	55.9%

Notes

- Source:** NVCE National Student Outcome Survey, 2022. SOS is managed by the National Centre for Vocational Education Research (NCVER) on behalf of the Australian Government and state and territory governments, with funding provided through the Australian Government Department of Education and Training.
- Derivation:** Measured at a confidence level of 95%, which means the probability that the confidence interval contains the true population value is 95%.
- Comment:** Outcomes of students who completed their vocational education and training (VET) in Australia during 2020, using data collected in mid-2021. Students not in scope of this survey are international students, prison delivery and short courses.

Achievement of College Profile

This achievement of profile delivery represented effectiveness of NMTAFE in meeting its Delivery and Performance Agreement (DPA) targets. The delivery profile is negotiated directly with the DTWD and constitutes NMTAFE's profile funded training delivery plan.

The distribution of Student Curriculum Hours (SCH) indicates the extent to which the College is meeting its contractual obligations, as well as the training needs of the local community, individuals and industry. The College SCH delivery is translated through a range of courses that represent occupational classifications.

Table 10 next page provides a comparative assessment of performance against original planned DPA activity, and actual delivery in 2022.

The College's planning process anticipates likely demand for training activity; while considering government priorities, the prevailing labour market conditions and the needs of individuals and industry. However, actual SCH delivered represents student demand for training across occupational areas and is also impacted by changes to policy and regulatory settings. Across 2022, the Western Australian labour market recovered quickly from pandemic levels of activity which resulted in strong increases in employment and low levels of unemployment. The ability to secure employment impacted the training sector, as potential students took the opportunity to secure employment and defer study options. This was demonstrated by a significant upturn in Employment Based Training activity, such as apprenticeships and traineeships, reflecting Industries needs to rapidly upskill. However, the ability to secure employment in a variety of sectors led to a softening of demand in the uptake of institutional based training, impacting the College reaching its original DPA target.

DTWD allows the College to review and make any modifications to the original DPA targets twice a year. This provides the opportunity to consider any changes in the operating environment and modify the DPA to set realistic targets. Revised target for 2022 was 9,233,332 the College achieved 92.8% of this target.

² <https://www.mediastatements.wa.gov.au/Pages/McGowan/2022/09/Western-Australias-unemployment-rate-the-lowest-of-the-States.aspx>

Profile Achievement

This performance indicator shows the percentage of SCH achieved for activities as contracted with DTWD for vocational education and training delivery through the DPA.

Table 10 Profile Achievement

2021 Target	2022 Actual	2021 Actual	2020 Actual
100%	87.0%	96.8%	97.4%

Notes:

- Source:** North Metropolitan TAFE.
- Derivation:** DPA data represents the actual achievement of SCH in respective years.
- Comment:** Profile achievement is calculated by the actual delivery and performance agreement SCH achieved divided by the target SCH contains with the Delivery and Performance Agreement.
- It should be noted that the KPI reporting and targets is based on the originally negotiated DPA.

Profile Analysis for North Metropolitan TAFE

The total number of SCH delivered from 1 January to 31 December 2021 under the College's Delivery and Performance Agreement, outlined below in Table 10 by major ANZSCO Groups:

Table 11 SCH major ANZSCO

ANZSCO Group	Grand Total
1 - Managers	426,035
2 - Professionals	1,092,181
3 - Technicians and Trades Workers	2,955,341
4 - Community and Personal Service Workers	2,468,109
5 - Clerical and Administrative Workers	763,220
6 - Sales Workers	28,533
7 - Machinery Operators and Drivers	125,004
8 - Labourers	388,132
G - General Education	321,160
Grand Total	8,567,715

Data presented in Table 12 outlines total SCH achievement in ANZSCO sub groups.

Table 12 Achievement of 2022 Profile Delivery (DPA) by ANZSCO sub groups

Department of Training and Workforce Development ANZSCO Groups	2022 Target Profile(SCH)	2022 Actual Profile (SCH)	2021 Actual Profile(SCH)	2020 Actual Profile (SCH)
11. Chief Executives, General Managers and Legislators	16,905	1,045	7,975	12,515
12. Farmers and Farm Managers	-	-	-	-
13. Specialist Managers	78,000	315,127	320,429	299,530
14. Hospitality, Retail and Service Managers	195,626	109,863	152,177	156,764
1. MANAGERS Total	290,531	426,035	480,581	468,809
21. Arts and Media Professionals	681,194	664,526	423,142	392,818
22. Business, Human Resource and Marketing Professionals	37,400	39,110	24,580	10,450
23. Design, Engineering, Science and Transport Professionals	391,800	53,925	32,780	21,495
24. Education Professionals	12,500	221,130	250,290	197,305
25. Health Professionals	58,933	36,645	40,315	48,810
26. ICT Professionals	432,275	74,750	154,015	173,205
27. Legal, Social and Welfare Professionals	91,550	2,095	2,280	8,295
2. PROFESSIONALS Total	1,705,652	1,092,181	927,402	852,378
31. Engineering, ICT and Science Technicians	877,461	1,199,915	1,140,439	789,594
32. Automotive and Engineering Trades Workers	254,600	299,347	294,032	198,339
33. Construction Trades Workers	279,401	397,463	299,295	216,636
34. Electro technology and Telecommunications Trades Workers	204,020	251,251	196,965	187,200
35. Food Trades Workers	144,800	126,370	150,024	133,106
36. Skilled Animal and Horticultural Workers	88,000	102,310	139,625	91,330
39. Other Technicians and Trades Workers	236,120	578,685	948,597	837,262
3. TECHNICIANS AND TRADES WORKERS Total	2,084,402	2,955,341	3,168,977	2,453,467
41. Health and Welfare Support Workers	1,240,018	1,117,292	1,181,569	1,114,564
42. Carers and Aides	1,222,354	1,068,264	1,277,107	1,203,637
43. Hospitality Workers	63,825	26,840	58,435	74,440
44. Protective Service Workers	-	962	-	380
45. Sports and Personal Service Workers	339,866	254,751	300,787	343,472
4. COMMUNITY AND PERSONAL SERVICE WORKERS Total	2,866,063	2,468,109	2,817,898	2,736,493
51. Office Managers and Program Administrators	169,080	200,580	237,430	101,230
52. Personal Assistants and Secretaries	139,137	23,115	40,490	36,515
53. General Clerical Workers	157,877	137,585	154,970	152,765
54. Inquiry Clerks and Receptionists	-	60	54,960	53,950
55. Numerical Clerks	180,140	159,665	161,705	156,955
59. Other Clerical and Administrative Workers	207,899	242,215	144,195	128,690

Department of Training and Workforce Development ANZSCO Groups	2022 Target Profile(SCH)	2022 Actual Profile (SCH)	2021 Actual Profile(SCH)	2020 Actual Profile (SCH)
5. CLERICAL AND ADMINISTRATIVE WORKERS Total	854,133	763,200	793,750	630,105
61. Sales Representatives and Agents	13,085	11,770	16,980	14,389
62. Sales Assistants and Salespersons	1,278	16,763	7,630	6,648
6. SALES WORKERS Total	14,363	28,533	24,610	21,037
71. Machine and Stationary Plant Operators	86,280	120,489	130,196	75,295
72. Mobile Plant Operators	-	-	2,808	3,472
74. Storepersons	-	4,515	-	-
7. MACHINERY OPERATORS AND DRIVERS Total	86,280	125,004	133,004	78,767
82. Construction and Mining Labourers	90,750	92,514	98,623	88,927
83. Factory Process Workers	132,212	77,202	129,148	62,813
84. Farm, Forestry and Garden Workers	53,800	38,529	60,010	48,295
85. Food Preparation Assistants	22,302	9,297	16,577	16,199
89. Other Labourers	236,626	170,590	202,367	222,384
8. LABOURERS Total	535,690	388,132	506,725	438,618
G. General Education	1,412,886	321,160	681,600	1,088,505
Total Profile Delivery	9,850,000	8,567,715	9,534,547	8,768,179

Notes:

- Source:** North Metropolitan TAFE.
- Definition:** The table indicates the target and actual achievement of SCH in the profiled Department of Training and Workforce Development Industry Group Categories. The classification of these Industry Groups is based on the occupation or outcome the course is intended to serve and highlights the College's performance in achieving industry delivery targets.
- Derivation:** DPA data represents the actual achievement of SCH in respective years. Planned data is obtained from the original DPA and actual SCH achieved from NMTAFE.

2. EFFICIENCY INDICATOR

The efficiency indicators measure the efficiency with which North Metropolitan TAFE manages its resources to enable the provision of vocational education and training programs.

The overall cost per SCH shows the aggregate unit cost of delivery output per SCH, based on the delivery costs (total cost of service) as detailed in the Financial Statements.

Table 13 presents the actual cost of SCH compared to target cost.

The cost per SCH increased by 21% over 2021's figure. Total cost of Services increased by \$17.2M over 2021's figure whilst total SCH delivered decreased by 1.07M. Cost increases were partly due to the costs associated with negotiated wage increases for lecturers, increased spend on equipment funded through the Modern TAFE Equipment program and a higher level of IT equipment replacement costs, delayed due to supply constraints in 2020 and 2021.

Overall Cost per Student Curriculum Hour

Table 13 Delivery Cost per SCH

	2022 Target	2022 Actual	2021 Actual	2020 Actual
Overall cost per student curriculum hour	\$17.90	\$22.00	\$18.18	\$17.82

Notes:

- Comments:** The total delivery cost per SCH is calculated by dividing the total cost of services by the total SCH delivered including profile and non-profile delivery.



FINANCIAL STATEMENTS

Joondalup (McLarty) campus - Diploma of Nursing

[▶ Take a virtual tour of Joondalup \(McLarty\) campus](#)

CERTIFICATION OF FINANCIAL STATEMENTS

The accompanying financial statements of North Metropolitan TAFE have been prepared in compliance with the provisions of the Financial Management Act 2006, from proper accounts and records to present fairly the financial transactions for the period 1 January to 31 December 2022 and the financial position as of 31 December 2022.

At the date of signing, we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



Mara West
Chair, Governing Council
10 March 2023



Michelle Hoad
Managing Director
North Metropolitan TAFE
10 March 2023



Othmar Beerli
Chief Finance Officer
North Metropolitan TAFE
10 March 2023

North Metropolitan TAFE		2022	2021
STATEMENT OF COMPREHENSIVE INCOME			
FOR THE YEAR ENDED 31 DECEMBER 2022			
	Notes	\$	\$
COST OF SERVICES			
Expenses			
Employee benefits expenses	2.1(a)	141,815,053	131,824,492
Supplies and services	2.3	39,041,522	35,198,685
Grants and subsidies	2.2	8,243	1,734
Finance costs	6.4	16,721	19,647
Other expenses	2.3	13,669,747	13,450,899
Loss on disposal of non-current assets	3.6	1,659,599	185
Loss on disposal of lease arrangements	3.6	-	459
Depreciation and amortisation expense	4.1.1, 4.2, 4.3.1	15,489,929	13,969,717
Total cost of services		211,700,814	194,465,818
Income			
Fee for service	3.2	19,196,875	18,357,908
Student fees and charges	3.2	19,715,121	21,979,313
Ancillary trading	3.2	554,887	689,224
Trading profit / (loss)		-	149
Commonwealth grants and contributions	3.3	4,426,275	-
Interest revenue	3.4	819,907	189,115
Other revenue	3.5	816,031	874,261
Total revenue		45,529,096	42,089,970
Total income other than income from State Government		45,529,096	42,089,970
NET COST OF SERVICES		166,171,718	152,375,848
Income from State Government			
Grants and subsidies	3.1	138,728,276	134,824,246
Resources received	3.1	7,462,746	6,537,486
Income from other public sector entities	3.1	3,347,709	4,372,587
Total income from State Government		149,538,731	145,734,319
SURPLUS/(DEFICIT) FOR THE PERIOD		(16,632,987)	(6,641,529)
OTHER COMPREHENSIVE INCOME			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus		34,857,940	35,600,059
Total other comprehensive income		34,857,940	35,600,059
TOTAL COMPREHENSIVE SURPLUS/ (DEFICIT) FOR THE PERIOD		18,224,953	28,958,530

The Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

North Metropolitan TAFE STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2022		2022	2021
	Notes	\$	\$
ASSETS			
Current Assets			
Cash and cash equivalents	6.1	37,462,680	37,588,523
Restricted cash and cash equivalents	6.1	12,822,248	4,043,237
Receivables	5.1	6,360,224	6,919,575
Other current assets	5.2	2,017,662	1,666,954
Total Current Assets		58,662,814	50,218,289
Non-Current Assets			
Restricted cash and cash equivalents	6.1	3,889,163	3,236,710
Property, plant and equipment	4.1	471,722,613	445,353,708
Right-of-use assets	4.2	320,104	521,771
Intangible assets	4.3	73,160	95,320
Total Non-Current Assets		476,005,040	449,207,509
TOTAL ASSETS		534,667,854	499,425,798
LIABILITIES			
Current Liabilities			
Payables	5.3	15,969,369	7,537,494
Lease liabilities	6.2	157,323	370,797
Employee related provisions	2.1(b)	21,480,635	21,768,849
Other current liabilities	5.4	8,239,258	5,068,879
Total Current Liabilities		45,846,585	34,746,019
Non-Current Liabilities			
Lease liabilities	6.2	172,496	180,386
Employee related provisions	2.1(b)	4,667,228	4,441,719
Total Non-Current Liabilities		4,839,724	4,622,105
TOTAL LIABILITIES		50,686,309	39,368,124
NET ASSETS		483,981,545	460,057,674
EQUITY			
Contributed equity		490,616,223	484,917,305
Reserves		74,298,085	39,440,145
Accumulated surplus / (deficit)		(80,932,763)	(64,299,776)
TOTAL EQUITY		483,981,545	460,057,674

The Statement of Financial Position should be read in conjunction with the accompanying notes.

**North Metropolitan TAFE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022	2021
	\$	\$
CASH FLOWS FROM STATE GOVERNMENT		
Grants and subsidies - Department of Training and Workforce Development	142,509,352	132,691,979
Funds from other public sector entities	3,250,670	4,439,626
Total Net cash provided by State Government	145,760,022	137,131,605
Utilised as follows:		
CASH FLOWS FROM OPERATING ACTIVITIES		
Payments		
Employee benefits	(136,113,568)	(130,371,323)
Supplies and services	(31,466,107)	(28,378,358)
Finance Cost	(16,721)	(19,647)
Grants and subsidies	(8,243)	(1,734)
GST payments on purchases	(3,828,412)	(3,363,938)
Other payments	(12,879,020)	(13,230,858)
Receipts		
Fee for service	20,382,262	16,984,696
Student fees and charges	19,345,448	22,931,852
Ancillary trading	554,887	689,224
Commonwealth grants and contributions	4,426,275	-
Interest received	584,393	193,625
GST receipts on sales	803,828	326,691
GST receipts from taxation authority	2,907,262	3,029,629
Other receipts	714,420	682,145
Net cash used in operating activities	(134,593,296)	(130,527,997)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments		
Purchase of non-current physical assets	(3,872,444)	(2,001,121)
Capital Contribution		
Receipts		
Proceeds from sale of non-current physical assets	44,119	823
Capital Contribution	2,349,347	600,000
Net cash used in investing activities	(1,478,978)	(1,400,298)
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments		
Principal elements of lease payments	(382,127)	(376,098)
Net cash used in financing activities	(382,127)	(376,098)
Net increase in cash and cash equivalents	9,305,621	4,827,212
Cash and cash equivalents at the beginning of period	44,868,470	40,041,258
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	54,174,091	44,868,470

6.1

The Statement of Cash Flows should be read in conjunction with the accompanying notes.

North Metropolitan TAFE				
STATEMENT OF CHANGES IN EQUITY				
FOR THE YEAR ENDED 31 DECEMBER 2022				
	Contributed Equity	Reserves	Accumulated Surplus / (Deficit)	Total Equity
	\$	\$		\$
Balance at 1 January 2021	477,390,734	3,840,086	(57,658,247)	423,572,573
Surplus/(deficit)			(6,641,529)	(6,641,529)
Other comprehensive income		35,600,059	-	35,600,059
Total comprehensive income for the period	-	35,600,059	(6,641,529)	28,958,530
Transactions with owners in their capacity as owners:				
Capital appropriations	600,000	-		600,000
Other contributions by owners	6,926,571	-		6,926,571
Total	7,526,571	-	-	7,526,571
Balance at 31 December 2021	484,917,305	39,440,145	(64,299,776)	460,057,674
Balance at 1 January 2022	484,917,305	39,440,145	(64,299,776)	460,057,674
Changes in accounting policy or correction of prior period errors		-	-	-
Restated balance at 1 January 2022	484,917,305	39,440,145	(64,299,776)	460,057,674
Surplus/(deficit)			(16,632,987)	(16,632,987)
Other comprehensive income		34,857,940	-	34,857,940
Total comprehensive income for the period	-	34,857,940	(16,632,987)	18,224,953
Transactions with owners in their capacity as owners:				
Capital appropriations	2,349,347	-		2,349,347
Other contributions by owners	3,349,571	-		3,349,571
Distributions to owners	-	-		-
Total	5,698,918	-	-	5,698,918
Balance at 31 December 2022	490,616,223	74,298,085	(80,932,763)	483,981,545

The Statement of Changes in Equity should be read in conjunction with the accompanying notes.

**North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1 Basis of preparation

North Metropolitan TAFE (NMTAFE) is a WA Government entity and is controlled by the State of Western Australia, which is the ultimate parent. NMTAFE is a not-for-profit entity (as profit is not its principal objective).

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Managing Director of NMTAFE on 10 March 2023.

Statement of compliance

These general purpose financial statements have been prepared in accordance with:

- 1) The *Financial Management Act 2006* (FMA)
- 2) The Treasurer's instructions (TIs)
- 3) Australian Accounting Standards (AASs) - Simplified Disclosures
- 4) Where appropriate, those AAS paragraphs applicable for not-for-profit entities have been applied.

The FMA and the TIs take precedence over AASs.

Several AASs are modified by the Instructions to vary application, disclosure format and wording. Where modification is required and has had a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as fair value basis). Where this is the case the different measurement basis is disclosed in the associated note.

NMTAFE's financial position has not been materially impacted by the COVID-19 pandemic during 2022.

Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by NMTAFE as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

Comparative information

Except when an AAS permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

- Property, Plant and Equipment reconciliations
- Intangible Asset reconciliations; and
- Right-of-Use Asset reconciliations

Contributed equity

Accounting Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 955 Contributions by Owners Made to Wholly Owned Public Sector Entities and have been credited directly to Contributed Equity.

2 Use of our funding

Expenses incurred in the delivery of services

This section provides additional information about how NMTAFE's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by NMTAFE in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expenses	2.1(a)
Employee related provisions	2.1(b)
Grants and subsidies	2.2
Other expenditure	2.3

2.1(a) Employee benefits expenses

	2022	2021
Employee benefits	128,449,725	119,434,113
Termination benefits	109,970	638,558
Superannuation - defined contribution plans	13,255,358	11,751,821
Total employee benefits expenses	141,815,053	131,824,492
Add: AASB 16 Non-monetary benefits		
Provision of vehicle benefits	30,848	38,839
Less: Employee contributions	(17,516)	(12,336)
Net employee benefits expenses	141,828,385	131,850,995

Employee benefits include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave, and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing,

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

cars and free or subsidised goods or services) for employees.

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when NMTAFE is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

Superannuation is the amount recognised in profit or loss of the Statement of Comprehensive Income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, the GESBs, or other superannuation funds.

AASB 16 Non-monetary benefits are non-monetary employee benefits, predominantly relating to the provision of vehicle and housing benefits that are recognised under AASB16 and are excluded from the employee benefits expenses.

Employee Contributions are contributions made to NMTAFE by employees towards employee benefits that have been provided by NMTAFE. This includes both AASB-16 and non-AASB 16 employee contributions.

2.1(b) Employee related provisions

Current

Employee benefits provision

	2022	2021
Annual leave	4,431,513	4,382,909
Long service leave	15,607,053	15,926,486
Deferred salary scheme	153,836	158,336
Purchased leave	1,547	15,476
	20,193,949	20,483,207

Other provisions

Employment on-costs

1,286,686

1,285,642

Total current employee related provisions

21,480,635

21,768,849

Non-current

Employee benefits provision

Long service leave	4,386,470	4,178,030
	4,386,470	4,178,030

Other provisions

Employment on-costs

280,758

263,689

Total non-current employee related provisions

4,667,228

4,441,719

Total employee related provisions

26,147,863

26,210,568

Provision is made for benefits accruing to employees in respect of annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

Annual leave liabilities: Classified as current as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

Long service leave liabilities: Unconditional long service leave provisions are classified as current liabilities as NMTAFE does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period. Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because NMTAFE has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave liabilities are calculated at present value as NMTAFE does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement, and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Deferred salary scheme liabilities: Classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

Purchased leave liabilities: Classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period. This leave must be used each calendar year and cannot be accrued from year to year.

Employment on-costs: The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of Note 2.3 Other expenditure (apart from the unwinding of the discount (finance cost)) and are not included as part of NMTAFE's 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

**North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Employment on-costs provisions

Carrying amount at start of period	
Additional / (reversals of) provisions recognised	
Payments / other sacrifices of economic benefits	
Total Carrying amount at end of period	

	2022	2021
	1,549,331	1,513,517
	885,036	749,079
	(866,923)	(713,265)
Total Carrying amount at end of period	1,567,444	1,549,331

Key sources of estimation uncertainty - long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating NMTAFE's long service leave provision. These include:

- Expected future salary rates
- Discount rates
- Employee retention rates; and
- Expected future payments

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision.

Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

2.2 Grants and subsidies

Recurrent

Scholarships for students	
Total grants and subsidies	

	2022	2021
	8,243	1,734
Total grants and subsidies	8,243	1,734

Transactions in which NMTAFE provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy expenses'. Grants can either be operating or capital in nature.

Grants can be paid as general purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and/or have conditions attached regarding their use.

Grants and other transfer to third parties (other than contribution to owners) are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid or payable. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals, other transfer payments made to public sector agencies, local government, non-government schools and community groups.

2.3 Other expenditure

Supplies and services

Consumables and minor equipment	
Communication expenses	
Utilities expenses	
Consultancies and contracted services	
Minor works	
Rental Cost	
Travel and passenger transport	
Advertising and public relations	
Staff professional development activities	
Software licence expense	
Insurance expense	
Supplies and services - other	
Total supplies and services expenses	

	2022	2021
	10,028,282	8,467,966
	451,628	496,711
	3,751,328	3,829,264
	19,097,325	17,582,568
	1,466,191	1,091,492
	751,455	664,198
	97,485	77,460
	203,048	139,962
	208,155	289,700
	1,363,308	1,174,150
	793,489	774,741
	829,828	610,473
Total supplies and services expenses	39,041,522	35,198,685

Other expenses

Audit fees	
Building maintenance	
Equipment repairs and maintenance	
Expected credit losses expense	
Employment on-costs	
Donations	
Student prizes and awards	
Losses and write-offs	
Other	
Total other expenses	

	194,160	180,000
	3,560,176	3,735,106
	288,622	211,474
	210,414	154,396
	9,338,624	8,696,722
	-	7,352
	31,979	1,457
	50	51,261
	45,722	413,131
Total other expenses	13,669,747	13,450,899

Total other expenditure

	52,711,269	48,649,584
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Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

Rental expenses include:

- i) Short-term leases with a lease term of 12 months or less;
- ii) Low-value leases with an underlying value of \$5,000 or less; and
- iii) Variable lease payments, recognised in the period in which the event or condition that triggers those payments occurs.

Repairs, maintenance and minor works are recognised as expenses as incurred, except where they relate to the replacement of a significant component of an asset. In that case, the costs are capitalised and depreciated.

Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

Expected credit losses is an allowance of trade receivables and is measured at the lifetime expected credit losses at each reporting date. NMTAFE has established a provision matrix that is based on its historical credit loss experience,

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

adjusted for forward-looking factors specific to the debtors and the economic environment.
Please refer to note 5.1 - Movement in the allowance for impairment of trade receivables.

Employment on-costs includes workers' compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liabilities is included at Note 2.1(b) Employee related provisions. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

Asset Revaluation:

Revaluation increment is credited directly to an asset revaluation reserve, except to the extent that any increment reverses a revaluation decrement of the same class of assets previously recognised as an expense. Revaluation decrement is recognised as an expense, except to the extent of any balance existing in the asset revaluation reserve in respect of that class of assets.

3 Our funding sources

How we obtain our funding

This section provides additional information about how NMTAFE obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by NMTAFE and the relevant notes are:

	Notes
Income from State Government	3.1
User charges and fees	3.2
Commonwealth grants and contributions	3.3
Interest revenue	3.4
Other revenue	3.5
Gains/(Losses)	3.6

3.1 Income from State Government

Grants and subsidies received during the period:

Grants and subsidies

Delivery and Performance Agreement (DPA)

Non-DPA Grants from Department of Training and Workforce Development (DTWD)

	2022	2021
Delivery and Performance Agreement (DPA)	135,788,745	131,881,937
Non-DPA Grants from Department of Training and Workforce Development (DTWD)	2,939,531	2,942,310
	138,728,276	134,824,247

Services received free of charge from other State Government agencies during the period:

Department of Training and Workforce Development

- Corporate systems support

- Marketing and publications

- Human resources and industrial relations support

- Other

Other Government (State Solicitor's Office)

Department of Training and Workforce Development	6,377,759	5,377,425
- Corporate systems support	129,197	223,642
- Marketing and publications	86,021	82,446
- Human resources and industrial relations support	852,289	810,788
- Other	17,480	43,185
Other Government (State Solicitor's Office)	7,462,746	6,537,486

Income from other public sector entities

Fee for service - Department of Training and Workforce Development (DTWD)

Fee for service - Government (other than DTWD)

International Division Fees - State Government

Department of Training and Workforce Development (DTWD)	19,632	3,639
Fee for service - Government (other than DTWD)	163,883	170,828
International Division Fees - State Government	3,164,194	4,198,120
	3,347,709	4,372,587

Total income from State Government

	149,538,731	145,734,320
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Grants and subsidies is recognised as income when the performance obligations are satisfied

Grants and subsidies fund the net cost of services delivered. Appropriate revenue comprises the following

- Cash component; and
- A receivable (asset).

Services received free of charge or for nominal cost are recognised as income (and assets or expenses) equivalent to the fair value of the assets, or the fair value of those services that can be reliably determined and which would have been purchased if not donated.

Income from other public sector entities is recognised as income when NMTAFE has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when NMTAFE received the funds.

3.2 User charges and fees

Fee for service

Fee for service - general

Fee for service - Commonwealth Government

International fees

Total fee for service

	2022	2021
Fee for service - general	2,893,580	3,207,177
Fee for service - Commonwealth Government	16,119,094	14,939,236
International fees	184,201	211,494
Total fee for service	19,196,875	18,357,907

Student fees and charges

Tuition fees

Enrolment and Resource fees

Recognition of prior learning (RPL) fees

Incidental fees

Other College fees

Total student fees and charges

Tuition fees	14,581,676	16,938,589
Enrolment and Resource fees	4,937,191	4,765,375
Recognition of prior learning (RPL) fees	66,792	141,228
Incidental fees	37,392	31,498
Other College fees	92,070	102,624
Total student fees and charges	19,715,121	21,979,314

Ancillary trading

Liveworks (not a trading activity)

Other Ancillary Revenue

Total ancillary trading

Liveworks (not a trading activity)	474,624	629,851
Other Ancillary Revenue	80,263	59,373
Total ancillary trading	554,887	689,224

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Total user charges and fees

2022	2021
39,466,883	41,026,445

Revenue is recognised and measured at the fair value of consideration received or receivable. Student fees and charges are recognised over time as and when the course is delivered to students. Revenue from fee for service is recognised over time as and when the service is provided. Revenue from ancillary trading is recognised when the service or goods are provided.

3.3 Commonwealth grants and contributions

Commonwealth specific purpose grants and contributions

2022	2021
4,426,275	-
4,426,275	-

The grant has been recognised in accordance with AASB 1058 with revenue allocated in full when funding is received.

3.4 Interest revenue

Interest revenue

2022	2021
819,907	189,115
819,907	191,136

Revenue is recognised and measured at the fair value of consideration received or receivable. Revenue is recognised as the interest accrues.

3.5 Other revenue

Employee contributions
Rental and facilities fees
Copyright and royalties revenue
Sponsorship and donations revenue
Miscellaneous revenue
Total other revenue

	2022	2021
2.1(a) Employee contributions	17,516	12,336
Rental and facilities fees	471,048	516,938
Copyright and royalties revenue	-	176
Sponsorship and donations revenue	104,415	148,042
Miscellaneous revenue	223,052	196,769
Total other revenue	816,031	874,261

Revenue is recognised and measured at the fair value of consideration received or receivable. Revenue is recognised for the major business activities as follows:

- Sale of goods - when the significant risks and rewards of ownership transfer to the purchaser and can be measured reliably.
- Provision of services - by reference to the stage of completion of the transaction.

3.6 Gains/(Losses)

Net proceeds from disposal of non-current assets

Motor vehicles, caravans and trailers
Plant, furniture and general equipment
Total proceeds from disposal of non-current assets

2022	2021
3,500	823
40,619	-
44,119	823

Carrying amount of non-current assets disposed

Land
Buildings
Plant, furniture and general equipment
Net gains/(losses)

-	-
(1,703,718)	-
-	(1,008)
(1,659,599)	(185)

Other gains/(loss)

Gain/(loss) arising from lease arrangements
Other gains/(losses)
Total gains/(losses)

-	(459)
-	(459)
(1,659,599)	(644)

Realised and unrealised gains are usually recognised on a net basis.

Gains and losses on the disposal of non-current assets are presented by deducting from the proceeds on disposal the carrying amount of the asset and related selling expenses. Gains and losses are recognised in profit or loss in the statement of comprehensive income (from the proceeds of sale).

4 Key assets

Assets utilised for economic benefit or service potential

This section includes information regarding the key assets NMTAFE utilised to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

Property, plant and equipment
Right-of-use assets
Intangible assets

Notes
4.1
4.2
4.3

North Metropolitan TAFE
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4.1 Property, plant and equipment

Year ended 31 December 2022								Total \$
	Land \$	Buildings \$	Buildings under construction \$	Motor vehicles, caravans and trailers \$	Plant, furniture and general equipment \$	Computer equipment, communication network \$	Works of art \$	
1 January 2022								
Gross carrying amount	98,110,000	337,596,426	941,876	94,960	8,888,544	3,277,424	2,332,873	451,242,103
Accumulated depreciation	-	(37,817)	-	(64,386)	(3,925,674)	(1,815,837)	-	(5,843,714)
Accumulated impairment losses	-	-	-	-	(44,682)	-	-	(44,682)
Carrying amount at start of period	98,110,000	337,558,609	941,876	30,574	4,918,188	1,461,587	2,332,873	445,353,707
Additions	-	16,174	4,095,879	12,842	3,638,024	486,672	89,007	8,338,598
Transfers (a)	-	1,041,270	(1,518,999)	-	477,729	-	-	-
Other disposals	-	(1,703,718)	(18,575)	-	-	-	-	(1,722,293)
Revaluation increments/(decrements)	2,980,000	31,586,732	-	-	-	-	291,208	34,857,940
Depreciation	-	(13,484,047)	-	(6,808)	(1,294,874)	(319,610)	-	(15,105,339)
Carrying amount 31 December 2022	101,090,000	355,015,020	3,500,181	36,608	7,739,067	1,628,649	2,713,088	471,722,613
Gross carrying amount	101,090,000	355,015,020	3,500,181	115,357	12,763,094	3,447,088	2,713,088	478,643,828
Accumulated depreciation	-	-	-	(78,749)	(4,979,345)	(1,818,439)	-	(6,876,533)
Accumulated impairment losses	-	-	-	-	(44,682)	-	-	(44,682)

(a) Department of Planning, Lands and Heritage (DPLH) is the only agency with the power to sell Crown land. The land is transferred to DPLH for sale and NMTAFE accounts for the transfer as a distribution to owner.

(b) Impairment losses are recognised in the Statement of Comprehensive Income. Where an asset measured at cost is written down to recoverable amount, an impairment loss is recognised in profit or loss.

Initial recognition

Items of property, plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no or nominal cost, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment costing less than \$5,000 are immediately expensed direct to the Statement of Comprehensive Income (other than where they form part of a group of similar items which are significant in total).

The cost of a leasehold improvement is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful life of the leasehold improvement.

Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of land and buildings.

Land is carried at fair value.

Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses.

All other property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Land and buildings are independently valued annually by the Western Australian Land Information Authority (Landgate) and recognised annually to ensure that the carrying amount does not differ materially from the asset's fair value at the end of the reporting period.

Land and buildings were revalued as at 01 July 2022 by Landgate. The valuations were performed during the year ended 31 December 2022 and recognised at 31 December 2022. In undertaking the revaluation, fair value was determined by reference to market values for land: \$2,500,000 (2021: \$2,370,000) and buildings: \$200,000 (2021: \$200,000). For the remaining balance, unobservable (level 3) inputs were used to determine the fair value.

As at 31 December 2022 there were no indications of impairment.

Unobservable (level 3) inputs used to determine fair values of infrastructure, property, plant and equipment are:

Land:	Fair value for restricted use land is determined by comparison with market evidence for land with low level utility are selected by the Western Australian Land Information Authority (Valuation Services).
Buildings:	<p>Historical cost per square metre floor area (m²)</p> <p>The costs of constructing specialised buildings with similar utility are extracted from financial records of the Model Department, then indexed by movements in CPI.</p> <p>Consumed economic benefit/obsolescence of asset</p> <p>These are estimated by the Western Australian Land Information Authority (Valuation Services).</p>

Revaluation model:

a) Fair Value where market-based evidence is available:

The fair value of land and buildings is determined on the basis of current market values determined by reference to recent market transactions. When buildings are revalued by reference to recent market transactions, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.

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b) Fair value in the absence of market-based evidence:

Buildings are specialised or where land is restricted: Fair value of land and buildings is determined on the basis of existing use.

Existing use buildings: Fair value is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the depreciated replacement cost. Where the fair value of buildings is determined on the depreciated replacement cost basis, the gross carrying amount is adjusted in a manner that is consistent with the revaluation of the carrying amount of the asset and the accumulated depreciation is adjusted to equal the difference between the gross carrying amount and the carrying amount of the asset.

Restricted use land: Fair value is determined by comparison with market evidence for land with similar approximate utility (high restricted use land) or market value of comparable unrestricted land (low restricted use land).

c) Works of art are revalued every 3 years by an independent artwork valuer to ensure the carrying amount does not differ materially from fair value

Significant assumptions and judgements: The most significant assumptions and judgements in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated economic life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

**4.1.1 Depreciation and impairment
Charge for the period**

Depreciation

Buildings
Motor vehicles, caravans and trailers
Plant, furniture and general equipment
Computers and communication network
Total depreciation for the period

	2022	2021
Buildings	13,484,047	12,393,947
Motor vehicles, caravans and trailers	6,808	5,187
Plant, furniture and general equipment	1,294,874	873,358
Computers and communication network	319,610	302,962
Total depreciation for the period	15,105,339	13,575,454

Impairment

Plant, furniture and general equipment
Total depreciation for the period

	2022	2021
Plant, furniture and general equipment	-	44,682
Total depreciation for the period	-	44,682

All surplus assets at 31 December 2022 have either been classified as assets held for sale or written-off.

Please refer to Note 4.3 Intangible assets for guidance in relation to the impairment assessment that has been performed for intangible assets.

Finite useful lives

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exception to this rule includes items under operating leases.

Depreciation is generally calculated on a straight line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life:
Building	40 years
Motor vehicles, caravans and trailers	3 to 20 years
Plant, furniture and general equipment	3 to 20 years
Computer equipment and communication network	3 to 25 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments should be made where appropriate.

Land and works of art, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Impairment

Non-financial assets, including items of property, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income.

As NMTAFE is a not-for-profit entity, the recoverable amount of regularly revalued specialised assets is anticipated to be materially the same as fair value.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

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NOTES TO THE FINANCIAL STATEMENTS
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The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation/amortisation reflects the level of future consumption or expiration of the asset's economic benefits and to evaluate any impairment risk from declining replacement costs.

4.2 Right-of-use assets

Year ended 31 December 2022

Carrying amount at start of period

Adjustments to ROU accumulated depreciation value

Additions

Depreciation

Net Carrying Amount as at end of period

	Building	Vehicles	Total
Carrying amount at start of period	267,438	254,333	521,771
Adjustments to ROU accumulated depreciation value	1,147	-	1,147
Additions	68,827	90,789	159,616
Depreciation	(268,585)	(93,845)	(362,430)
Net Carrying Amount as at end of period	68,826	251,277	320,104

Initial recognition

At the commencement date of the lease, NMTAFE recognises right-of-use assets and a corresponding lease liability for most leases. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability
- any lease payments made at or before the commencement date less any lease incentives received
- any initial direct costs, and
- restoration costs, including dismantling and removing the underlying asset.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in Note 6.2 Lease liabilities

NMTAFE has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to NMTAFE at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 4.1.1 Depreciation and impairment.

4.3 Intangible assets

Year ended 31 December 2022

1 January 2022

Cost

Accumulated amortisation

Accumulated impairment loss

Carrying amount at start of period

Amortisation expense

Carrying amount at end of period

	Computer software and licences	Total
Cost	110,802	110,802
Accumulated amortisation	(15,482)	(15,482)
Accumulated impairment loss	-	-
Carrying amount at start of period	95,320	95,320
Amortisation expense	(22,160)	(22,160)
Carrying amount at end of period	73,160	73,160

Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at significantly less than fair value, the cost is their fair value at the date of acquisition.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- The technical feasibility of completing the intangible asset so that it will be available for use or sale;
 - An intention to complete the intangible asset and use or sell it;
 - The ability to use or sell the intangible asset;
 - The intangible asset will generate probable future economic benefit;
 - The availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset;
 - The ability to measure reliably the expenditure attributable to the intangible asset during its development.
- Costs incurred in the research phase of a project are immediately expensed.

Acquisitions of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$50,000 or more that comply with the recognition criteria as per *AASB 138 Intangible Assets* (as noted above), are capitalised.

Costs incurred below these thresholds are immediately expensed directly to the Statement of Comprehensive Income.

Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets, requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.

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4.3.1 Amortisation and impairment

Amortisation

Computer Software
Total for the period

	2022	2021
Computer Software	22,160	15,482
Total for the period	22,160	15,482

As at 31 December 2022 there were no indications of impairment to intangible assets.

NMTAFE held no goodwill or intangible assets with an indefinite useful life during the reporting period. At the end of the reporting period there were no intangible assets not yet available for use.

Amortisation of finite life intangible assets is calculated on a straight line basis at rates that allocate the asset's value over its estimated useful life. All intangible assets controlled by NMTAFE have a finite useful life and zero residual value. Estimated useful lives are reviewed annually.

The estimated useful lives for each class of intangible asset are:

Computer software ^(a)

3 to 5 years

Licenses

3 to 5 years

Internally developed software

3 to 5 years

^(a) Software that is not integral to the operation of any related hardware.

Impairment of intangible assets

Intangible assets with finite useful lives are tested for impairment annually or when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in Note 4.1.1.

5 Other assets and liabilities

This section sets out those assets and liabilities that arose from NMTAFE's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes
Receivables	5.1
Other assets	5.2
Payables	5.3
Other liabilities	5.4

5.1 Receivables

Current

Receivables - Trade
 Receivables - Students
 Allowance for impairment of receivables
 Accrued revenue
 GST receivable
 Other receivables
Total current

	2022	2021
Receivables - Trade	448,554	493,587
Receivables - Students	690,813	818,730
Allowance for impairment of receivables	(386,425)	(393,260)
Accrued revenue	4,665,263	5,417,625
GST receivable	816,014	537,071
Other receivables	126,005	45,822
Total current	6,360,224	6,919,575
Balance at end of period	6,360,224	6,919,575

Balance at end of period

Receivables are recognised at original invoice amount less any allowances for uncollectible amounts (i.e. impairment). The carrying amount of net receivables is equivalent to fair value as it is due for settlement within 30 days.

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. NMTAFE holds the receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

NMTAFE recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit or loss. The ECLs based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when NMTAFE has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, NMTAFE recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. NMTAFE has established provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

Please refer to note 2.3 for the amount of ECLs expensed in this financial year.

5.2 Other assets

Current

Prepayments
 Other
Total current

	2022	2021
Prepayments	2,017,072	1,665,398
Other	590	1,556
Total current	2,017,662	1,666,954
Balance at end of period	2,017,662	1,666,954

Balance at end of period

Other non-financial assets include prepayments which represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

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5.3 Payables

Current

	2022	2021
Trade payables	63,833	53,541
Accrued salaries and related costs	9,631,735	3,739,401
Accrued expenses	6,263,870	3,732,098
Paid parental leave payable	9,931	12,454
Total current	15,969,369	7,537,494
Balance at end of period	15,969,369	7,537,494

Payables are recognised at the amounts payable when NMTAFE becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 15 to 20 days.

Accrued salaries represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period end. NMTAFE considers the carrying amount of accrued salaries to be equivalent to its fair value.

5.4 Other liabilities

Current

	2022	2021
Income received in advance ^(a)	2,351,114	2,901,656
Grants and advances (provision for under-delivery in Government funded courses)	3,496,919	824,675
Grants and advances other ^(b)	1,570,794	403,956
Monies/deposits held in trust ^(c)	820,431	938,592
Total current	8,239,258	5,068,879
Balance at end of period	8,239,258	5,068,879

^(a) Includes income received in advance from students.

^(b) Includes grants received from Department of Training and Workforce Development.

^(c) Includes donated funds for use by the College for student scholarships or awards, student hire deposits and student prepayments for 2023 course enrolments.

6 Financing

This section sets out the material balances and disclosures associated with the financing and cashflows of NMTAFE.

	Notes
Cash and cash equivalents	6.1
Lease liabilities	6.2
Assets pledged as security	6.3
Finance Costs	6.4
Commitments	6.5

6.1 Cash and cash equivalents

Current

	2022	2021
Cash and cash equivalents		
Cash On Hand	6,730	7,737
Cash At Bank	37,455,950	37,580,786
Total cash and cash equivalents	37,462,680	37,588,523
Restricted cash and cash equivalents current		
DPA funds due to DTWD ^(a)	4,459,585	1,012,244
Commonwealth specific purpose	4,063,604	-
Capital works program ^(b)	3,479,948	1,908,298
Other ^(c)	819,111	1,122,695
Total	12,822,248	4,043,237
Total current	50,284,928	41,631,760
Non-current		
Restricted cash 27th pay (non-current) ^(d)	3,889,163	3,236,710
Total non-current	3,889,163	3,236,710
Balance at end of period	54,174,091	44,868,470

^(a) Monies refundable to the Department of Training and Workforce Development for under delivery of Student Curriculum Hours.

^(b) Ongoing building works, capital projects and equipment.

^(c) Money bestowed on the College by companies or individuals for the provision of awards or scholarships to students.

^(d) Monies held for student prepaid enrolments at year end.

^(e) Monies held for the unfunded 27th Pay, this is due for payment in 2026.

For the purpose of the statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

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6.2 Lease liabilities

Not later than one year	157,323	370,797
Later than one year and not later than five years	169,966	170,047
Later than five years	2,530	10,339
	329,819	551,183
Current	157,323	370,797
Non-current	172,496	180,386
Balance at end of period	329,819	551,183

Initial measurement

NMTAFE measures a lease liability, at the commencement date, at the present value of the lease payments that are to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, NMTAFE uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by NMTAFE as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised);
- payments for penalties for terminating a lease, where the lease term reflects the lessee exercising an option to terminate the lease.
- periods covered by extension or termination options are only included in the lease term by NMTAFE if the lease is reasonably certain to be extended (or not terminated).

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales, are recognised by NMTAFE in profit or loss in the period in which the condition that triggers those payments occurs.

Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

This section should be read in conjunction with note 4.2 Right-of-use assets.

Lease expenses recognised in the Statement of Comprehensive Income

Lease interest expense	16,721	19,647
Total lease expense	16,721	19,647

Short-term leases are recognised on a straight-line basis with a lease term of 12 months or less.

Low-value leases with an underlying value of \$5,000 or less are recognised on a straight-line basis.

Variable lease payments that are not included in the measurement of the lease liability recognised in the period in which the event or condition that triggers those payments occurs.

6.3 Assets pledged as security

Assets pledged as security		
The carrying amounts of non-current assets pledged as security are:		
Right-of use asset buildings	68,827	267,438
Right-of use asset vehicles	251,276	254,333
Total assets pledged as security	320,103	521,771

NMTAFE has secured the right-of-use assets against the related lease liabilities. In the event of default, the rights to the leased assets will revert to the lessor.

6.4 Finance costs

Finance costs		
Lease interest expense	16,721	19,647
Finance costs expensed	16,721	19,647

Finance cost includes the interest component of lease liability repayments, and the increase in financial liabilities and non-employee provisions due to the unwinding of discounts to reflect the passage of time.

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

6.5 Commitments

6.5.1 Capital commitments

Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:

Within 1 year

Balance at end of period

The totals presented for capital commitments are GST inclusive.

	2022	2021
Within 1 year	3,552,914	858,458
Balance at end of period	3,552,914	858,458

6.5.2 Other expenditure commitments

Other expenditure commitments, contracted for at the end of the reporting period but not recognised as liabilities are payable as follows:

Within 1 year

Later than 1 year and not later than 5 years

Balance at end of period

The totals presented for other commitments are GST inclusive.

	2022	2021
Within 1 year	5,151,523	1,674,830
Later than 1 year and not later than 5 years	1,290,531	224,877
Balance at end of period	6,442,054	1,899,707

7 Financial Instruments and Contingencies

This note sets out the key risk management policies and measurement techniques of NMTAFE.

Financial Instruments

Contingent assets

Contingent liabilities

Notes

7.1

7.2.1

7.2.2

7.1 Financial Instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

Financial assets

Cash and cash equivalents

Restricted cash and cash equivalents

Financial assets at amortised cost (a)

Total financial assets

Financial liabilities

Financial liabilities measured at amortised cost ^(b)

Lease Liabilities

Total financial liabilities

^(a) The amount excludes GST recoverable from the ATO (statutory receivable).

^(b) The amount of Financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable)

	2022	2021
Cash and cash equivalents	37,462,680	37,588,523
Restricted cash and cash equivalents	16,711,411	7,279,947
Financial assets at amortised cost (a)	5,544,210	6,382,504
Total financial assets	59,718,301	51,250,974
Financial liabilities measured at amortised cost ^(b)	15,969,369	7,537,494
Lease Liabilities	329,819	551,183
Total financial liabilities	16,299,188	8,088,677

Measurement

All financial assets and liabilities are carried without subsequent remeasurement.

7.2 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

7.2.1 Contingent assets

As at the reporting date NMTAFE had no contingent assets.

7.2.2 Contingent liabilities

The following contingent liabilities are additional to the liabilities included in the financial statements.

Casual employees' entitlement to long service leave

NM TAFE is continuing to assess the application of the Long Service Leave Act 1958 for casual employees. The current assessment is an estimated maximum liability of \$1,166,179 including on-costs. This liability has not been deemed material.

The Lecturers award was updated in December 2022 to recognise the entitlement of long service leave for casuals on the same terms as permanent and contract staff.

A provision has not been recognised in the financial statements for the casual LSL entitlements as they are not able to be measured with sufficient reliability and accuracy for inclusion as at the reporting date.

The following factors impacted on the reliability of the calculation:

- Difficulties in obtaining detailed underlying data for both current and terminated employees in order to make an assessment.
- Determining continuous employment for casual employees under both the act and the award is not yet clear. This includes the identification of breaks in service and whether this impacts on any entitlement. Further guidance in this area is required.

Litigation in progress

NMTAFE currently has one litigation case managed by the State Solicitors Office. It is currently understood the likelihood of the case being successful is remote. Given the nature of the case, it will not have a significant impact on the College's financial position should the litigation be successful.

Cladding remediation

NMTAFE had a building identified by DTWD in the State-wide Cladding Audit coordinated by the Department of Mines, Industry Regulation and Safety between July 2017 and June 2019. The audit was commissioned to identify risks associated with combustible aluminium cladding. In 2022, DTWD commissioned a Fire Safety Engineer to assess the building, provide interim management strategies and long-term solutions. The cost of any remediation works is likely to be met by DTWD. The building was not impaired in the 2022 accounts.

**North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

8 Other disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	8.1
Key management personnel	8.2
Related parties	8.3
Related bodies	8.4
Affiliated bodies	8.5
Remuneration of auditors	8.6
Supplementary financial information	8.7
Explanatory statement (Controlled Operations)	8.8

8.1 Events occurring after the end of the reporting period

There were no significant events occurring after the reporting period.

8.2 Key management personnel

NMTAFE has determined key management personnel to include the Managing Director, senior officers of NMTAFE and the Minister that NMTAFE assists. NMTAFE does not incur expenditures to compensate Ministers and those disclosures may be found in the Annual Report on State Finances.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of NMTAFE for the reporting period are presented within the following bands:

	2022	2021
Compensation of Members of the Accountable Authority		
Compensation Band (\$)		
270,001 - 280,000	1	1
20,001 - 30,000	-	1
10,001 - 20,000	2	-
1 - 10,000	10	9
Compensation of Senior Officers		
Compensation Band (\$)		
210,001 - 220,000	2	-
200,001 - 210,000	1	1
190,001 - 200,000	-	1
180,001 - 190,000	2	-
170,001 - 180,000	-	1
160,001 - 170,000	1	1
150,001 - 160,000	-	1
130,001 - 140,000	-	1
120,001 - 130,000	1	-
90,001 - 100,000	-	1
60,001 - 70,000	-	2
40,001 - 50,000	-	2
30,001 - 40,000	1	-
0 - 10,000	-	1
	2022	2021
Short-term employee benefits	1,337,969	1,362,902
Post-employment benefits	148,923	163,271
Other long-term benefits	147,073	142,268
Total compensation of key management personnel	1,633,965	1,668,441

Total compensation includes the superannuation expense incurred by NMTAFE in respect of key management personnel.

8.3 Related parties

NMTAFE is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of NMTAFE include:

- all cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other departments and statutory authorities, including related bodies included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB).

Significant transactions with Government-related entities

In conducting its activities, the College is required to transact with the state and entities related to the state. These transactions are generally based on the standard terms and conditions that apply to all agencies, significant transactions include:

- Delivery and Performance Agreement (DPA) funding and other recurrent and grant funding from the Department of Training and Workforce Development (DTWD) (note 3.1)
- superannuation contributions to GESB (note 2.1(a));
- remuneration for services provided by the Auditor General (note 8.6);

Material transactions with other related parties

Outside of normal citizen type transactions with NMTAFE, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

8.4 Related bodies

NMTAFE has no related bodies.

**North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

8.5 Affiliated bodies

NMTAFE has no affiliated bodies.

8.6 Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

Auditing the accounts, financial statements, controls and key performance indicators

	2022	2021
	195,600	180,000
	195,600	180,000

8.7 Supplementary financial information

(a) Write-offs

During the financial year, \$246,426 (2021: \$436,013) of debts due to NMTAFE were written off, \$128,991 (2021: \$4,587) was written off asset register, NIL (2021: \$6,630) in Inventory and \$50 (2021: \$43) in Cash was written off under the authority of:

The accountable authority
The Minister

	2022	2021
	374,766	197,773
	-	249,500
	374,766	447,273

(b) Losses through theft, defaults and other causes

Losses of public money and public and other property through theft or defaults
Amounts recovered

	2022	2021
	3,692	1,399
	(2,083)	(1,184)
	1,609	215

(c) Forgiveness of debts

During the financial year, there was no forgiveness (or waiver) of debts by NMTAFE.

(d) Gifts of public property

During the financial year NMTAFE did not provided any Gifts of public property.

8.8 Explanatory statement (Controlled Operations)

This explanatory section explains variations in the financial performance of NMTAFE undertaking transactions under its own control, as represented by the primary financial statements.

All variances between estimates (original budget) and actual results for 2022, and between the actual results for 2022 and 2021 are shown below. Narratives are provided for key major variances which may vary more than 10% from their comparative and that the variation is more than 1% of the dollar aggregate, which are generally greater than:

- Total Cost of Services for the Statements of Comprehensive Income and Statement of Cash Flows (i.e. 1% of \$211,700,814); and
- Total Assets for the Statement of Financial Position (i.e. 1% of \$534,667,854)

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8.8.1 Statement of Comprehensive Income Variances

Variance Note	Estimate 2022	Actual 2022	Actual 2021	Variance between estimate and actual	Variance between actual results for 2022 and 2021
	\$	\$	\$	\$	\$
Expenses					
Employee benefits expense	137,402,723	141,815,053	131,824,492	4,412,330	9,990,561
Supplies and services	38,473,104	39,041,522	35,198,685	568,418	3,842,837
Grants and subsidies	20,000	8,243	1,734	(11,757)	6,509
Finance cost	25,906	16,721	19,647	(9,185)	(2,926)
Other expenses	13,354,419	13,669,747	13,450,899	315,328	218,848
Loss on disposal of non-current assets	17,500	1,659,599	185	1,642,099	1,659,414
Loss on disposal of lease arrangements	-	-	459	-	(459)
Depreciation and amortisation expense	13,730,933	15,489,929	13,969,717	1,758,996	1,520,212
Total cost of services	203,024,585	211,700,814	194,465,818	8,676,229	17,234,996
Income					
Fee for service	17,145,855	19,196,875	18,357,908	2,051,020	838,967
Student fees and charges	21,196,370	19,715,121	21,979,313	(1,481,249)	(2,264,192)
Ancillary trading	666,167	554,887	689,224	(111,280)	(134,337)
Sales	-	-	149	-	(149)
Commonwealth grants and contributions	-	4,426,275	-	4,426,275	4,426,275
Interest revenue	225,000	819,907	189,115	594,907	630,792
Other revenue	930,541	816,031	874,261	(114,510)	(58,230)
Total revenue	40,163,933	45,529,096	42,089,970	5,365,163	3,439,126
Total income other than income from State Government	40,163,933	45,529,096	42,089,970	5,365,163	3,439,126
NET COST OF SERVICES	162,860,652	166,171,718	152,375,848	3,311,066	13,795,870
Income from State Government					
Grants and subsidies	137,338,663	138,728,276	134,824,246	1,389,613	3,904,030
Resources received	5,094,204	7,462,746	6,537,486	2,368,542	925,260
Income from other public sector entities	6,141,000	3,347,709	4,372,587	(2,793,291)	(1,024,878)
Total income from State Government	148,573,867	149,538,731	145,734,319	964,864	3,804,412
SURPLUS/(DEFICIT) FOR THE PERIOD	(14,286,785)	(16,632,987)	(6,641,529)	(2,346,202)	(9,991,458)
OTHER COMPREHENSIVE INCOME					
Items not reclassified subsequently to profit or loss					
Changes in asset revaluation surplus	-	34,857,940	35,600,059	34,857,940	(742,119)
Total other comprehensive income	-	34,857,940	35,600,059	34,857,940	(742,119)
TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD	(14,286,785)	18,224,953	28,958,530	32,511,738	(10,733,577)

Major Estimate and Actual (2022) Variance Narratives

(A) The College received a Commonwealth grant in 2022 to support increased participation in the aged and home car workforce.

This grant was not provided for in the budget estimates as the outcome of the tender process was not known at the time.

(B) The budget estimates assumed a conservative amount of Resources Received Free of Charge from the Department of Training and Workforce Development (DTWD).

(C) The budget estimates assumed an increase in International Student activity to pre-pandemic levels in 2022. The lingering impacts of COVID and the long lead times for students to apply for VISA's in order to study meant that student numbers remained at subdued levels during the year.

(D) The budget estimates assumed stable land and building values over the period. The valuations provided by Landgate in 2022

showed large increases in values across all the College's building assets.

Major Actual 2022 and Comparative (2021) Variance Narratives

(1) The College received funding for the TAFE Equipment Refresh" program in 2022 with a resulting increased spend on plant, equipment and computers during the year. The replacement of IT equipment also increased in 2022 with COVID-related supply constraints reducing during the year.

(2) The reduction in student fees and charges was predominantly due to a lower level of student numbers in government funded courses in 2022.

A number of courses were also added to the reduced fee list under the Lower Fees Local Skills program in 2022.

(3) The College was successful in tendering for a grant from the Department of Health for the Home Care Workforce Support Program in late 2021.

The \$4,426K represents the first two payments of a total program worth \$8.8M over 2 years with the funding released in full in line with AASB 1058.

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
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8.8.2 Statement of Financial Position Variances

Variance Note	Estimate 2022	Actual 2022	Actual 2021	Variance between estimate and actual	Variance between actual results for 2022 and 2021
	\$	\$	\$	\$	\$
ASSETS					
Current Assets					
Cash and cash equivalents	20,571,574	37,462,680	37,588,523	16,891,106	(125,843)
Restricted cash and cash equivalents	5,821,518	12,822,248	4,043,237	7,000,730	8,779,011
Receivables	6,713,302	6,360,224	6,919,575	(353,078)	(559,351)
Other current assets	1,994,001	2,017,662	1,666,954	23,661	350,708
Total Current Assets	35,100,395	58,662,814	50,218,289	23,562,419	8,444,525
Non-Current Assets					
Restricted cash and cash equivalents	3,669,306	3,889,163	3,236,710	219,857	652,453
Property, plant and equipment	405,176,368	471,722,613	445,353,708	66,546,245	26,368,905
Right of Use Assets	284,185	320,104	521,771	35,918	(201,667)
Intangible assets	105,952	73,160	95,320	(32,793)	(22,161)
Total Non-Current Assets	409,235,812	476,005,040	449,207,509	66,769,228	26,797,531
TOTAL ASSETS	444,336,207	534,667,853	499,425,798	90,331,646	35,242,056
LIABILITIES					
Current Liabilities					
Payables	7,715,468	15,969,369	7,537,494	8,253,901	8,431,875
Lease Liabilities	98,827	157,323	370,797	58,496	(213,474)
Employee related provisions	22,217,571	21,480,635	21,768,849	(736,936)	(288,214)
Other current liabilities	4,799,296	8,239,258	5,068,879	3,439,962	3,170,379
Total Current Liabilities	34,831,162	45,846,585	34,746,019	11,015,423	11,100,566
Non-Current Liabilities					
Lease liabilities	210,648	172,496	180,386	(38,152)	(7,890)
Employee related provisions	4,800,088	4,667,228	4,441,719	(132,860)	225,509
Total Non-Current Liabilities	5,010,736	4,839,724	4,622,105	(171,012)	217,619
TOTAL LIABILITIES	39,841,898	50,686,309	39,368,124	10,844,411	11,318,185
NET ASSETS	404,494,309	483,981,544	460,057,674	79,487,235	23,923,870
EQUITY					
Contributed equity	490,359,876	490,616,223	484,917,305	256,347	5,698,918
Reserves	3,840,086	74,298,085	39,440,145	70,457,999	34,857,940
Accumulated surplus / (deficit)	(89,705,654)	(80,932,763)	(64,299,776)	8,772,891	(16,632,987)
TOTAL EQUITY	404,494,309	483,981,545	460,057,674	79,487,236	23,923,871

Major Estimate and Actual (2022) Variance Narratives

(A) The budget estimates assumed stable land and building values over the period. The valuations provided by Landgate in 2021 and 2022 increased values by a total of \$70.1M over the two years.

(B) NMT provided for a refund to DTWD for a shortfall in student training delivery in 2022, the estimates assumed full achievement of student delivery hours in 2022.

Major Actual 2022 and Comparative (2021) Variance Narratives

(1) The shortfall in student delivery hours in 2022 was higher than in 2021 resulting in a higher provision allocated for potential refund of DPA (\$3.5M) to DTWD compared to 2021 (\$825K).

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

8.8.3 Statement of Cash Flows Variances

Variance Note	Estimate 2022	Actual 2022	Actual 2021	Variance between estimate and actual	Variance between actual results for 2022 and 2021
	\$	\$	\$	\$	\$
CASH FLOWS FROM STATE GOVERNMENT					
Grants and subsidies - DTWD	134,982,544	142,509,352	132,691,979	7,526,808	9,817,373
Funds from other public sector entities	A 6,141,000	3,250,670	4,439,626	(2,890,330)	(1,188,956)
Total Net cash provided by State Government	141,123,544	145,760,022	137,131,605	4,636,478	8,628,417
CASH FLOWS FROM OPERATING ACTIVITIES					
Payments					
Employee benefits	(135,990,050)	(136,113,568)	(130,371,323)	(123,518)	(5,742,245)
Supplies and services	1 (33,320,278)	(31,466,107)	(28,378,358)	1,854,171	(3,087,749)
Finance Cost	-	(16,721)	(19,647)	(16,721)	2,926
Grants and subsidies	(20,000)	(8,243)	(1,734)	11,757	(6,509)
GST payments on purchases	(3,741,717)	(3,828,412)	(3,363,938)	(86,695)	(464,474)
Other payments	(13,102,061)	(12,879,020)	(13,230,858)	223,041	351,838
Receipts					
Fee for service	B, 2 16,762,212	20,382,262	16,984,696	3,620,050	3,397,566
Student fees and charges	3 21,201,188	19,345,448	22,931,852	(1,855,740)	(3,586,404)
Ancillary trading	666,167	554,887	689,224	(111,280)	(134,337)
Commonwealth grants and contributions	C, 4 -	4,426,275	-	4,426,275	4,426,275
Interest received	225,000	584,393	193,625	359,393	390,768
GST receipts on sales	595,243	803,828	326,691	208,585	477,137
GST receipts from taxation authority	3,140,035	2,907,262	3,029,629	(232,773)	(122,367)
Other receipts	930,614	714,420	682,145	(216,194)	32,275
Net cash used in operating activities	(142,653,647)	(134,593,296)	(130,527,997)	8,060,351	(4,065,299)
CASH FLOWS FROM INVESTING ACTIVITIES					
Payments					
Purchase of non-current physical assets	D (1,500,000)	(3,872,444)	(2,001,121)	(2,372,444)	(1,871,323)
Receipts					
Proceeds from sale of non-current physical assets	-	44,119	823	44,119	43,296
Capital Contribution	E -	2,349,347	600,000	2,349,347	1,749,347
Net cash provided by investing activities	(1,500,000)	(1,478,978)	(1,400,298)	21,022	(78,680)
CASH FLOWS FROM FINANCING ACTIVITIES					
Payments					
Principal elements of lease	(400,288)	(382,127)	(376,098)	18,161	(6,029)
Net cash provided by/(used in) financing activities	(400,288)	(382,127)	(376,098)	18,161	(6,029)
Net increase (decrease) in cash and cash equivalents	(3,430,391)	9,305,621	4,827,212	12,736,012	4,478,409
Cash and cash equivalents at the beginning of period	33,492,787	44,868,470	40,041,258	11,375,683	4,827,212
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	30,062,396	54,174,091	44,868,470	24,111,695	9,305,621

Major Estimate and Actual (2022) Variance Narratives

(A) International student projections from DTWD included in the estimates were much higher than the final numbers in 2022. This was mainly due to the lingering effects of COVID and the long lead times to attract student from overseas to study in Western Australia. This resulted in lower than expected funding being received.

(B) The estimates provided for a conservative Fee For Service total due to the ongoing impacts of COVID, especially in relation to subdued migration levels and the resulting activity the Adult Migrant Education Program provides to this cohort.

An increased level of funding and lifting of the maximum hours a student can access English training meant that revenue was significantly higher than estimated.

(C) The College was successful in tendering for a grant from the Department of Health for the Home Care Workforce Support Program in late 2021.

As the tender had not yet been awarded at the time of completing the estimates, this revenue stream was not included in the approved Section 40's for 2022.

(D) The provision of additional funding from DTWD for the TAFE Equipment Refresh program led to an increase in spend on student equipment in 2022.

(E) The increase in Capital Contribution is due to the additional funding received from DTWD under the TAFE Equipment Refresh program in 2022 (See note D above).

Major Actual 2022 and Comparative (2021) Variance Narratives

(1) An increased spend on minor equipment in 2022 was partially due to the investment in additional equipment due to the provision of funding through the TAFE Equipment Refresh program. There was also additional expenditure on computer equipment as previous supply constraints eased in 2022 resulting in a catch up on the IT equipment replacement cycle that had reduced in 2020 and 2021.

An increase in Contracted Services costs was partially due to more Work Placement payments being made to aged care and nursing providers to support student training outcomes. There was also an increase in child care services required due to the increase in AMEP activity.

(2) The increase in 2022 is substantially due to the increase in student delivery in the Adult Migrant Education Program (AMEP) and increase in funding levels. The timing of payments also resulted in additional activity in late 2021 being received from the Department of Home Affairs in 2022.

(3) The decrease student fees and charges in 2022 were due to both the inclusion of additional courses under the Lower Fees Local Skills program and a reduction in overall student numbers in government-subsidised courses after reaching a peak in 2021.

(4) The College was successful in tendering for a grant from the Department of Health for the Home Care Workforce Support Program in late 2021. The \$4,426K represents the first two payments of a total program worth \$8.8M over 2 years.



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North Metropolitan TAFE recognises Australian Aboriginal and Torres Strait Islander Peoples unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to our society. We acknowledge the Noongar People, the traditional custodians of the lands on which our campuses are located and pay our respects to ancestors and Elders, past and present.

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