



TAFE NSW acknowledges Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of the Land, Rivers and Sea. We acknowledge and pay our respects to the Elders, past, present and emerging of all Nations.



Letter to the Minister

The Hon. Steve Whan
Minister for Skills, TAFE and Tertiary Education
52 Martin Place
SYDNEY NSW 2000

Dear Minister

On behalf of the Technical and Further Education Commission, I am pleased to submit the **TAFE NSW Annual Report 2023–2024** to you for presentation to Parliament in your capacity as Minister for Skills, TAFE and Tertiary Education.

The Annual Report 2023–2024 and the Financial Reports for the TAFE Commission and Technical Education Trust Funds have been prepared under the *Government Sector Finance Act 2018 (NSW)*.

Following its tabling in Parliament, the annual report will be available to the public on the TAFE NSW website at tafensw.edu.au/about-tafensw/annual-report.

Yours sincerely



Stephen Brady
Managing Director, TAFE NSW



STEPHEN BRADY | MANAGING DIRECTOR, TAFE NSW

Managing Director's message

I am pleased to present the 2023-24 Annual Report for TAFE NSW.

It's been a year of heightened focus on the Vocational Education and Training (VET) sector and TAFE NSW as the state's public training provider.

Policy reform at both the national and state levels has emphasised the role of the VET sector in skilling the workforce of the future, strengthening alignment with industry, and growing teaching capacity. TAFE NSW has actively engaged in the development of these reforms, ensuring the voice of delivery and learner support are heard in the shaping of policies.

It is pleasing to see that the policy landscape is lending support to our Strategic Plan, which is built around the needs of learners, communities, and industry. Our plan highlights the evolving capability of TAFE NSW to meet current and emerging skills demands and sets out a four-year strategy to achieve our vision of being the leading provider of lifelong learning.

The National Skills Agreement was signed and came into effect on 1 January 2024, setting out the national priorities to deliver a skilled Australian workforce with TAFE at the heart of the VET sector. For TAFE NSW, it fortified much of our work already underway to improve equitable access to quality education for all learners, accelerate skills in priority areas, strengthen industry collaboration, and secure a skilled and stable workforce.

In March 2024, the NSW Vocational Education and Training Review Interim Report was released with a focus on the role of TAFE NSW. The Report recognised the provision of vocational training as a public good and the critical role of a strong TAFE NSW as the public provider at the centre of the NSW vocational education and training system. The Minister for Skills, TAFE and Tertiary Education directed TAFE NSW to immediately commence work on two of the key recommendations:

- To develop a TAFE NSW Charter to provide clarity to government, industry, and communities about our role and purpose within the broader training system.
- To revise our operating model to move from regionally-based teaching teams to an industry-aligned, statewide faculty model, and establish a dedicated function for local engagement and place-based skills planning.

This year, we accepted more than 404,000 enrolments from across the state, including school-leavers, international students, career-changers, Aboriginal and Torres Strait Islander learners, workers wanting to upskill, and learners with disability or experiencing disadvantage.



CIVIL CONSTRUCTION | KINGSWOOD

TAFE NSW recognises one size does not fit all when it comes to the workforce and training needs of NSW communities. To better understand the challenges, needs, and aspirations of the communities we serve, in December 2023 we launched the first TAFE Connects community engagement initiative. Through face-to-face workshops and the Have Your Say online platform, we were able to reach more people and hear from a greater diversity of voices across the state than ever before.

We also continued to seek out new opportunities to provide exceptional learner experiences and greater alignment and collaboration with industry. Building on the success of the Institute of Applied Technology - Digital, in February 2024, we partnered with CPB Contractors and Western Sydney University to cut the ribbon on the new Institute of Applied Technology - Construction and multi-trades facility in Kingswood. We launched 22 new microcredentials and three new microskills to further accelerate in-demand training in traditional trades, including carpentry, plumbing, electrical, and civil construction. This year the Institute of Applied Technology - Construction had 11,961 enrolments in microskills and 1,107 enrolments in microcredentials.

I'm particularly pleased in the progress we made this year to support a skilled and stable workforce and provide greater certainty for our employees at TAFE NSW. More than 417 casual teaching employees were moved into permanent positions through a merit-based selection process, along with another 492 temporary employees. We also developed a plan to convert eligible casual teaching employees into permanent positions in the first half of 2024-25.

Through the Paid to Learn program, 143 industry experts were hired for teaching roles, contributing approximately an extra 2,125 teaching hours per week. Additionally, a statewide teacher recruitment effort brought in another 54 qualified teachers.

I'd like to acknowledge the extraordinary efforts of TAFE NSW employees and the support of the TAFE NSW Board throughout the year. 2023-24 has brought renewed focus and energy to reshape how we support learners, communities, and industry now and into the future.

2023-24 has spurred momentum for change.

It's an exciting time for the VET sector and TAFE NSW, and I look forward to continuing the journey.

Stephen Brady
Managing Director, TAFE NSW

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OVERVIEW

Policy environment

Policy reform at both the national and state levels has emphasised the role of the VET sector, and TAFE NSW as the largest training provider, in addressing priority skills, training, and workforce needs.

The Qualification Reform Design Group of representatives from unions, employers, industry, and vocational education experts, including TAFE NSW, was formed to design a system of qualifications that meet individual, community, and industry needs for more relevant and transferable learning.

Early Changes to the Draft Standards for Registered Training Organisations were introduced in March 2024 to alleviate pressures on the VET workforce and improve training capacity ahead of longer-term revisions in 2025.

TAFE NSW is uniquely positioned to ensure the views of learners, teachers, and support services are deeply integrated into VET policy reform, ensuring the best possible outcomes. We are actively engaged in consultation with the Australian, state and territory governments to improve the vocational education and training system through skills reform.

Strengthening the VET Sector, with TAFE at its heart

In 2023, National Cabinet signed a landmark five-year National Skills Agreement. Effective from January 2024, the agreement is focused on the dual role of the skills system to provide high quality, industry-aligned training while ensuring access and support for the most vulnerable learners.

The National Skills Agreement places TAFE at the heart of the VET sector and provides funding for TAFE Centres of Excellence, strengthening the VET workforce and driving improved completions. It represents a fundamental shift in the way governments work together to address skills challenges. TAFE NSW has been actively collaborating with its interstate counterparts in the design and development to ensure that Centres of Excellence will have a national impact.

Three Manufacturing Centres of Excellence will be established at existing TAFE NSW campuses in Western Sydney, the Illawarra, and the Hunter, with course delivery to commence in 2025 to help deliver a skilled workforce to meet national skills challenges.

The Centres of Excellence will offer training programs that are co-designed and co-delivered with industry, universities, and other partners to support emerging skills needs and deliver job-ready graduates in high-growth, priority industry areas.

NSW VET Review

In July 2023, an independent review panel was appointed to carry out a comprehensive examination of the VET sector in NSW. Extensive consultation was carried out with employers, communities, educators, and providers across NSW during August-October 2023. TAFE NSW was actively involved in this consultation.

The Panel was asked to consider the current state of VET in NSW and draw on research and insights taken from stakeholder consultation to recommend actions across four key areas:

- rebuilding a strong and sustainable TAFE NSW
- improving equity of access and student outcomes
- ensuring confidence in the VET system and its quality across all VET providers
- addressing skills shortages and needs now and into the future.

The central role TAFE NSW plays in supporting individuals, communities, and industries across NSW was clear. The Panel released the NSW VET Review Interim Report in March 2024, which highlighted the role of TAFE NSW as a provider of a public good and leader in addressing inequities that create barriers to individuals and communities achieving their education and employment aspirations.

The Interim Report outlined priority recommendations and emerging opportunities for further exploration. The two recommendations made for TAFE NSW with immediate action were:

- To develop a new TAFE NSW Charter clarifying the role performed by TAFE NSW within the broader vocational education and training sector, and the government's expectations of the public training provider.
- To develop and implement a revised operating model that aligns educational delivery with industry needs; prioritises local, regional and community engagement; and includes an approach to systems improvement (for example, data collection and digital services) to improve student outcomes and to reduce administrative burden.

How TAFE NSW is funded was a major focus of our consultations. Due to its size and role as the public provider, TAFE NSW's training delivery shapes the overall VET system outcomes in NSW. The current contestable funding model does not adequately cover TAFE NSW's training delivery costs for many high-cost and high-volume courses. The Review Panel proposed a new approach should be considered which provides TAFE NSW with direct appropriation and greater funding certainty over the forward estimates.

The Review Panel recognised TAFE NSW:

- is a provider of public good
- plays a critical economic role and a vital social and community role across the state
- should have a central leadership role within the VET sector
- plays an important role in providing equitable access to education and employment outcomes for all learners
- should embed strong and collaborative relationships with businesses, unions and industry in the way it does business and operates
- requires funding certainty to enable strategic planning over the longer term for course delivery, and investment in and maintenance of its infrastructure and assets.

Our Governance Framework

TAFE NSW plays a critical role as the public training provider in meeting the skills needs of individuals, employers, and communities across NSW. This includes supporting the training needs of people from diverse backgrounds, abilities, and circumstances.

The current policy environment provides a real opportunity for the NSW Government to clarify the role of TAFE NSW within the broader VET sector.

The NSW VET Review Interim Report recommended a public-facing Charter should be developed as a priority for TAFE NSW, based on the following principles:

- TAFE NSW as a future-focused, strategic leader that meets NSW's skills needs
- TAFE NSW as the public provider of a public good
- a place-based and locally-focused TAFE NSW
- an industry-aligned TAFE NSW.

In 2023-24, TAFE NSW began consultation with key stakeholders on the development of a new Charter. Subject to Government approval, it is expected to be released in the second half of 2024.

Enrolments

TAFE NSW is a strategic asset of the government and plays a critical role in addressing the needs of industry, including housing supply, the transition to renewable energy, advanced manufacturing, agriculture, Information Technology, and the care sector.

Our training spans around 260 occupations across 85 industry sectors, and includes short courses, pre-vocational programs, nationally-accredited vocational training, higher education, school-based learning, microskills and microcredentials, and customised commercial training programs for employers seeking to upskill their workforce.

In 2023, TAFE NSW was Australia's largest education and training provider again, with more than 404,000 enrolments. We operate in 154 metropolitan, regional, and remote locations using a range of delivery modes, including face-to-face, virtual, self-paced online, and workplace-based training.

TAFE NSW caters to a wide variety of learners, ranging from students trying taster courses while still at school to post-school learners seeking technical, trade, and specialist skills development, and people who want to update their skills or change careers.

Smart and Skilled

Smart and Skilled is a NSW Government program that helps people get in-demand skills training. It provides an entitlement to government-subsidised training up to Certificate III level, and government subsidies for higher-level qualifications in targeted priority areas.

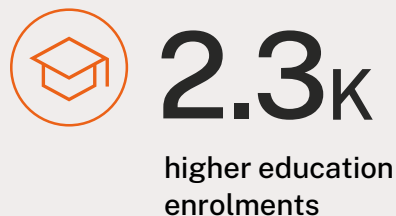
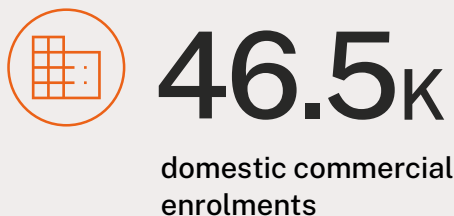
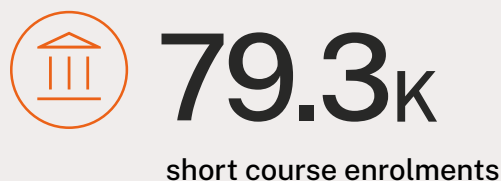
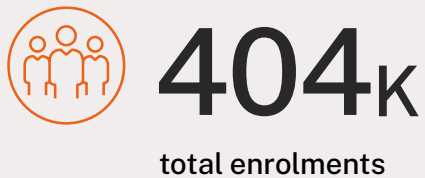
The NSW Government pays training providers a fixed price for each qualification on the NSW Skills List. Fee-free training is available for apprenticeships and traineeships, and foundation

skills qualifications. Fee-free training is also made available to Aboriginal and Torres Strait Islander learners, learners with disability, and other categories of learners experiencing disadvantage.

Fully subsidised training is also made available under the Targeted Priority Pre-vocational and Part Qualification program, managed by TAFE NSW.

In 2023-24, more than 74 per cent of TAFE NSW enrolments were under Smart and Skilled and Targeted Priority programs.

TAFE NSW enrolments at a glance



Sources: TAFE NSW, NSW Training Services, NSW Department of Education.



COMMERCIAL COOKERY | ULTIMO

International learners

As a leading provider of skills training, TAFE NSW attracts students from all over the world. The international education sector is subject to significant external influences, including changes in the Australian Government's policies regarding visas and skilled migration. In 2023-24, TAFE NSW had 3,821 international enrolments, with:

- 1,283 in higher education qualifications
- 1,917 in VET qualifications
- 621 in English Language Intensive Courses for Overseas Students (ELICOS).

TAFE NSW works with foreign governments, industry, and educational partners to deliver accredited and non-accredited programs overseas.

Apprenticeship commencements

TAFE NSW has long been the leading apprenticeship training provider in NSW, delivering the highest number of apprenticeships in the electrical services, carpentry, plumbing, and light mechanical automotive sectors. In 2023, TAFE NSW had 27,700 apprenticeship approvals, accounting for 79 per cent of all apprentices in the state.

Completions

Based on students who commenced in 2019 and are likely to have completed their education by 2023, the TAFE NSW completion rate is 48 per cent. This included over 23,900 completions at Certificate IV and above.

Completions measure learners who have met all the requirements of a qualification, course, or skill set, including on-the-job obligations, within a prescribed timeframe. Completions for qualifications and courses under the Australian Qualifications Framework are achieved when the learner becomes eligible for the award to be conferred.

Completion rates are affected by a range of factors, including the course duration, learners choosing to take more time to complete a course, delays in signing off workplace training, or a student's decision to transfer from one course to another. Therefore, TAFE NSW uses a broad range of measures as indicators of student success, including retention, satisfaction, employability, and social mobility.

Note: The Department of Education's International Student Data is the source of all data in this section.

STRATEGY

Our Vision

To be the leading provider of lifelong learning, meeting the evolving needs of industry and learners in communities across NSW.

Our goals and enablers

TAFE NSW will help grow the NSW economy by delivering future-focused, responsible, and flexible skills education. We will achieve this by:

- **Goal:** Accelerating skills in priority areas.
- **Goal:** Ensuring educational quality.
- **Goal:** Delivering exceptional learner experiences.
- **Goal:** Partnering for greater educational and social impact.
- **Enabler:** Cultivating an empowered, adaptive workforce.
- **Enabler:** Modernising our digital and physical infrastructure.

Our strategic goals are fundamental to the achievement of our vision and the strategic enablers are critical for the realisation of our goals. Together, the six focus areas drive quality education outcomes and learning experiences, industry partnerships, and opportunities to address critical skills shortages.

Our Strategic Plan

TAFE NSW's Strategic Plan highlights the evolving capability of TAFE NSW to meet current and emerging skills demands. It sets out a five-year strategy to achieve the vision of being the leading provider of lifelong learning, meeting the evolving needs of industry and learners in communities across NSW.

Progress against our Strategic Plan is evaluated quarterly, ensuring a robust approach to implementation that drives meaningful outcomes for our learners, industry, and communities. In 2023, as part of our annual review cycle, the plan was updated to ensure it remains fit for purpose and aligns with government priorities.

The 2023 TAFE NSW Strategic Plan Update supports new government priorities for TAFE NSW as the public training provider, including:

- achieving enrolment growth and improving learner completion rates in priority skills
- rebuilding a strong and locally connected TAFE NSW
- reducing the reliance on a casualised teaching workforce
- reducing the administrative burden on employees.

Our overall strategic direction is unchanged but we have refined some of our priorities, initiatives, and timelines. The overall timeframe has also been extended by two years to 2027, providing greater flexibility for better prioritising and phasing major initiatives.

OPERATIONS AND PERFORMANCE

Supporting learners

The education journey and career pathways begin long before a semester commences. For our learners, it starts when they begin thinking about and looking for different courses they might like to study. For many learners, this involves searching for information online. It continues when they choose and enrol in a course and their orientation and induction process. All of this happens before their first class and the quality of this experience can determine if a learner will continue on their learning journey or withdraw.

TAFE NSW continued to improve these early interactions with learners to provide a positive and supportive introductory experience. For our online learners, strategies were piloted to link online learners at the start of their learning journey to improved support and resources. This included a more engaging orientation and induction process, better support for navigating technology, and a welcome survey to gain insight into learner support needs. Feedback showed learners felt more welcome, had greater confidence in their course choice, and experienced an easier enrolment process. Teachers also benefited from a reduced orientation workload, as a series of short videos covering essential information were made available for learners.

Significant improvements were also made to the enrolment process for new apprentices and trainees. Each semester, thousands of training contract requests for apprenticeships and traineeships are received, which take time to allocate to courses and issue formal invitations for students to enrol. Several enhancements were implemented this year to simplify and streamline this process, including automating workflows and reducing manual data entry. As a result, the average enrolment time for apprentices and trainees was significantly reduced to 25 days, compared to 77 days the previous year.

Women in trades

TAFE NSW is advancing the NSW Government's goal of increasing female representation in trade and non-traditional construction roles to 15 per cent by 2030 through targeted initiatives.

Now in its third year, the Girls Can Too program offers female high school students a week-long taster course to explore careers in trades such as electrical, plumbing, carpentry, and signs and graphics. Over the past 12 months, more than 487 female students have participated in this program. The Girls Can Too program is supported by the NSW Government's Women in Trades Strategy and the Regional Industry Education Partnerships program, managed by Training Services NSW.

Building on these efforts, TAFE NSW together with Training Services NSW and the Department of Customer Service, hosted a virtual Girls in Trade event in May 2024. This event attracted over 400 attendees and provided valuable insights from female tradespeople, further inspiring young women to consider careers in trades.

The Institute of Applied Technology – Construction, in partnership with CPB Contractors and Western Sydney University, also launched 60 fee-free microcredential training places for women this year. The eight-week program is designed to address Australia's construction labour shortage and equips participants with critical industry-specific skills through flexible course delivery.



Supporting learners experiencing disadvantage

TAFE NSW continues to help learners experiencing disadvantage to successfully engage in education, training, and employment. In 2023, TAFE NSW supported more people experiencing disadvantage than any other training provider.

Enrolment of learners experiencing disadvantage



38k

Aboriginal and Torres
Strait Islander learners



94k

learners from
a non-English
language background



85k

unemployed learners



125k

regional and
remote learners



45k

learners with disability



Supporting learners experiencing acute distress

TAFE NSW established a Same Day Response Team in 2024, to provide immediate support to learners presenting with an urgent need for support or who are experiencing emotional distress. This initiative ensures that learners facing urgent emotional, mental health, or other crisis situations, receive timely assistance, as well as support for staff.

The Same Day Response Team was introduced alongside the implementation of an Interactive Voice Response service, allowing TAFE NSW to effectively monitor the volume of learners accessing the telehealth service. This system has proven invaluable in quickly triaging calls and providing same-day support where needed.

Since its launch in February, the team has received 436 calls from teachers on behalf of students and learner calls directed from our Student Referral Line, highlighting the ongoing need for accessible, same-day mental health services. Through this initiative, TAFE NSW has strengthened its commitment to learner wellbeing, ensuring learners experiencing distress have access to immediate, professional help when they need it most.

Expanding access to library resources

In 2023, TAFE NSW's Ask a Librarian service became a key tool in promoting equitable access to resources for all learners, regardless of their location or study mode. This service has proven especially valuable for rural and regional learners, and people with disability or access challenges. By offering real-time support from TAFE NSW library staff during business hours, the platform ensures learners across the state can access expert assistance when needed.

The service saw a 21 per cent increase in use in 2023, with 85 per cent of learners using the service rating it as 'Excellent.' An analysis of missed chats found that over 20 per cent occurred after 5pm, highlighting the need for after-hours support, particularly for learners in remote areas. In response, TAFE NSW introduced a virtual assistant service in late 2023 to provide 24/7 assistance, significantly reducing feelings of isolation among learners in rural or otherwise isolated areas.

This expansion to round-the-clock support marks a major step forward in ensuring that all learners, regardless of their location or circumstances, can access the resources and assistance they need to succeed.



DENTAL TECHNOLOGY | RANDWICK

Providing accessibility and disability support

In 2023, 45,000 learners with disability enrolled in TAFE NSW, representing an increase of 6.9 per cent compared to the previous year.

TAFE NSW is committed to ensuring that people with disability have the same rights and opportunities as everyone in the community. Through tailored programs and services, TAFE NSW works to close the gaps in education, employment, and prosperity often experienced by people with disability. Our ongoing efforts focus on fostering inclusion, empowering learners, and creating pathways to support success in education and beyond.

Our 2020-2022 Disability Inclusion Action Plan has played a pivotal role in advancing inclusivity at TAFE NSW. Key initiatives driven by the plan include a comprehensive digital accessibility audit, the establishment of advisory groups, and targeted employee training programs. Building on these successes, TAFE NSW continued to deliver on the plan's priority initiatives in 2023-24 while actively consulting and developing the 2024-2028 Disability Inclusion Action Plan.

Mini Woolies

During the year, TAFE NSW progressed on our commitment to providing learners with safe, inclusive, and hands-on training, and the role we play in promoting equity and access to education. A key example of this commitment is our partnership with Woolworths and Fujitsu to deliver Mini Woolies training sites across the state, supporting people living with disability to explore career pathways in retail.

The Mini Woolies program launched its first training facility in Loftus in 2023 and expanded to more TAFE NSW locations in 2024, including Shellharbour, Campbelltown, Port Macquarie, and Griffith.

With just 48 per cent of people living with disability actively employed, the program aims to improve employability and job outcomes. Designed to simulate a real-world Woolworths store, the sites include point of sale terminals, stock shelves, and bagging facilities for students to complete units from Certificate II in Retail. Learners can build their job-ready skills and confidence in a supportive learning environment, easing their transition into the workplace.



WORKING WITH HEIGHTS | BITHRAMERE

Regional and remote learners

TAFE NSW continues to expand regional and remote access to education and training through investments in digitally enabled facilities. Blended learning options such as virtual delivery and block release opportunities also help students to complete the practical components of their studies over a continuous number of days at larger regional or metropolitan campuses. In 2023, there were more than 125,000 enrolments by learners living in regional or remote areas.

The TAFE NSW Jindabyne Connected Learning Centre opened in early 2024, the first TAFE NSW presence in Jindabyne. Supported by Mobile Training Units and simulation, the new Centre delivers the high-quality, practical training TAFE NSW is known for, consistent with industry standards. The centre offers courses to the local community aligned to high-growth industries such as building and construction, aged and disability care, business, and early childhood education.

Remote Education Support Officers

Education Support Officers provide a vital role in identifying student support needs, collaborating with teachers regarding these needs and providing learners with educational strategies. Across 23 remote TAFE NSW campuses, including Bourke, Cobar, and Lightning Ridge, Education Support Officers provide generalist education support to assist students in achieving their goals and successfully completing their studies. Across these campuses, seven of which have Connected Learning Centres, Education Support Officers coach digital literacy skills to support students to connect and engage with technology for learning and assist with setting up learning environments as part of connected delivery. These campuses have seen increased rates of student enrolment and completion, and reduced withdrawals this year.

Aboriginal and Torres Strait Islander learners

TAFE NSW is committed to improving the educational and employment outcomes of Aboriginal and Torres Strait Islander learners by addressing national Closing the Gap targets. In 2023, more than 38,000 Aboriginal and Torres Strait Islander learners enrolled in TAFE NSW courses.

TAFE NSW recognises the impact of identity, language, and culture on the lives of Aboriginal and Torres Strait Islander peoples. Learners can access purpose-built Aboriginal Learning Spaces, Yarning Circles, or Culturally Safe Spaces at 61 TAFE NSW locations. 'Guiding Principles' were developed this year as part of the TAFE NSW Yarning Circle program design to support the roll-out of new yarning circles. At TAFE NSW Wagga Wagga, new culturally safe spaces, including learning spaces and a yarning circle were delivered.

The TAFE NSW Aboriginal Employment Strategy has played an important role in ensuring culturally appropriate, skilled and qualified teachers, and employees across NSW. This also supports Aboriginal and Torres Strait Islander teachers and employees to achieve success within TAFE NSW. There are currently 382 Aboriginal and Torres Strait Islander employees across the state.

Seven per cent of employees that completed the Paid to Learn program this year identified as Aboriginal. The program pays VET teachers-in-training to learn as they complete Certificate IV in Training and Assessment. Participants are from across the state and step into roles in priority skills areas and hard-to-fill positions.

Cultural Awareness Teacher Uplift

For the first time, Cultural Awareness Teacher Uplift sessions were offered to TAFE NSW teachers in late 2023, with 308 people attending online sessions across the state. The sessions were an introduction to traditional Aboriginal learning styles to support professional teaching practice. Discussions included:

- practical approaches to engage and retain Aboriginal students
- engagement strategies that draw on contemporary aspects of Aboriginal learning styles and knowledge.

Subject matter experts looked at how TAFE NSW designs and delivers courses that support and accommodate the diversity of learners through the lens of:

- the Reconciliation Action Plan
- Closing the Gap initiatives
- cultural customisation.

Supporting Indigenous students Away From Base

The TAFE NSW Away From Base Team supports eligible Aboriginal students entitled to this support through ABSTUDY. This assists ABSTUDY-eligible students to participate in key academic components of an approved course, where travel away from their permanent home or study location is required for short periods. Away From Base assistance covers the students' travel costs and reasonable accommodation and meal costs while away.

This year, the Away From Base Team supported 384 students across 32 courses and 13 TAFE NSW campuses. As well as supporting Indigenous students from regional and remote communities in NSW, approved students also travelled from Western Australia, South Australia, and Victoria to complete their training with TAFE NSW. Away from Base support has made a big difference for students studying courses from Certificate III to Diploma, providing critical study pathways into university and employment.



PLUMBING | MOUNT DRUITT

Indigenous Police Recruitment Our Way Delivery (IPROWD) program

Celebrating 15 years, the IPROWD program provides Aboriginal and Torres Strait Islander people with the skills and confidence needed to pursue careers in the NSW Police Force and the Australian Federal Police. The program goes beyond education – it empowers individuals, fosters cultural pride, and contributes to building a workforce that reflects the diversity of NSW communities.

IPROWD equips participants with essential skills in literacy, numeracy, communication, fitness, and IT, while also strengthening their cultural identity. The program provides ongoing support with job applications and recruitment mentoring, ensuring graduates are well-prepared to enter the workforce and make a positive impact in their communities.

Graduates have gone on to join the NSW Police Force, the Australian Federal Police, Australian Border Force, Corrective Services NSW, and other emergency services. Others have moved into careers with local and state governments or pursued further study at tertiary levels. The achievements of these learners are a testament to the enduring impact of TAFE NSW and its commitment to delivering education that meets the needs of both learners and industry.

Since establishing the TAFE NSW partnership with the NSW Police Force in 2008, about 1,200 Indigenous learners have graduated from the IPROWD program to begin new careers.



ENGLISH LITERACY | ULTIMO

Maximising opportunities for people from culturally diverse backgrounds

TAFE NSW is a place for all students to gain the education and skills they need for the jobs they want, regardless of their cultural traditions, languages, or background. This year, 34.5 per cent of enrolments were multicultural learners, who were born overseas or speak a language other than English at home.

Adult Migrant English Program – Stepping Up Program

During 2023-24, the Stepping Up Program delivered under the Australian Government-funded Adult Migrant English Program has continued to deliver hands-on training in a range of vocational areas for Adult Migrant English Program students.

Stepping Up is delivered through a team-teaching approach and takes Adult Migrant English Program learners out of the traditional classroom into TAFE NSW specialist training facilities to provide a taste of what work is like in a commercial kitchen, bakery, or salon.

Simone is one of the 134,600 migrants who moved to NSW in 2022 and one of the many thousands who have benefited from the program. She completed a Statement of Attainment in Makeup Application at TAFE NSW Meadowbank, which helped her hone her listening and speaking skills, and she can now more confidently go out and look for a job.

“Simone’s story is just one of thousands that show how the Adult Migrant English Program is helping to change the lives of many people by equipping students with skills to succeed in further study or employment,” – TAFE NSW AMEP Contract Manager Mandy Nour.

Engaging local communities

TAFE Connects for stronger local engagement

In 2023, we launched TAFE Connects, a statewide engagement initiative to better understand and respond to the needs of local communities and industries. Utilising both in-person workshops and a digital component open to everyone in NSW, TAFE Connects sought to capture community insights to help shape our skills training, support services, and physical spaces to align with local needs.

The digital component used the NSW Government's Have Your Say platform and invited residents across the state to provide feedback on TAFE NSW spaces, training, and services. It received 1,720 contributions, made up of 1,577 survey submissions, 120 ideas, and 23 stories. The feedback reflected diverse community voices, with seven per cent identifying as Aboriginal or Torres Strait Islander, nine per cent speaking a language other than English at home, and 16 per cent having lived experience of disability.

TAFE NSW also hosted 13 in-person workshops with business and community leaders in the Bega Valley, Central Coast, Cumberland City, Goulburn Mulwaree, Griffith, Gunnedah, Moree Plains, Muswellbrook, Nambucca Valley, Northern Beaches, Parkes, City of Ryde, and Wollongong. More than 228 participants came together to discuss priority local needs and partnership opportunities.

The findings from the digital and face-to-face engagements were closely aligned, providing consistent recommendations for TAFE NSW. Key focus areas included enhancing local communication and engagement, improving connection and relationship management, strengthening partnerships with schools in the local area, and increasing access to in-demand skills and flexible learning options. The initiative reinforced the role of TAFE NSW in empowering communities and driving local improvements.

TAFE Connects Muswellbrook

The TAFE Connects workshop in Muswellbrook gathered 14 community and business leaders to discuss local needs, challenges, and aspirations. Key themes identified the need for stronger links between schools and TAFE NSW, easier access to local course and campus information, socio-economic stability through employment and housing initiatives, and the importance of foundational literacy and numeracy programs. Participants emphasised the urgency of retaining local talent and supporting transitions to renewable energy industries, which informed solutions to address the community's key concerns.

While some issues require long-term strategies, TAFE NSW has already made improvements based on these insights, such as enhancing our website's navigation and search functionality to improve access to local course information. Additionally, TAFE NSW increased classes in a Career Preparation course at Muswellbrook and Singleton to boost youth employability, began offering Domestic Wiring courses locally in the Upper Hunter, and started working with BHP Mt Arthur Coal on retraining and redeployment plans for 1,500-2,500 mining workers affected by the mine's 2030 closure.

Collaborating with industry

Responsive training

This year, we advanced our efforts to balance TAFE NSW's offerings of nationally accredited courses with a range of non-accredited training programs that can be swiftly developed to address rapidly changing skills demands. TAFE NSW continued to pilot a new educational model in the Institutes of Applied Technology, which bring together vocational education, universities, and industry to fast-track targeted training solutions. The intent of the model is to address rapidly emerging skills needs by co-designing and delivering microskills and microcredential programs with industry. Microskills are short, self-directed, online courses aimed at developing a specific skill. Microcredentials include assessed learning and may provide certification in an industry-specific skill.

The Institute of Applied Technology – Digital in Meadowbank was launched last year and brings together TAFE NSW with Microsoft, University of Technology Sydney, Macquarie University, SAS, Salesforce, and SAP. It focuses on courses in cloud computing, cyber security, data, artificial intelligence, and software. This year, 24 new microcredentials were launched and key Work Integrated Learning Programs in Data and Cloud were developed with SAS and Akkodis.

The Institute of Applied Technology – Digital also worked to increase engagement with underrepresented groups, including women, neurodiverse, regionally-based, and Aboriginal and Torres Strait Islander learners. More than 300 scholarships for cyber security microcredentials, funded by the Australian Government, were awarded to learners from these groups. As a result, female participation exceeded 50 per cent in 2024, a significant achievement in the cyber security sector where female participation typically ranges between 17-25 per cent.

In February 2024, the Institute of Applied Technology – Construction facility was officially opened at Kingswood. It brings together TAFE NSW, CPB Contractors, and Western Sydney University with a focus on courses on project management in construction, digital in construction, and contract administration. The facility also features multi-trade workshops for traditional trades apprentices.

Since it opened, the Institute of Applied Technology – Construction launched 22 new microcredentials and three new microskills. It also provided 60 free microcredential places exclusively for women in 10 high-growth training courses, such as Introduction to Building Information Modelling in Construction and Project Management Foundations in Construction.

Across the two Institutes of Applied Technology, there were a total of 106,832 enrolments in microskills or microcredential programs this year.

Town Planning skillset

In 2023, TAFE NSW worked with the NSW Department of Planning, Housing, and Infrastructure (formerly known as the Department of Planning and Environment) to address the need for qualified Town Planners across the state. The Department estimated that 100 new Town Planners would be required by 2024 to reduce development application backlogs and speed up planning assessment times in about half of NSW's local government areas. Meeting this skill need would be especially important to support the NSW Government's priority to achieve more affordable housing, and more housing supply overall.

TAFE NSW identified that no entry-level pathway existed into Town Planning, with a Certificate IV level qualification the prior requirement. In response, TAFE NSW worked with the University of New England to develop a Town Planning skillset, to help learners transition into a Diploma of Town Planning. The partnership meant the University would allow the TAFE NSW skillset as an entry requirement into the course as an alternative to Certificate IV.

This alternative pathway into Town Planning is a great example of how TAFE NSW can respond with agility to changing skills needs. The Town Planning skillset will now help deliver the pipeline of workers needed to progress the large number of housing and infrastructure projects across the state.

Microskilling

In 2023–24, TAFE NSW delivered 27 microskills programs offering short, sharp, industry-driven training across a range of sectors. Microskills provide up-to-the-minute training solutions that address regulatory changes, rapid advancement in industry technologies, and niche skill requirements.

TAFE NSW partnered with industry and government to accelerate its training provision and launch seven new microskills for the renewable energy sector including:

- emergency responder electric vehicle incident and emergency response
- introduction to fuel-cell electric vehicles systems and components
- contextualised fuel-cell electric vehicle
- hydrogen energy fundamentals
- an electricians guide to electric vehicle charging
- refuelling of a hydrogen fuel-cell electric vehicle
- introduction to the wind energy industry.

The Emergency Responder Electric Vehicle Incident and Emergency Response microskill was developed in collaboration with Fire and Rescue NSW and offered free to more than 65,000 emergency responders in NSW. This includes employees and volunteers of Fire and Rescue NSW, NSW Police, NSW Ambulance, NSW Rural Fire Service and NSW State Emergency Service, VRA Rescue NSW, and incident response teams on major road networks and tunnels.

Participants of the short, online training modules learn how to identify and mitigate hazards and risks at an electric vehicle incident, firefighting and rescue techniques involving electric vehicles, and the safe transportation and storage of damaged electric vehicles.

In response to reports of asbestos in mulching products, SafeWork NSW, Building Commission NSW, and TAFE NSW partnered to provide an online Asbestos Awareness and Safety microskill. The course aimed to increase awareness of the safety risks relating to asbestos and was free to anyone in Australia for a period of three months. The microskill received 19,530 enrolments during the fully discounted period.

During the year, TAFE NSW continued to collaborate with Building Commission NSW and a range of construction industry and government agencies on the Construct NSW Digital Learning platform. The online platform provides a one-stop-shop for microskills that address changes in the construction sector. Across the year, TAFE NSW and Building Commission NSW consulted with industry experts to create nine new microskills in topics such as silica and asbestos awareness and safety, water-shedding design principles for below-ground structures, and preventing falls in construction. We also launched a plumbing, drainage and gasfitting regulation in NSW microskill which is now being offered fee-free to all apprentices and teachers of the Certificate IV in Plumbing and Services at TAFE NSW. The Construct NSW platform received 32,831 enrolments last year, with a total of 71,322 enrolments since its launch in September 2020.

TAFE Centres of Excellence

Through the National Skills Agreement, the Australian Government is partnering with the states to establish nationally networked TAFE Centres of Excellence to help deliver a skilled workforce to meet shared skills challenges. The Centres of Excellence will offer training programs that are co-designed and delivered with industry, universities, and other partners to support emerging skills needs and deliver job-ready graduates in high-growth, priority industry areas.

Establishing TAFE NSW Manufacturing Centres of Excellence is a NSW Government election commitment and are a key part of the NSW Government's plan to rebuild TAFE NSW, boost the state's domestic manufacturing capacity, and resolve statewide skills gaps.

In late 2023, TAFE NSW hosted three industry roundtables in the Illawarra, Western Sydney, and Hunter regions to gather industry insights on possible locations and specialisations of the centres. More than 89 representatives from industry, governments, unions, and universities participated in this consultation. Training delivery for the TAFE NSW Manufacturing Centres of Excellence will commence in 2025.

Ensuring educational quality

TAFE NSW is committed to building a culture of continuous improvement to ensure the best possible outcomes for industry and learners. To achieve this, we have developed an Educational Quality Framework and Self-Assurance Model. The Educational Quality Framework defines quality educational practices at TAFE NSW and provides an evidence-based approach to embedding quality principles. It has been designed to align with TAFE NSW's strategic goals and uses the Draft Revised Standards for Registered Training Organisations 2023 and the Higher Education Standards Framework (Threshold Standards) 2021 to outline the desired quality outcomes at TAFE NSW.

The Educational Quality Framework measures:

- Quality in Learning and Assessment
- Quality in Learner Support
- Quality in Workforce (Capability Building)
- Quality in Stakeholder Engagement
- Quality in Self Governance.

The Self-Assurance Model systematically evaluates and measures these five areas of quality and is how TAFE NSW ensures quality through performance data, evaluation, customer feedback, and continuous improvement.

Together, the Educational Quality Framework and Self-Assurance Model enable TAFE NSW to continue delivering high-quality teaching, learning, and assessment practices that are compliant and responsive to diverse learner and industry needs. Our enhanced ability to embed continuous improvement supports our status as a Registered Training Organisation and Education Services for Overseas Students provider. TAFE NSW will apply for Registered Training Organisation re-registration in 2025. This will involve clarifying processes and evidence requirements, developing action plans, and supporting continuous improvement activities to demonstrate our ability to identify risks and improve our practices.



Qualification reform

As part of the Australian Government's focus on skills reform, a Qualifications Reform Design Group was established in 2023 to improve the relevance, responsiveness, and transferability of vocational education and training qualifications. The group includes representatives from unions, employers, industry, and vocational education experts, including TAFE NSW.

In the past, qualifications were designed with a particular occupation in mind and narrowly focused on granular job tasks. As a result, many qualifications are underutilised or not taken up at all. The Qualifications Reform Design Group provided advice to the Skills and Workforce Ministerial Council, proposing three broad purposes to guide the design of qualifications:

1. Qualifications lead to a specific occupation (for example, a licensed trade).
2. Qualifications prepare learners for multiple, related occupations.
3. Qualifications provide learners with foundational skills and knowledge which may be applied across industries or lead to other pathways.

A shift in the way qualifications are designed would mean greater flexibility in National Training Packages and allow vocational education and training providers to respond more quickly to emerging skills needs. TAFE NSW is working closely with the Jobs and Skills Councils to pilot these proposed changes in 2024-25.

Generative Artificial Intelligence Action Plan

In June 2024, the Tertiary Education Quality and Standards Agency asked all higher education providers to submit a detailed action plan of how they will assess and mitigate the impact of generative artificial intelligence (GenAI) on academic integrity. TAFE NSW submitted its Generative Artificial Intelligence Action Plan, considering both the risks and opportunities associated with GenAI tools for both learners and educators. Actions related to vocational education courses regulated by the Australian Skills Quality Authority are also included to ensure a holistic response.

As part of this Action Plan, TAFE NSW proactively developed a GenAI in Education Policy. Our Academic Integrity Policy and Procedure were both updated in 2024 to address GenAI, and ensure all employees and learners are aware of their obligations and responsibilities.

Modular and Stackable Learning Framework

TAFE NSW continues to innovate in the way we design, develop, and deliver training to meet the needs of learners, communities, and industry. In 2023, TAFE NSW developed a new Modular and Stackable Learning Framework to provide more flexible and adaptive approaches to course design. It includes the development of modules that can be used as independent pieces of learning or stacked towards a qualification. Through the Modular and Stackable Learning Framework, learners have the option to complete standalone modules that meet immediate training needs or combine and stack modules to complete qualifications and create career pathways.

Each module contains an inherent educational value which aligns to specific occupations but can also be applicable across multiple industries. The learner experience is enhanced by streamlining learning pathways through microlearning and building connections between non-nationally recognised and accredited training. Using this framework, TAFE NSW can be more agile in responding to industry needs and provide learners more flexibility in how they undertake training. The new framework will be tested in the development of curriculum for the TAFE NSW Centres of Excellence in 2024-25.

Modernising our digital and physical infrastructure

TAFE NSW recognises that to deliver high quality educational and employment outcomes, our facilities need to suit the needs of learners, industry, and community. This means ensuring our campuses, classrooms, and facilities are adaptable and industry-aligned to provide the best learning experience for our students.

In 2023-24, we continued to invest in our physical and digital infrastructure across the state:

- \$280 million for new and upgraded infrastructure across 52 facilities, including the \$33 million expansion of TAFE NSW Kingscliff, which will deliver two new buildings and purpose-built facilities for regionally prioritised delivery.
- \$98 million invested in 41 new and upgraded simulated teaching spaces and modern equipment. These spaces will provide TAFE NSW students with the experience and training they need to graduate job-ready and will ensure local communities are well-equipped to meet the critical needs and demands of industry.
- Commenced work on 10 of the 18 campuses set to be upgraded with new multi-purpose health facilities, providing more immersive and practical learning environments, and purchasing over 900 pieces of medical equipment. This included the \$650,000 upgrade at TAFE NSW Broken Hill, which was completed in June 2024 and provides a simulated nursing ward and dedicated preparation areas, a training bathroom and storage, enhancing the learning experience for nursing and healthcare students.
- Four campuses received dedicated Aboriginal Learning and Culturally Safe Spaces. This included \$580,000 to provide dedicated learning spaces and a yarning circle at the TAFE NSW Wagga Wagga campus, which was completed in January 2024.
- \$107 million investment in critical upgrades and repairs to facilities and equipment at 115 campuses across the state, including new carpets, improved heating and cooling systems, replacement passenger lifts, paintwork, and roofing repairs.
- Upgraded digital network infrastructure across 18 campuses to enhance connectivity and issued 9,887 new devices to learners, employees, and teaching spaces at 131 campuses. Further digital and device upgrades are planned for the coming year.

Award-winning students, teachers, and employees

TAFE NSW has a proud history of excellence. Our learners, teachers, and employees are recognised for their achievements on the national and world

stage. During the year, TAFE NSW and our learners won 78 awards, affirming our reputation as a leading education and training provider.

Table 1: Student awards

Award	Winner
2023 Australian Institute of Horticulture – Student of the Year 2023	Georgia Delarue
2023 Global Footprints Scholarship	Micah Simmons-Smith
2023 Ivan Kingham Award	Evan Reid
2023 National WorldSkills Championships – Auto Electrical – Gold	Joshua Anderson
2023 National WorldSkills Championships – Auto Electrical – Silver	Dean Muscat
2023 National WorldSkills Championships – Autobody Repair – Gold	Robert Polito
2023 National WorldSkills Championships – Automotive Mechanics – Gold	Ross Colquhoun
2023 National WorldSkills Championships – Automotive Mechanics – Silver	Dylan East
2023 National WorldSkills Championships – Automotive Mechanics – Bronze	Harrison Crawter
2023 National WorldSkills Championships – Automotive Refinishing – Gold	Dylan Cleaver
2023 National WorldSkills Championships – Beauty Therapy – Gold	Jasmine Cecchini
2023 National WorldSkills Championships – Beauty Therapy – Bronze	Charlotte Fleming
2023 National WorldSkills Championships – Bricklaying – Gold	Ethan Everett
2023 National WorldSkills Championships – Cabinetmaking – Silver	Kurt Orlanno
2023 National WorldSkills Championships – Cloud Computing – Silver	Zachary Youssef
2023 National WorldSkills Championships – Construction Steelwork – Silver	Joseph Cramp
2023 National WorldSkills Championships – Cookery – Silver	Olympia James-Ainslie
2023 National WorldSkills Championships – Electrical Installation – Bronze	Kyle Polidano
2023 National WorldSkills Championships – Fitting – Gold	Michael Bowen
2023 National WorldSkills Championships – Fitting – Bronze	MacLain Coleman-Locke
2023 National WorldSkills Championships – Graphic Design Technology – Silver	Carlos Bovey Mendez
2023 National WorldSkills Championships – Hairdressing – Gold	Hannah Gerritsen
2023 National WorldSkills Championships – Healthcare – Gold	Neave O'Reilly
2023 National WorldSkills Championships – Healthcare – Bronze	Katerina McNally
2023 National WorldSkills Championships – Jewellery – Gold	Solomon Gates
2023 National WorldSkills Championships – Patisserie – Gold	Renee Bridges
2023 National WorldSkills Championships – Patisserie – Silver	Sally Fitzsimons
2023 National WorldSkills Championships – Patisserie – Bronze	Bianca Piromalli

Award	Winner
2023 National WorldSkills Championships – Retail Baking – Bread – Silver	Lestatt Hammond-Hurst
2023 National WorldSkills Championships – Retail Butchery – Gold	Zane Cunico
2023 National WorldSkills Championships – Signs and Graphics – Gold	Caitlin Wilson
2023 National WorldSkills Championships – Turning – Silver	Matthew Vardanega
2023 National WorldSkills Championships – Welding – Gold	Harrison Field
2023 National WorldSkills Championships – Welding – Bronze	Brodie Toweel
2023 NSW Training Award – NSW Apprentice of the Year	Caroline Morris
2023 NSW Training Award – NSW School Based Apprentice/Trainee of the Year	Molly Smith
2023 NSW Training Award – NSW VET in Schools	Elizabeth King
2023 Oliver Shaul Scholarship	Arlyn Ramirez
2023 Wildflowers Australia National Student Competition	Linda Norman
2024 Craig Walker Memorial Scholarship	Digger Cowie
2024 Graduate Women NSW – TAFE NSW TPC Award	Gabriela Ware
2024 NRL Youth Ambassador	Kyran Blair
2024 Proud to be a Chef	Georgia Manganas

Table 2: Industry excellence awards

Award	Winner
2023 Australian Meat Industry Council – Best Apprentice NSW	Jayden Tindale
2023 Australian Meat Industry Council’s Charcuterie Excellence Awards – Champion	TAFE NSW Gourmet Meats
2023 Bake Skills Australia – The Official Great Aussie Pie Competition – Apprentice Pie Award	Olivia Saliba
2023 NSW and ACT Welding Excellence Awards – Young Tradesperson of the Year	Harrison Field
2023 Supply Nation – Government Member of the Year	TAFE NSW
2024 ADCET Accessibility in Action Awards – Individual Award	John Fardoulis
2024 ADCET Accessibility in Action Awards – Project Team Award	Inclusive Design Team
2024 Australian Alternative Dispute Resolution Awards – Corporate Team of the Year	TAFE NSW – Alternative Dispute Resolution Team
2024 Automotive Australia Awards – Barbara Cox Award	Shai Copelin
2024 AWEX National Graduate Wool Classer Competition – Second	Andrew Friend
2024 AWEX National Graduate Wool Classer Competition – Third	Emma Hawkins
2024 Boating Industry Australia – NSW Apprentice of the Year	Michaela Douglas

Award	Winner
2024 CIPS ANZ Excellence in Procurement and Supply Awards - Best Approach to Risk Mitigation Award	TAFE NSW
2024 CIPS ANZ Excellence in Procurement and Supply Awards – Best Collaborative Teamwork Project	TAFE NSW
2024 CIPS ANZ Excellence in Procurement and Supply Awards – Best Initiative to Build a Diverse Supply Base	TAFE NSW
2024 CIPS ANZ Excellence in Procurement and Supply Awards – Best Use of Digital Technology	TAFE NSW
2024 Excellence in Baking National Competition – Apprentice Baker of the Year	Connor Beisler

Table 3: Teaching and professional awards

Award	Winner
2023 Tourism Training Awards – Best Event Management Trainer	Nicci Gow
2023 Tourism Training Awards – Best Travel and Tourism Trainer	Bettina Graham
2023 NSW and ACT Welding Excellence Awards – Individual Teacher of the Year	Nathan Kelly
2023 NSW Premier’s Awards – World Class Education and Training	Civil Construction – West Region
2023 Tourism Training Awards – Best Commercial Cookery Trainer	Kasper Christensen
2023 Tourism Training Awards – Best Innovation Training Initiative	TAFE NSW – Tasting Success Mentoring Program
2023 Tourism Training Awards – Teacher of Choice	Amanda Roddenby
2023 Tourism Training Awards – Teacher of Choice	Fiona Cox
2024 Heart of Inclusion and Empowerment, TAFE Directors Australia Awards – Gold	Bradfield Senior College
2024 Heart of Inclusion and Empowerment, TAFE Directors Australia Awards – Bronze	Jodie Hoger
2024 Heart of Innovation Using Technology TAFE Directors Australia Awards – Bronze	TAFE Digital Campus
2024 Heart of Student Success, TAFE Directors Australia Awards – Bronze	TAFE NSW – Mini-Woolies
2024 NSW Training Awards – New England – Greg Poetschka Encouragement Award	Iain Rutherford
2024 NSW Training Awards – New England – VET Trainer/Teacher of the Year	Simone Williams
2024 Public Service Medal	Aunty Beth Wright PSM
2024 SAS Institute Academic Partner Award	Sumith Abkari



WORLDSKILLS AUSTRALIA - SKILLAROOS

Table 4: Infrastructure / built environment awards

Award	Winner
2024 Learning Environments Australasia Design Awards – New Building/s or Facilities: Large	TAFE NSW Meadowbank Multi Trades Hub and Institute of Applied Technology – Digital
2024 Urban Development Institute of Australia NSW Awards for Excellence – Social and Community Infrastructure (Built Form)	TAFE NSW Meadowbank Multi Trades Hub and Institute of Applied Technology – Digital

Worldskills

WorldSkills Australia competitions give TAFE NSW students a platform to showcase their expertise, set standards for industry excellence, and advocate for skills development pathways, both at home and internationally. Competitions are held at a regional, national, and international level, with the 47th WorldSkills International competition taking place 10-15 September 2024 in Lyon, France.

Over 30 young men and women form part of the Australian team, the Skillaroos, and will compete at the WorldSkills International competition.

The Skillaroos compete against the best apprentices, trainees, and students from over 70 countries in the hope of becoming World Champions in their chosen trade or skill area. Eight of the 2024 Skillaroos team are TAFE NSW graduates.

The eight TAFE NSW competitors represent Australia in bricklaying, hairdressing, welding, beauty therapy, construction metalwork, industrial mechanics, health and social care, and automotive technology.

MANAGEMENT AND ACCOUNTABILITY

Leadership and governance

The TAFE NSW management structure is determined by sections 11 to 14 of the *Technical and Further Education Commission Act 1990 (NSW)* (TAFE Act).

TAFE Commission Board

The TAFE Commission Board (TAFE NSW Board) is an advisory board established under the TAFE Act. The Minister appoints members of the TAFE NSW Board under section 11 of the TAFE Act.

In August 2023, TAFE NSW welcomed Mr Stuart McKinder, a TAFE NSW teacher, to the Board and the first educator appointed in eight years. In May 2024, four additional appointees joined, bringing the Board to a total of 13 members. Joseph La Posta, CEO of Multicultural NSW, also joined the Board as a participant with full speaking rights.

Together, they bring extensive experience across industry, education, and community service, reinforcing TAFE NSW's commitment to delivering strong and sustainable outcomes.

The functions of the TAFE NSW Board are set out in section 12 of the TAFE Act. They include reviewing and making recommendations to the Minister on:

- policies related to the technical and further education services provided by TAFE NSW
- the efficiency and effectiveness of the operation and management of technical and further education services provided by TAFE NSW
- the relationship between TAFE NSW and other education sectors, including schools, higher education, and adult and community education.

Table 5: TAFE NSW Board members, 1 July 2023 to 30 June 2024

Board member	Term of appointment	Positions held	Qualifications
Danny O'Connor	1 April 2021 to 31 March 2025	Chair	Graduate, Australian Institute of Company Directors Global Health Leadership Graduate, University of California, Berkeley Master of Social Policy, University of NSW Pharmacology postgraduate studies University of Sydney Bachelor of Social Studies (Honours), University of Sydney
Stephen Brady	From December 2021	Ex-Officio, Managing Director	Bachelor of Laws (Honours), University of Queensland Bachelor of Commerce (Honours) IMD Breakthrough Program for Senior Executives

Board member	Term of appointment	Positions held	Qualifications
Katrina Troughton	1 April 2021 – 31 March 2025	Deputy Chair	BSC/BComm with majors in Physiology, Pharmacology and Economics, Auckland University Diploma in Health Economics - University of Tromsø, Norway Diploma in Direct Marketing – NZ Direct Marketing Association Company Directors Course – graduate of the Australian Institute of Company Directors course
Isaiah Dawe	1 June 2021 – 31 May 2025	Member	Dale Carnegie Course Communication and Leadership Tony Robbins Courses: • Life Coaching • Leadership in Business Blue Knot, National Centre of Excellence of complex trauma: Introduction to Trauma Informed Care and Practice IPROWD, Redfern Local Area Command (NSW Police – TAFE NSW)
Alison Mirams	1 June 2021 to 31 May 2025	Member	Graduate Diploma in Urban Estate Management, University of Technology Sydney Bachelor of Building (Construction Economics), University of Technology Sydney
Adam Liaw	19 July 2021 – 18 July 2025	Member	Graduate Diploma in Legal Practice, Law Society of South Australia Bachelor of Laws (Honours), The University of Adelaide Bachelor of Science (Jurisprudence), The University of Adelaide

Board member	Term of appointment	Positions held	Qualifications
Dr Geoffrey Newcombe	19 July 2021 to 18 July 2025	Member	Company Directors Course, Australian Institute of Company Directors PhD in Financial Management in Education Master of Education Administration, University of NSW Professional upgrade program: Accrual, Accounting/Business Information Systems, Mitchell College Bathurst Diploma of Education, University of NSW Bachelor of Science, University of NSW
Murat Dizdar	28 August 2023 – 27 August 2027	Ex-Officio, Department of Education	Bachelor of Education (Secondary Humanities) Adjunct Professor in the School of Education at Western Sydney University Australian Council of Educational Leaders (ACEL) NSW Fellowship ACEL National Fellowship Nanga Mai Department of Education NSW AECG Inc Partnership Award
Stuart McKinder	1 August 2023 – 31 July 2025	Ex-Officio, TAFE Teacher	Certificate IV in Training and Assessment (TAE40122) Certificate III in Metal Fabrication and Welding (MEM31922) Certificate IV in Engineering Advanced Trades Certificate II in Industrial Engineering Certificate II in Automotive Body Repair Numerous Additional Training and Assessment Certificates Numerous Work, Health and Safety Certificates, First Aid and CPR Certificates

Board member	Term of appointment	Positions held	Qualifications
Megan Callinan	20 May 2024 – 19 May 2028	Member	Executive Program for Nonprofit Leaders, Stanford University Master in Business Administration, Charles Sturt University Post Graduate Certificate in Management, Macquarie University Post Graduate Diploma in Education, Charles Sturt University Bachelor of Social Science, Charles Sturt University Australian Institute of Company, Directors course, GAICD
Kurt Fearnley	20 May 2024 – 19 May 2028	Member	Bachelor of Education/Bachelor of Human Movement, Charles Sturt University Honorary Doctorate, Griffith University
Mary Ann O'Loughlin	20 May 2024 – 19 May 2028	Member	Bachelor of Arts (First Class Honours), University of Sydney Graduate Diploma in Economics, University of New England Graduate Member of the Company Directors Course (GAICD) National Fellow of the Institute of Public Administration Australia
Eva Hanly	20 May 2024 – 19 May 2028	Member	AICD Company Directors Course, Australian Graduate School of Management Masters of Business Administration (with Distinction) UNSW, Double Degree in Civil/ Environmental Engineering (Honours) BA (International Relations / Public Policy)

Table 6: TAFE NSW Board members' attendance from 1 July 2023 to 30 June 2024

Board member	Eligible to attend	Attended
Danny O'Connor (Chair)	4	4
Katrina Troughton	4	3
Stephen Brady	4	3
Alison Mirams	4	4
Geoffrey Newcombe	4	4
Isaiah Dawe	4	2*
Adam Liaw	4	2*
Jessie Borthwick (former member)	1	1
Murat Dizdar	4	2
Eva Hanly	1	1
Mary Ann O'Loughlin	1	1
Megan Callinan	1	1
Kurt Fearnley	1	1

Under clause 11, Schedule 1 of the TAFE Act, the quorum for a TAFE NSW Board meeting is seven members.

* Due to an administrative error two Members did not receive invitation to the meeting. Had the meeting been received it's likely both would have attended the scheduled meeting.

Senior executive positions and qualifications

The following senior executives reported directly to the Managing Director between 1 July 2023 and 30 June 2024.

Table 7: Senior executive positions and qualifications

Senior executive	Position title	Qualifications and professional development
Stephen Brady	Managing Director	Bachelor of Law (with Honours) Bachelor of Commerce (with Honours) IMD Breakthrough Program for Senior Executives
Margot McNeill	Chief Product and Quality Officer	PhD in Assessment with Technologies Master of Arts (English Literature) Master of Education (Online learning) Bachelor of Arts
Julie Tickle	Chief People Officer	Master of Education, Adult Education and Training Bachelor of Arts (Psychology and English) Graduate Diploma in Leadership Certificate IV in Training and Assessment
Fiona Rankin	Chief Information Officer	Master of Business in Information Technology Management Bachelor of Economics Graduate Diploma in Financial Management
Patrick Woods	Chief Operating Officer	Doctor (Honoris Causa) Master of Business Administration Bachelor of Science
Janet Schorer	Chief Delivery Officer	Executive Master of Public Administration Graduate Diploma, Child and Adolescent Psychology Bachelor of Arts (Psychology) Diploma of Applied Science (Nursing)
Gabrielle Crittenden	Director Media and Communications	Bachelor of Arts Graduate Diploma of Human Resource Management
Lauren Conceicao	Executive Director Strategic Planning and Policy (to 12 April 2024)	Masters of Business Administration Certificate IV in Training and Assessment
Celia Murphy	Executive Director Strategic Planning and Policy (from 6 May 2024)	Diploma in Law Bachelor of Applied Science (Exercise and Sport Science)

Functional responsibilities

Managing Director

It is the statutory responsibility of the Managing Director to manage and control the affairs of TAFE NSW, subject to the direction of the Minister responsible for administering the TAFE Commission Act, the Minister for Skills, TAFE and Tertiary Education.

The Managing Director shapes, leads, and drives TAFE NSW's strategic direction to fulfil the government's strategic objectives, including implementing its policies and setting its strategic agenda for vocational education and training in NSW.

The Managing Director leads the TAFE NSW Executive Leadership Team and manages diverse interests and priorities across the organisation. The Managing Director is a member of the TAFE Advisory Board and works closely with the Chair of the Board to shape the strategic focus and directions of the Board and its advice to the Minister. The following senior executive positions reported to the Managing Director as at 30 June 2024.

Chief Delivery Officer

The Chief Delivery Officer oversees the delivery of all TAFE NSW education and training and learner-related services. They are responsible for ensuring the Student Experience Group achieves its operational, financial, and commercial objectives. They also drive transformational change to position TAFE NSW as a market leader in meeting the current and future needs of learners, industry, the community, government, and other key stakeholders.

Chief Product and Quality Officer

The Chief Product and Quality Officer is responsible for leading two of TAFE NSW's strategic goals—'accelerating skills in priority areas' and 'enhancing educational quality'—to meet the evolving needs of industry, learners, and communities across NSW. This includes ensuring that TAFE NSW has an education and training product mix that supports innovation and the achievement of its social and community service objectives, enabling participation and quality learning outcomes for learners, from diverse demographic groups, and enables TAFE NSW to fulfil its regulatory requirements as a dual-sector public provider.

Chief Information Officer

The Chief Information Officer provides executive leadership and strategic direction for TAFE NSW, specifically on Information and Communications Technology (ICT) and digital platforms and initiatives, and ensures appropriate governance and management of the ICT function and the digital ecosystem.

Chief People Officer

The Chief People Officer provides executive leadership and strategic direction for TAFE NSW's People and Culture function. People and Culture supports TAFE NSW's vision and objectives by providing efficient, value-add services, and advice regarding strategic workforce planning and sourcing, training and development, performance and engagement, organisational culture and values, leadership and succession, work health, safety and wellbeing, workplace relations, payroll and benefits, organisation design, and diversity and inclusion.

Chief Operating Officer

The Chief Operating Officer is directly responsible for providing executive leadership and strategic direction for the Shared Services Group. This group supports TAFE NSW’s vision and objectives by providing high-quality and cost-effective services and advice across a portfolio of functions. These functions include finance, procurement, infrastructure (including facilities), governance, legal and risk management, continuous improvement, business enablement, brand experiences, and planning and development.

Executive Director Strategic Planning and Policy

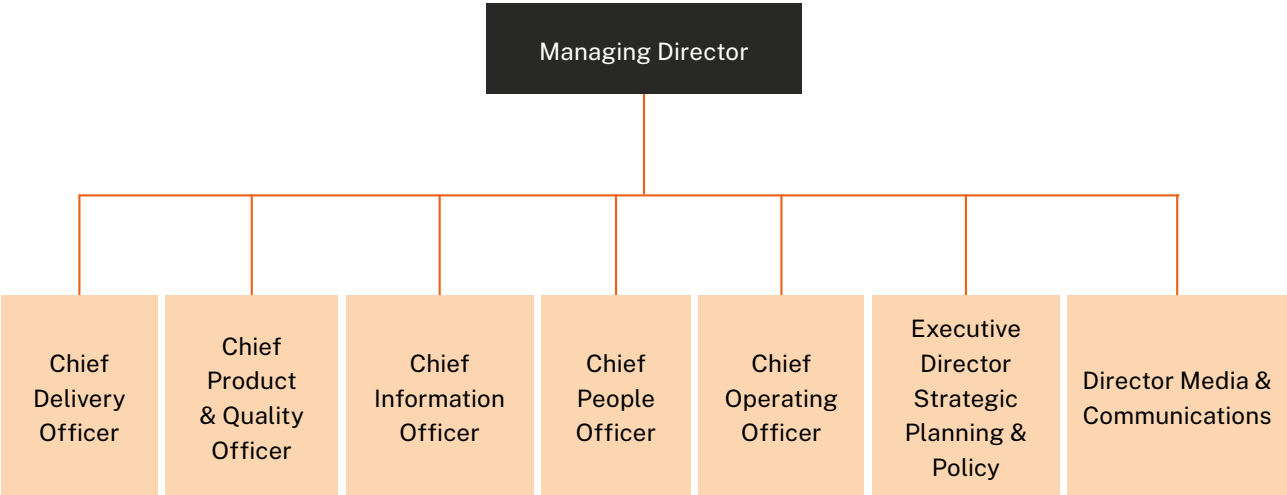
The Executive Director Strategic Planning and Policy directs and manages functions providing high-level expertise, policy, research and strategy advice at state and national levels, executive and ministerial liaison services, and the implementation of major projects requiring integration across portfolios to deliver on TAFE NSW and government priorities.

Director Media and Communications

The Director Media and Communications is responsible for ensuring TAFE NSW’s corporate communications enhance TAFE NSW’s brand and reputation, effectively engaging TAFE NSW employees, the community, industry, other external stakeholders, and the media to support the achievement of TAFE NSW’s strategic and operational objectives.

Organisational chart

The following senior executive positions currently report to the Managing Director:



TAFE NSW (Senior Executives) Staff Agency comment

The TAFE Commission (Senior Executives) Staff Agency (the Staff Agency) is a controlled entity of the NSW Technical and Further Education Commission.

In 2020-21, TAFE NSW began employing senior executives through the Staff Agency, which is listed as a Separate Agency in Part 3, Schedule 1 of the *Government Sector Employment Act 2013 (NSW)* (GSE Act). Senior executives employed through the Staff Agency are employed under section 39 of the GSE Act and are classified as Public Service Senior Executives (PSSEs).

TAFE NSW employed the following senior executives in 2022-23 and 2023-24. As stated, in 2020-21 TAFE NSW began employing senior executives under section 39 of the GSE Act. The increase in PSSE numbers reflected in tables 8a and 8b is the result of senior personnel engaged under the TAFE Commission Act being transitioned to PSSE roles engaged under the GSE Act.

Therefore, there was a corresponding decline in the number of senior personnel employed under the TAFE Commission Act.

Table 8a: The Managing Director and senior executives directly reporting to the Managing Director as at 30 June 2024

Band	Female	Male	Total
Band 4 or equivalent	-	-	-
Band 3 or equivalent	1	2	3
Band 2 or equivalent	4		4
Band 1 or equivalent	1		1
Total	6	2	8

Table 8b: The Managing Director and senior executives directly reporting to the Managing Director as at 30 June 2023

Band	Female	Male	Total
Band 4 or equivalent	-	-	-
Band 3 or equivalent	1	2	3
Band 2 or equivalent	4	1	5
Band 1 or equivalent	1	-	1
Total	6	3	9



BUSINESS ADMINISTRATION | KINGSWOOD

Table 9a: Senior executives reported in Table 8a above and all senior executives employed under section 39 of the GSE Act as at 30 June 2024

Band	Female	Male	Total
Band 4 or equivalent	-	-	-
Band 3 or equivalent	1	2	3
Band 2 or equivalent	10	6	16
Band 1 or equivalent	27	33	60
Total	38	41	79

Table 9b: Senior executives reported in Table 8b above and all senior executives employed under section 39 of the GSE Act as at 30 June 2023

Band	Female	Male	Total
Band 4 or equivalent	-	-	-
Band 3 or equivalent	1	2	3
Band 2 or equivalent	8	7	15
Band 1 or equivalent	21	27	48
Total	30	36	66

Table 10a: Average remuneration by Band, including the Managing Director and senior executives directly reporting to the Managing Director as at 30 June 2024

Band	GSE Act remuneration range \$	TAFE NSW average remuneration \$
Band 4 or equivalent	509,251-588,250	-
Band 3 or equivalent	361,301-509,250	447,980
Band 2 or equivalent	287,201-361,300	345,864
Band 1 or equivalent	201,350-287,200	234,158



Table 10b: Average remuneration by Band, including the Managing Director and senior executives directly reporting to the Managing Director as at 30 June 2023

Band	GSE Act remuneration range \$	TAFE NSW average remuneration \$
Band 4 or equivalent	509,251–588,250	-
Band 3 or equivalent	361,301–509,250	447,980
Band 2 or equivalent	287,201–361,300	346,737
Band 1 or equivalent	201,350–287,200	234,158

Table 11a: Average remuneration by Band for senior executives reported in Table 10a above and all senior executives employed under section 39 of the GSE Act as at 30 June 2024

Band	GSE Act remuneration range \$	TAFE NSW average remuneration \$
Band 4 or equivalent	509,251–588,250	-
Band 3 or equivalent	361,301–509,250	447,980
Band 2 or equivalent	287,201–361,300	321,282
Band 1 or equivalent	201,350–287,200	235,779

Table 11b: Average remuneration by Band for senior executives reported in Table 10b above and all senior executives employed under section 39 of the GSE Act as at 30 June 2023

Band	GSE Act remuneration range \$	TAFE NSW average remuneration \$
Band 4 or equivalent	509,251–588,250	-
Band 3 or equivalent	361,301–509,250	447,980
Band 2 or equivalent	287,201–361,300	328,014
Band 1 or equivalent	201,350–287,200	239,488

Number of employees

Table 12: Full-time equivalent TAFE NSW employees

Service group	June 2019	June 2020	June 2021	June 2022	June 2023	June 2024
Teachers	5,914	5,919	5,964	5,730	5,992	6,299
Support Services, including educational support	4,623	4,505	4,635	4,592	4,849	5,448
Total	10,537	10,424	10,599	10,322	10,841	11,748

Note: Excludes senior executives employed under the TAFE Act not reporting to the Managing Director.

Due to rounding, the figures may not add up to the totals shown.

Table 13: Further breakdown of teachers by employment category (full-time equivalent)

Service group	June 2019	June 2020	June 2021	June 2022	June 2023	June 2024
Permanent full-time	2,753	2,725	2,920	2,806	2,972	3,436
Permanent part-time	59	68	92	102	124	202
Temporary full-time	460	453	241	332	343	331
Temporary part-time	86	87	46	47	40	53
Part-time casual	2,555	2,586	2,666	2,444	2,514	2,278
Total	5,914	5,919	5,964	5,730	5,992	6,299

Source: TAFE NSW Payroll Report (average for June).

Notes:

Full-time equivalent includes all permanent, temporary, and casual employees active during the census period, which occurs in the last month of the financial year (June month average of hours worked and paid).

Due to rounding, the figures may not add up to the totals shown.

The number of full-time equivalent teachers will fluctuate from month to month as part-time and casual teachers may not have been working during the census period, which can be impacted by non-attendance weeks.

The total number of employees reported above is different to the NSW Budget papers. The budget figure calculation is based on an average number of employees for the year, whereas the annual report figure is based on the average of hours worked and paid in the month of June.

Service group categories shown include:

- teachers – head teachers, teachers, assessors, education support officers, disability consultants
- support services – specialised disabilities support, class support, librarians, student and customer services, educational compliance, and support functions, such as facilities, finance, human resources, IT, legal and marketing.

SUSTAINABILITY

TAFE NSW Sustainability Strategy 2030

With a large urban and regional footprint consisting of 154 operational campuses throughout NSW, TAFE NSW is simultaneously at risk from the impacts of climate change and ideally placed to create positive change. TAFE NSW has created a roadmap to improving sustainability outcomes through the Sustainability Strategy 2030, which was launched in September 2023.

The TAFE NSW Sustainability Strategy 2030 includes four key focus areas:

- climate action
- engagement and education
- circular economy
- healthy environments.

The Strategy supports our requirement to contribute to and meet the NSW Government's ambition to achieve Net Zero by 2050.

Nine metrics and measurement systems that measure carbon and environmental sustainability targets have been established and all have trended down in the past year, except for:

- Greenhouse gas emissions from purchased electricity. While absolute electricity consumption increased by 1.2 per cent, we are still on target to reduce emissions related to purchased electricity by 60 per cent by 2030.
- The overall rates for waste diversion from landfill remains lower than required, with opportunities to reassess under the new whole of government waste contract.

During the year, TAFE NSW established governance procedures to embed best practice processes and initiatives, including a Sustainability Action Group that provides support and advice on environmental sustainability. Key achievements from strategic initiatives include:

- Implementing 17 electricity efficiency projects saving more than \$1 million in electricity costs and over 6,000 megawatt hours of electricity use, equivalent to around 1108 households annual energy use.
- Completing eight leak detection projects, saving the equivalent of 108 megalitres of water, equivalent to 43 Olympic swimming pools, and \$450,000 in water use costs.
- Assessing 1,744 technology devices, with nearly 81 per cent being reused or donated and the remainder recycled, diverting 211 kilograms from landfill.
- Developing a bespoke platform that identifies more than 2,000 potential climate-related risks at a campus-level, supporting effective planning and decision-making for asset management.
- Replacing around 3,800 inefficient lights with LEDs, bringing the total LED lighting upgrade to over 20,000 in two years. This investment will significantly reduce electricity costs and carbon emissions by more than 1,700 tonnes annually.



RENEWABLE ENERGY - SOLAR | TAMWORTH

TAFE NSW Coffs Harbour

The TAFE NSW Sustainable Building Design Standard ensures our building works support all four of the TAFE NSW Sustainability Strategy priority areas and are particularly applicable to Climate Action.

The TAFE NSW Coffs Harbour campus is implementing the standards on a large scale. The design incorporates all-electric building services wherever possible, supporting our Climate Action priority to reduce carbon emissions. Other sustainable design features will include facilities like bicycle storage for end-of-trip needs.

The building works to expand the campus has provided an opportunity to install one of our largest solar panel installations, which will generate enough power to support more than 43 four-person households per year when complete. Solar installations reduce electricity costs while moving us closer to our Net Zero goals to reduce carbon emissions.

Building and renovating our buildings with the goals of the Sustainability Strategy front-of-mind and enabled by the TAFE NSW Sustainable Design Standard, helps us to reduce both costs and our environmental footprint, while providing modern and engaging learning spaces that will continue to positively contribute to our campuses and our communities.



GRAPHIC DESIGN | DESIGN CENTRE ENMORE

Building our workforce

To build a workforce that consistently delivers high quality educational outcomes, TAFE NSW must continue to recruit quality employees, encourage high employee engagement, and strengthen its workforce stability.

The Semester 1 launch of a TAFE NSW merit-based selection recruitment campaign to move casual teaching employees into permanent positions resulted in over 417 positions secured. A further 492 employees were transitioned from temporary to permanent positions, with 242 of these teaching staff. In addition, a new statewide teacher recruitment effort – outside the Paid to Learn program – brought in 54 qualified teachers.

Paid to Learn continued to prove fruitful, with 143 industry experts hired for teaching roles that can be a challenge to recruit for and/or positions in critical skills priority areas. These graduates contributed an additional 65,933 teaching hours this year, approximately 2,125 teaching hours per week. With industry currency playing a key role in teaching best practice, it is crucial for TAFE NSW teachers to bring relevancy and new perspectives to course delivery.

In March, the Australian Government introduced changes to the Draft Standards for Registered Training Organisations to provide greater flexibility in the teaching qualifications accepted and the supervision of new teachers. TAFE NSW responded in several ways to start capitalising on this opportunity, including:

- Updating our attraction campaigns and recruitment processes to accommodate the early changes.
- Making it simpler for teachers to add their Capability Development Calendar activities to their Individual Delivery Profile, with completions flowing directly into it.
- Assessing updates to teaching under supervision documents, and other materials.
- Beginning development of a pilot that will use industry experts without teaching qualifications to collaborate on training delivery under supervision.



DRONE/SURVEYING | MEADOWBANK

Building a strong workforce in a competitive employment landscape also means innovative talent acquisition. Key initiatives this year were TAFE NSW implementing the NSW Government non-executive and executive mobility program, standing up a volume recruitment team to deliver the Paid to Learn and state-wide teacher recruitment programs, and streamlining four recruitment systems into one to significantly reduce administrative burden. These strategies and others gained the TAFE NSW talent management and acquisition team recognition as a 2023 SEEK Talent Acquisition Recognition Award (STAR) finalist for Public Sector Team of the Year.

A stable, highly engaged workforce also requires ongoing attention to build its capability. Several new initiatives came to fruition this year, including the Career Support Services suite, which empowers and supports employees as they advance their careers, and the Teamwork Toolkit, a suite of microlearning sessions, activities, and tools to foster effective collaboration and problem-solving.

Enterprise agreements

TAFE NSW is committed to building an empowered and adaptive workforce to deliver quality education, exceptional learner experiences, and effective industry partnerships. This begins with the employee Enterprise Agreements that set out employment terms and conditions, including pay and leave.

This year, all four of the Enterprise Agreements were overwhelmingly supported by TAFE NSW employees and subsequently approved by the Fair Work Commission. All offered a four per cent increase in salaries and work-related allowances. The TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2024 was a particularly noteworthy achievement, as it offered the largest salary increase in over two decades.

Recognising the value of the work teachers perform in delivering training that meets the skills needs of industry and communities, the Agreement resulted in starting salaries increasing from \$88,842 to \$92,396 and salaries at the top of the scale increasing from \$105,362 to \$109,576.

TAFE NSW worked closely with the Australian Education Union NSW Teachers Federation to achieve this outcome. The positive result is crucial in enabling the organisation to further stabilise its delivery workforce while attracting high-quality teachers who are passionate and committed to their work.



Supporting teachers' professional development

A key focus for this year was the continuous development of teaching delivery staff, as it is every year. Educator quality is a critical factor affecting TAFE NSW learner outcomes, and teaching is a highly complex activity, requiring professional knowledge, skills, and values. Teachers are required to constantly maintain and update their skills and expand their repertoire of teaching strategies through ongoing, high quality professional development.

TAFE NSW piloted the Skills Excellence Network Professional Industry Development Program to enhance educators' knowledge of current teaching practices, fostering exploration into innovative teaching approaches in specific skill areas. 64 capability uplift activities ran between January to June, developed from a prioritised capabilities schedule of targeted industry currency activities. To complement, TAFE NSW continued to offer Industry Spotlight activities, including external industry experts delivering webinars containing critical, up-to-date information and insights into emerging trends within educators' specific industries.

The Quality Teaching Essentials Program was launched this year to support new teachers to understand their role, including teaching requirements, and support available. More than 300 teachers completed the program, which involves six interactive sessions, focusing on different aspects of higher education teaching.

The Head Teacher Essentials program was revised and reintroduced in January 2024 to support our education leaders who manage a teaching section. The program covers several functional aspects and processes involved in course planning, delivery, and leading a team. More than 100 Head Teachers completed the program.

To further encourage and support continuous learning for TAFE NSW employees, this year we launched an internal Capability Events Calendar. Housed on the intranet, themed learning and development opportunities are offered each month. Since its introduction in November 2023, more than 250 learning events were held this year.

These initiatives help shape a thriving culture of high performance, supporting the development of adaptive and highly productive teaching teams that deliver exceptional learner experiences.



EVENT MANAGEMENT | DESIGN CENTRE ENMORE

Engage Conference

TAFE NSW is committed to supporting continuous professional development to ensure teachers' knowledge and skills align with industry expectations and reflect evolving community needs. The Engage Conference, the annual professional development event for teaching staff, is a key initiative to achieving this goal.

More than 1,170 employees took part in this year's Engage Conference, which had the theme Creating Exceptional Learner Experiences for All. Tailored for educational delivery teams, the event provided opportunities to network and connect while reflecting, learning, and collaborating with colleagues face-to-face and online.

The event focused on reflection and development of how best to engage learners with diverse backgrounds, needs and preferences, with workshops covering a range of topics, including employability skills, remote learner engagement, and technology integration. Industry representatives addressed groups, discussing future-proofing training delivery for responsive

customer needs, best practice in the vocational education and training sector, investing in new teaching practices, and maintaining teaching and assessing currency. The TAFE NSW Diversity, Inclusion, and Belonging Plan for 2023-2027 was also unveiled, supporting the many diverse people and communities that TAFE NSW serves.



I really enjoyed the Engage Conference and found it provided a strong forum to share information, ideas, and challenges from across TAFE NSW to build our capacity and resilience. We spent valuable time in sharing strategies, experiences, and insights to improve student engagement and outcomes. What I found particularly useful was collaboration and discussions reflecting on experiences/scenarios to enhance skills in supporting students with disability, which I found particularly useful.



TAFE NSW Teacher Consultant for Disability and Access Services, Nickola Vakas.

Reducing administrative burden

To improve the overall productivity of our teachers and employees, a number of operational improvements were introduced this year, reducing time spent on administrative tasks, including:

- Updating existing processes where known issues currently existed.
- Implementing processes for the capture, analysis and distribution of data to support evidence-based decision-making.
- Assessing processes impacting the employee lifecycle and identifying improvement areas.
- Implementing improvements to the identified processes.

The initial focus has been on streamlining and simplifying processes and updating legacy systems for workforce-related tasks. Key actions include the introduction of a new recruitment process eliminating four systems and saving more than 20,000 processing hours per year, delivering automated employee forms and workflows that save more than 7,500 processing hours per year, introducing a process for complaints that increased confidence in employee grievance handling by 19 percentage points from the previous year; and improving the hiring manager process for employee onboarding to save more than 5,000 hours per year.

This year also saw successful trials of workflow improvements such as professional development completion information automatically feeding into educators' Individual Delivery Profiles, which will save them hours when it is rolled out in 2024-25. Next year will see continued focus and effort to reduce administrative burden and improve productivity.

Representation of equal employment opportunity groups in the workforce

TAFE NSW is committed to creating workplaces and culture where our learners, employees, and communities feel a sense of belonging, irrespective of their background, experiences or identity. This commitment is embodied by our Diversity, Inclusion and Belonging Plan 2023-27, developed to complement and support the TAFE NSW People Strategy, Disability Inclusion Action Plan, Multicultural Plan, Reconciliation Action Plan, Aboriginal Employment Strategy, Closing the Gap initiatives, and staff network action plans.

In 2023-24, we saw continued growth of our Aboriginal workforce, which has been enabled by a fully resourced and dedicated Aboriginal Employment Team and the Aboriginal Staff Network. Aboriginal employee numbers grew by 44 in 2023-24 and now represent 2.4 per cent of staff overall.

TAFE NSW held its annual Gili Awards to celebrate the achievements of our Aboriginal and Torres Strait learners, employees, and programs. Ten student awards, four employee awards and three partnership awards were presented for outstanding contributions to community.

A new TAFE NSW Aboriginal visual identity, developed through consultation with Aboriginal staff, communities, and key stakeholders across the state, was also launched during National Reconciliation Week. 'Our Ways of Learning' was created by Amy Allerton, a contemporary Aboriginal Artist of Gumbaynggirr, Bundjalung, and Gamilaroi nations.

The following equal employment opportunity groups were employed as a proportion of the total headcount of employees as at 30 June 2024.

Table 14: Workforce diversity group targets

Workforce diversity group	Target (per cent)	2021-22 (per cent)	2022-23 (per cent)	2023-24 (per cent)
Female employees	50.0	63.0	62.8	62.3
Aboriginal and Torres Strait Islander peoples	3.0	2.1	2.2	2.4
People whose first language spoken as a child was not English	23.2	10.6	10.4	10.0
People with disability	5.6	2.4	2.4	2.3
People with disability requiring work-related adjustment	N/A	0.8	0.9	1.0

Notes:

- Representation of Equal Employment Opportunity (EEO) groups is calculated as the actual number of staff in each group divided by total headcount as at June.
- The benchmark of 50 per cent representation of female employees across the sector is intended to reflect the gender composition of the NSW community.
- The NSW Public Sector Aboriginal Employment Strategy 2019–25 introduced a target of 3 per cent for non-executive roles across the sector by 2025.
- A benchmark from the Australian Bureau of Statistics (ABS) Census of Population and Housing has been included for people whose first language spoken as a child was not English.

The ABS Census does not provide information about first language but does provide information about country of birth. The benchmark of 23.2 per cent is the percentage of the NSW general population born in a country where English is not the predominant language.

- The target of 5.6 per cent representation of staff with disability by 2025 is intended to reflect the NSW community. This target is included in the NSW Premier Priorities under the World Class Public Service section. TAFE NSW is progressing towards this target through a Disability Inclusion Action Plan and by fostering a psychologically safe environment to promote disclosure. There is no target provided for people with disability requiring workplace adjustments.



Table 15: Workforce diversity group targets

Workforce diversity group	Target	2021	2022	2023
Female employees	100	92	91	91
Aboriginal and Torres Strait Islander peoples	100	97	98	100
People whose first language spoken as a child was not English	100	92	93	98
People with disability	100	98	97	102
People with disability requiring work-related adjustment	100	98	97	102

Source: NSW Public Sector Workforce Profile as at 30 June each year.

Notes:

- Data on the reported numbers of staff who are Aboriginal, whose first language spoken as a child was not English, or who have disability was obtained by self-disclosure, therefore may be an underrepresentation of the actual number.
- A distribution index score of 100 indicates that the distribution of members of the workforce diversity group across salary bands is equivalent to that of the rest of the workforce. A score less than 100 means that members of the workforce diversity group tend to be more concentrated at lower salary bands than is the case for other staff.

The more pronounced this tendency is, the lower the score will be. In some cases, the index may be more than 100, indicating that members of the workforce diversity group tend to be more concentrated at higher salary bands than is the case for other staff.

- The distribution index is not calculated when the number of employees in the workforce diversity group is less than 20 or when the number of other employees is less than 20.
- Complete data for 2023-24 will be available in late 2024.

Reconciliation Action Plan

TAFE NSW is proud to reaffirm its commitment to Reconciliation through our second Innovate Reconciliation Action Plan 2023-2025. Building on the foundations laid by our first Innovate Reconciliation Action Plan 2020-2022, this plan outlines our ongoing efforts to enhance educational outcomes for Aboriginal and Torres Strait Islander learners, while fostering an inclusive workforce that reflects the communities we serve.

Through these initiatives, TAFE NSW is actively working to strengthen its relationships with Aboriginal and Torres Strait Islander communities and ensure we continue to be a leading provider of education and training.

Embedding cultural perspectives into our curriculum

A key focus of the Reconciliation Action Plan is embedding cultural perspectives into our curriculum and delivery practices, ensuring cultural authenticity in the delivery of Aboriginal and Torres Strait Islander specific courses and units. The Cultural Customisation process and Paid to Learn Program are two new initiatives that attract Aboriginal and Torres Strait Islander teachers, ensuring a consistent and culturally authentic curriculum and content delivery.

Leading the way

TAFE NSW is committed to promoting self-determination and economic independence for Aboriginal and Torres Strait Islander peoples. This commitment was recognised in 2023 when TAFE NSW was awarded the “Government Member of the Year” at the Connect 2023 Supply Nation Awards for its efforts to support First Nations businesses.

Additionally, TAFE NSW surpassed its procurement target with Aboriginal businesses, achieving a total spend of \$14.08 million.

Creating a culturally safe environment

Our commitment to creating a culturally safe and inclusive environment is supported by our Aboriginal Cultural Capability Framework. This year, approximately 1,400 employees completed training in Aboriginal Cultural Inclusion, the Acknowledgement of Country microskill, and Cultural Immersion Programs, demonstrating our dedication to building cultural awareness and capability across the organisation.

During Reconciliation Week at the annual Gili Awards, TAFE NSW activated its new Aboriginal Visual Identity ‘Our Ways of Learning’. TAFE NSW partnered with Campfire x, an Indigenous-owned Creative Consultancy, to deliver yarning circles with Aboriginal and Torres Strait Islander employees, communities, and key stakeholders across the state capturing feedback from over 300 voices.

The respect and collaboration demonstrated to ensure cultural perspectives were embedded deserves special recognition and has set the standard for how such projects should be approached.

Commitment to authentic consultation

TAFE NSW continues to prioritise authentic engagement and collaboration with Aboriginal and Torres Strait Islander communities in the development of key policies, including the TAFE NSW Confirmation of Aboriginality Policy, Aboriginal Education and Training Policy, and Aboriginal Engagement Policy. These policies, co-designed with key Aboriginal and Torres Strait Islander stakeholders, including Aboriginal Affairs NSW, will be endorsed by December 2024.



Disability Inclusion Action Plan

Capability uplift

TAFE NSW is committed to enhancing the skills and awareness of its employees through specialised training programs. This includes training on accessible document creation and inclusive recruitment practices, including how to better understand, support, and harness the strengths of neurodivergent individuals in the workplace.

Creating inclusive educational environments

To ensure our facilities and environments are accessible to all, Access Advisory Groups have been established to review and evaluate campus facilities, workplace, and learning environments, ensuring compliance with current accessibility requirements and planning for future improvements.

Additionally, TAFE NSW incorporates inclusive design standards into our training and assessment materials, ensuring that our courses accommodate the diverse needs of our learners and facilitate effective access to information.

Looking ahead

The development of the new Diversity Inclusion Action Plan has been a collaborative effort, shaped by extensive consultations with TAFE NSW employees through focus groups, workshops, and co-design sessions. These consultations included individuals with lived experience and those from diverse backgrounds, including Aboriginal and Torres Strait Islander communities, LGBTIQ+ groups, and multicultural groups.

External consultation was also conducted with other NSW Government agencies and community organisations, such as the Disability Council NSW, Vision Australia, Spinal Cord Injuries Australia, Carers NSW, Amputees NSW, Social Outcomes, and Pride in Diversity.

Additionally, feedback was gathered from over 1,800 learners through interviews, focus groups, and surveys to ensure their experiences and needs were reflected in the new plan.

The NSW Disability Inclusion Action Plan Guidelines have supported the insights gained from these consultations, which have shaped the four key pillars of the new plan:

- attitudes and behaviours
- liveable communities
- employment
- systems and processes.

The 2024-2028 Disability Inclusion Action Plan will be activated in early 2025.

A holistic approach to employee wellbeing

Our wellbeing approach is a key enabler in building a thriving, diverse, and adaptable workforce and reinforces our commitment to improving the health and wellbeing of our employees. This year, we placed particular focus on mental health and employee resilience.

Health and wellbeing courses

TAFE NSW delivered 16 Mental Health First Aid courses to 248 employees across selected campuses, which is a 19 per cent increase from the previous year. Additionally, 22 accidental counselling courses were delivered virtually to 410 employees. Both programs were highly rated, achieving an outstanding event rating of 100 per cent.

Wellbeing monthly campaigns

To further promote employee wellbeing, we implemented monthly campaigns focused on themes such as sleep, movement, finance, positive behaviour, and mental health. These campaigns are supported by 'Wellbeing Wednesdays' – virtual sessions aimed at enhancing capability and fostering a culture of wellness.

Wellbeing Wednesdays

The Wellbeing Wednesdays initiative saw a significant increase in engagement, with 4,176 participants attending 29 sessions, nearly three times more than the previous year. These sessions, designed to boost employee wellbeing and performance, received a strong event rating of 82 per cent, with 97 per cent of participants reporting that they could apply the learnings to improve their wellbeing.

Wellbeing support days

Our dedicated two-day Wellbeing event provided employees with opportunities to maintain positive mental and physical health in the workplace. The event featured external speakers and inspirational internal employees sharing their expertise. A total of 4,239 employees attended 60 sessions, and the event received an impressive employee event rating of 9 out of 10, demonstrating its positive impact on employee morale and mental health.

Flu vaccination program

The flu vaccination program was successfully implemented across 70 campuses, with 4,848 vaccinations administered, reflecting a 19 per cent increase in participation compared to the previous year. This program is part of our broader effort to maintain a healthy workforce.

Sexual Assault and Sexual Harassment Policy

TAFE NSW is committed to creating a safe, inclusive and respectful environment that is free from sexual assault, sex discrimination, and sexual harassment.

TAFE NSW implemented a Sexual Assault and Sexual Harassment (SASH) policy and procedure that covers both staff and students at the end of March 2024. The policy and procedures are in full compliance with the NSW Public Service Commission Model Sexual Harassment Prevention Policy. The policy and procedures meet the guidelines for complying with positive duty obligations under the Sex Discrimination Act 1984 (Cth) released by the Australian Human Rights Commission in September 2023.

TAFE NSW is continuing work to raise awareness and prevent and improve its response to sex discrimination, sexual harassment, sex-based harassment, hostile work environments, and victimisation with a current focus on embedding a trauma-informed response by staff to these incidents.

Employee Assistance Program

TAFE NSW finalised a new four-year agreement with the Employee Assistance Program provider, ensuring continued 24/7 access to support services for all employees and their immediate family members. This agreement strengthens the foundation for ongoing mental health and wellbeing support within the organisation.

Looking ahead: a continued commitment to wellbeing

TAFE NSW remains committed to prioritising the health and wellbeing of its employees. Our new Employee Wellbeing Plan, which runs until 2027, builds on previous successes to further embed a culture of care and support across the organisation.

This plan is guided by four key pillars – mind, body, social connection, and spirit – that shape the design and delivery of a wide range of wellbeing programs.

These programs are delivered in various formats, including awareness, learning, participation, and capability uplift initiatives, ensuring they meet the diverse needs of our workforce.

Through these efforts, TAFE NSW continues to foster a supportive, healthy, and high-performing work environment for all employees.

Work, health and safety

In 2023-24, TAFE NSW launched its Work, Health and Safety Improvement Plan 2023-26. The Plan aligns to the TAFE NSW Strategic Plan goal of cultivating an empowered and adaptive workforce and People Enabler initiative – Safe, Inclusive and Respectful Workplaces. The Plan identifies six key areas that focus on embedding safety prevention strategies, processes, and behaviours to ensure a healthy and safe workplace and learning environment:

- safety culture
- safety compliance
- emergency capability
- safety risk management
- recovery at work
- serious injuries.

TAFE NSW developed a new Employee Wellbeing Plan in 2024-27, aligned with our 2023 Strategic Plan Update. The Plan aims to build a thriving, diverse, and adaptable workforce while improving employee health. Initiatives such as wellbeing support days and monthly campaigns focus on mental health.

Our Lost Time Injury Frequency Rate of 7.7 increased by 28 per cent and remains above the TAFE NSW target of 4.6. This reflects an increase in serious claims for both physical and psychological injuries that result in five or more days off work. However, injuries requiring medical treatment decreased in 2023-24.

The top five WHS risk categories for 2023-24 were:

- work environment: water leaks and mould, building maintenance and ventilation/air conditioning and heat
- slips and trips: uneven surfaces, slippery wet floors and incidents on stairs or steps
- security incidents: unsocial behaviour and unauthorised/restricted access
- illness and natural causes
- student injuries: primarily sharp tool or object incidents.

The areas of Tourism, Hospitality and Events, Building, Construction and Property, and Engineering and Electrotechnology recorded the most student course-related injuries.

This year, the number of total incidents reported decreased by 12 per cent. This reflects the proactive activities throughout the year to raise awareness and increase knowledge and reporting.

TAFE NSW delivered targeted and focused toolbox talks on key safety themes of incident reporting, recovery at work, emergency preparedness, consultation, risk management, mental health and plant and machinery. Employee participation in toolbox talks increased by 53 per cent in 2023-24, and we also delivered a Safety Week program of activities promoting the importance of safe working environments across TAFE NSW. This, together with setting clear targets and performance measures for senior leaders, elevated staff awareness and compliance through preventative actions, hazard identification and control.

TAFE NSW undertook a proactive approach to illness prevention, which resulted in a 19 per cent increase in participation in our flu vaccination program. We continue to work closely with our insurer, our leaders and others to improve our Work Health and Safety approach, awareness and reporting.

Workers' compensation performance

Claim frequency is on an upward trend, with 303 total claims received in 2023-24, compared to 245 in 2022-23.

TAFE NSW's serious claims rate (LTIFR $\geq$ 5 days) increased to 6.5 in 2023-24 compared to 5.0 in 2022-23.

All new claims were reviewed to identify opportunities for early intervention, injury management, and Return to Work. As a result, TAFE NSW saw an improvement in our Return to Work rates for physical injury claims by up to 17 per cent.

TAFE NSW's exposure increased, based on declared wages, by 61 per cent in 2023-24, while the workers' compensation contribution from 2022-23 to 2023-24 decreased by 8 per cent.

TAFE NSW's agency performance adjustments (APAs), which measure performance at set times during a financial year, demonstrate that 2022-23 is on track to receive a refund while 2023-24 will incur further contribution based on the current assessment of performance.

Table 16: Workers' compensation performance

	2019-20	2020-21	2021-22	2022-23	2023-24
Total claims ⁽ⁱ⁾	218	239	219	245	303
Total hours paid (lost time wages)	111,024	77,162	53,211	33,401	58,729
Lost time claims ⁽ⁱⁱ⁾	104	110	90	78	66
Serious claims rate (LTIFR $\geq$ 5 days)	4.7	4.7	3.7	5.0	6.5
Total wages paid to date	\$4,217,777	\$3,329,238	\$2,544,755	\$1,642,489	\$2,652,010
Total cost paid to date (medical & wage payments)	\$5,674,642	\$4,595,849	\$3,820,357	\$2,225,387	\$3,734,598
Average cost per claim	\$26,030	\$19,229	\$17,444	\$9,083	\$12,325
Contribution rate	1.07 per cent	1.00 per cent	1.24 per cent	1.56 per cent	1.43 per cent

(i) Total claims includes all reportable claims.

(ii) Lost time claims figures are based on accepted claims for lost time and do not include provisionally accepted claims.

Notes:

- Figures are compiled directly from Allianz and iCare data.
- Allianz and iCare data take several months to mature as claims are processed. These results may reflect a shortfall in the 2023-24 data.

Modern Slavery Statement

At TAFE NSW, we are strongly committed to upholding human rights within our operations and supply chains to promote ethical business practices aligned with the Modern Slavery Act 2018 (NSW). During the 2023-2024 reporting period, we have increased our efforts to tackle modern slavery by building upon existing initiatives and implementing the NSW Anti-Slavery Commissioner's Guidance on Reasonable Steps. This includes:

- Updating procurement artifacts: We have updated our procurement artifacts with changes to policy, procedure, and processes all aimed to better address modern slavery.
- Utilising the risk identification tool: Applying the NSW Anti-Slavery Commissioner's Inherent Risk Identification Tool as part of our procurement planning process.
- Revised Enterprise Risk Register: We have integrated modern slavery risk into our risk governance framework at an organisational level.
- Improved standard contract conditions: TAFE NSW contracts include appropriate conditions that hold suppliers contractually accountable for addressing modern slavery.

- Analysing supply chains: We have identified categories of expenditure classified as high-risk for modern slavery and are progressively partnering with buyers and suppliers to address and manage the risks.
- Delivery of training and awareness: We have delivered training and information sessions to our employees, including scheduled regular targeted training to buyers who purchase from high-risk categories.
- Building collaboration: We are leveraging our unique relationships with NSW Government and industry experts to collaborate, share resources, and work together to address modern slavery.

There were no issues raised to TAFE NSW by the NSW Anti-Slavery Commissioner during this period. Our commitment to eradicating modern slavery will continue as we advance further targeted initiatives to ensure we establish and maintain operations and supply chains that are ethical and sustainable.

Further information on how we plan to eradicate modern slavery in our buying operations can be found on our website, [tafensw.edu.au](https://www.tafensw.edu.au).

FINANCIAL PERFORMANCE



INDEPENDENT AUDITOR'S REPORT

Technical and Further Education Commission

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying consolidated financial statements of Technical and Further Education Commission (the Commission), which comprise the Statement by the Managing Director, the Consolidated Statement of Comprehensive Income for the year ended 30 June 2024, the Consolidated Statement of Financial Position as at 30 June 2024, the Consolidated Statement of Changes in Equity and the Consolidated Statement of Cash Flows for the year then ended, and notes to the Consolidated financial statements, including a Statement of Material Accounting Policy Information and other explanatory information. The consolidated entity comprises the Commission and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the consolidated financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2024* (GSF Regulation) and the Treasurer's Directions
- presents fairly the Commission's financial position, financial performance and cash flows.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Consolidated Financial Statements' section of my report.

I am independent of the Commission in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

Other Information

The Commission's annual report for the year ended 30 June 2024 includes other information in addition to the consolidated financial statements and my Independent Auditor's Report thereon. The Managing Director of the Commission is responsible for the other information.

My opinion on the financial statements does not cover the other information. Accordingly, I do not express any form of assurance conclusion on the other information.

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

If, based on the work I have performed, I conclude there is a material misstatement of the other information, I must report that fact.

I have nothing to report in this regard.

Managing Director's Responsibilities for the Consolidated Financial Statements

The Managing Director is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Australian Accounting Standards and the GSF Act, GSF Regulation and Treasurer's Directions. The Managing Director's responsibility also includes such internal control as the Managing Director determines is necessary to enable the preparation and fair presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Managing Director is responsible for assessing the ability of the Commission to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the consolidated financial statements.

A description of my responsibilities for the audit of the consolidated financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar3.pdf. The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the Commission carried out their activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the consolidated financial statements
- about the security and controls over the electronic publication of the audited consolidated financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the consolidated financial statements.



Furqan Yousuf
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

8 October 2024
SYDNEY



Technical and Further Education Commission

Consolidated Annual Financial Statements

for the year ended 30 June 2024

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Technical and Further Education Commission
Statement by the Managing Director of the Technical and Further Education
Commission
for the year ended 30 June 2024

Pursuant to Division 7.2 of the *Government Sector Finance Act 2018*, I state that:

- 1 The accompanying consolidated financial statements have been prepared in accordance with the provisions of the *Government Sector Finance Act 2018* and regulation, Australian Accounting Standards and NSW Treasury publications;
- 2 The consolidated financial statements exhibit a true and fair view of the financial position and financial performance of the Commission; and
- 3 I am not aware of any circumstances, which would render any particulars included in the consolidated financial statements to be misleading or inaccurate.



Managing Director

Date: 3 October 2024

Technical and Further Education Commission
Consolidated Statement of Comprehensive Income
for the year ended 30 June 2024

		Actual	Budget	Restated	Actual	Restated
		Consol.	Consol.	Actual	Actual	Actual
		Entity	Entity	Consol.	Parent	Parent
		2024	2024	Entity	Entity	Entity
Notes		\$'000	\$'000	2023	2024	2023
				\$'000	\$'000	\$'000
Expenses excluding losses						
Operating expenses						
Employee related expenses	2(a)	1,533,845	1,362,847	1,361,754	1,510,450	1,343,323
Personnel services expenses	2(b)	-	-	-	23,395	18,431
Other operating expenses	2(c)	433,187	396,762	448,435	433,187	448,435
Depreciation and amortisation	2(d)	272,144	259,577	221,978	272,144	221,978
Finance costs	2(e)	417	530	318	417	318
Total expenses excluding losses		2,239,593	2,019,716	2,032,485	2,239,593	2,032,485
Revenue						
Sale of goods and services from contracts with customers						
	3(a)	307,782	362,782	261,903	307,782	261,903
Investment revenue	3(b)	12,451	7,042	14,574	12,451	14,574
Grants and other contributions	3(c)	1,751,130	1,478,453	1,740,603	1,751,130	1,740,603
Acceptance by the Crown of employee benefits and other liabilities	3(d)	53,785	49,745	38,420	53,785	38,420
Other income	3(e)	12,189	3,937	14,203	12,189	14,203
Total revenue		2,137,337	1,901,959	2,069,703	2,137,337	2,069,703
Operating Result		(102,256)	(117,757)	37,218	(102,256)	37,218
Gains / (losses) on disposal	4	2	-	(1,911)	2	(1,911)
Other gains / (losses)	5	5,215	(2,360)	16,623	5,215	16,623
Net result	22	(97,039)	(120,117)	51,930	(97,039)	51,930
Other Comprehensive Income						
<i>Items that will not be reclassified to net result in subsequent periods</i>						
Net changes in revaluation surplus of property, plant and equipment	11	368,724	-	934,506	368,724	934,506
<i>Items that may be reclassified to net result in subsequent periods</i>						
Net change in revaluation surplus for assets disposed	11	(12,895)	-	(10,634)	(12,895)	(10,634)
Net change in revaluation surplus for assets-held-for-sale	14	(294)	-	-	(294)	-
Total other comprehensive income / (expense)		355,535	-	923,872	355,535	923,872
TOTAL COMPREHENSIVE INCOME / (EXPENSE)		258,496	(120,117)	975,802	258,496	975,802

Consolidated abbreviated to Consol.

The accompanying notes form part of these financial statements.

Technical and Further Education Commission
Consolidated Statement of Financial Position
as at 30 June 2024

		Actual	Budget	Restated	Restated		Restated	Restated
		Consol.	Consol.	Actual	Actual	Actual	Actual	Actual
		Entity	Entity	Consol.	Consol.	Parent	Parent	Parent
		2024	2024	Entity	Entity	Entity	Entity	Entity
	Notes	\$'000	\$'000	2023	1 July 2022	2024	2023	1 July 2022
				\$'000	\$'000	\$'000	\$'000	\$'000
ASSETS								
Current assets								
Cash and cash equivalents	7	122,920	201,994	281,412	301,156	122,920	281,412	301,156
Receivables	8	189,117	112,018	98,933	170,382	189,117	98,933	170,382
Contract assets	9	75,167	100,825	100,985	63,807	75,167	100,985	63,807
Restricted assets	10	4,988	3,984	3,984	158	4,988	3,984	158
		392,192	418,821	485,314	535,503	392,192	485,314	535,503
Non-current assets held-for-sale	14	1,051	-	-	-	1,051	-	-
Total Current Assets		393,243	418,821	485,314	535,503	393,243	485,314	535,503
Non-Current Assets								
Receivables	8	1,789	3,052	3,052	3,406	1,789	3,052	3,406
Property, plant and equipment								
Land	11	1,756,485	1,743,124	1,743,124	1,601,877	1,756,485	1,743,124	1,601,877
Buildings	11	4,073,804	3,752,885	3,800,469	3,016,568	4,073,804	3,800,469	3,016,568
Plant and Equipment	11	180,520	133,115	132,155	80,801	180,520	132,155	80,801
Total property, plant and equipment		6,010,809	5,629,124	5,675,748	4,699,246	6,010,809	5,675,748	4,699,246
Right-of-use assets	12	16,455	17,942	14,641	19,979	16,455	14,641	19,979
Intangible assets	13	140,729	171,605	128,285	120,349	140,729	128,285	120,349
Other financial assets	15	175	175	175	175	175	175	175
Total Non-Current Assets		6,169,957	5,821,898	5,821,901	4,843,155	6,169,957	5,821,901	4,843,155
Total Assets		6,563,200	6,240,719	6,307,215	5,378,658	6,563,200	6,307,215	5,378,658
LIABILITIES								
Current Liabilities								
Payables	17	147,231	165,683	168,363	170,955	147,231	168,363	170,955
Provisions	18	135,195	119,923	119,923	123,823	135,195	119,923	123,823
Contract liabilities	9	96,032	139,289	95,418	128,337	96,032	95,418	128,337
Lease liabilities	19	2,048	6,465	4,805	5,606	2,048	4,805	5,606
Total Current Liabilities		380,506	431,360	388,509	428,721	380,506	388,509	428,721
Non-Current Liabilities								
Provisions	18	4,632	3,973	3,973	6,692	4,632	3,973	6,692
Lease liabilities	19	11,275	9,961	6,442	10,756	11,275	6,442	10,756
Total Non-Current Liabilities		15,907	13,934	10,415	17,448	15,907	10,415	17,448
Total Liabilities		396,413	445,294	398,924	446,169	396,413	398,924	446,169
Net Assets		6,166,787	5,795,425	5,908,291	4,932,489	6,166,787	5,908,291	4,932,489
EQUITY								
Reserves		4,506,674	4,191,653	4,229,695	3,311,561	4,506,674	4,229,695	3,311,561
Accumulated funds		1,660,113	1,603,772	1,678,596	1,620,928	1,660,113	1,678,596	1,620,928
Total equity		6,166,787	5,795,425	5,908,291	4,932,489	6,166,787	5,908,291	4,932,489

Consolidated abbreviated to Consol.

The accompanying notes form part of these financial statements.

Technical and Further Education Commission
Consolidated Statement of Changes in Equity
for the year ended 30 June 2024

Consolidated and Parent	Notes	Accumulated Funds \$'000	Asset Revaluation Surplus \$'000	Total \$'000
Balance at 1 July 2023		1,729,719	4,229,695	5,959,414
Prior period adjustments	6	(51,123)	-	(51,123)
Restated balance at 1 July 2023		1,678,596	4,229,695	5,908,291
Net result for the year		(97,039)	-	(97,039)
Other comprehensive income / (expense)				
Net changes in revaluation surplus of property, plant and equipment	11	-	368,724	368,724
Transfers to / (from) reserves to accumulated funds		78,556	(78,556)	-
Amounts recognised in equity relating to non-current assets disposed	11	-	(12,895)	(12,895)
Amounts recognised in equity relating to non-current assets held-for-sale	14	-	(294)	(294)
Total other comprehensive income / (expense)		78,556	276,979	355,535
Total comprehensive income / (expense) for the year		(18,483)	276,979	258,496
Balance at 30 June 2024		1,660,113	4,506,674	6,166,787
Balance at 1 July 2022		1,643,350	3,311,561	4,954,911
Prior period adjustments	6	(22,422)	-	(22,422)
Restated balance at 1 July 2022		1,620,928	3,311,561	4,932,489
Restated net result for the year		51,930	-	51,930
Other comprehensive income / (expense)				
Net changes in revaluation surplus of property, plant and equipment	11	-	934,506	934,506
Reclassification of revaluation surplus of property, plant and equipment for retired assets		5,738	(5,738)	-
Amounts recognised in equity relating to non-current assets disposed	11	-	(10,634)	(10,634)
Total other comprehensive income / (expense)		5,738	918,134	923,872
Restated total comprehensive income / (expense) for the year		57,668	918,134	975,802
Restated Balance at 30 June 2023		1,678,596	4,229,695	5,908,291

The accompanying notes form part of these financial statements.

Technical and Further Education Commission
Consolidated Statement of Cash Flows
for the year 30 June 2024

		Actual Consol. Entity 2024 \$'000	Budget Consol. Entity 2024 \$'000	Actual Consol. Entity 2023 \$'000	Actual Parent Entity 2024 \$'000	Actual Parent Entity 2023 \$'000
Notes						
CASH FLOWS FROM OPERATING ACTIVITIES						
Payments						
Employee related		(1,447,477)	(1,313,101)	(1,323,756)	(1,425,276)	(1,306,351)
Personnel services		-	-	-	(22,291)	(17,405)
Other operating expenses		(553,084)	(466,403)	(527,211)	(552,994)	(527,211)
Finance costs		(417)	(530)	(318)	(417)	(318)
Total Payments		(2,000,978)	(1,780,034)	(1,851,285)	(2,000,978)	(1,851,285)
Receipts						
Sale of goods and services		345,961	357,815	290,222	345,961	290,222
Interest received		6,885	7,042	8,516	6,885	8,516
Grants and contributions		1,662,237	1,487,877	1,727,440	1,662,237	1,727,440
Other operating receipts		92,286	79,855	83,449	92,286	83,449
Total Receipts		2,107,369	1,932,589	2,109,627	2,107,369	2,109,627
NET CASH FLOWS FROM OPERATING ACTIVITIES	22	106,391	152,555	258,342	106,391	258,342
CASH FLOWS FROM INVESTING ACTIVITIES						
Proceeds from sale of property, plant and equipment		11,619	-	116	11,619	116
Purchases of property, plant and equipment		(256,974)	(191,862)	(263,641)	(256,974)	(263,641)
Purchases of intangible assets		(14,324)	(35,800)	(12,304)	(14,324)	(12,304)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(259,679)	(227,662)	(275,829)	(259,679)	(275,829)
CASH FLOWS FROM FINANCING ACTIVITIES						
Repayment of borrowings and advances		(5,204)	(4,311)	(2,257)	(5,204)	(2,257)
NET CASH FLOWS FROM FINANCING ACTIVITIES		(5,204)	(4,311)	(2,257)	(5,204)	(2,257)
NET DECREASE IN CASH AND CASH EQUIVALENTS		(158,492)	(79,418)	(19,744)	(158,492)	(19,744)
Opening cash and cash equivalents		281,412	281,412	301,156	281,412	301,156
CLOSING CASH AND CASH EQUIVALENTS	7	122,920	201,994	281,412	122,920	281,412

The accompanying notes form part of these financial statements.

Cash balances at the beginning and end of reporting periods are attributable to the NSW Government as owner, forming part of the Consolidated Fund under the deemed appropriations provision of the *Government Sector Finance Act 2018* section 4.7.

Technical and Further Education Commission

Notes to the Financial Statements

for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information

(a) *Reporting entity*

The Technical and Further Education Commission ("Commission" or the "Parent entity"), is a NSW government entity and is controlled by the State of New South Wales. The Commission is responsible for the provision of technical and further education within NSW and is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

The *Government Sector Finance Act 2018* (GSF Act) section 2.4(1)(i) lists the Commission as a GSF Agency and a Statutory Body representing the Crown in the right of the State of New South Wales (Crown). The Commission charges fees for services, which under Section 4.7 of the GSF Act fall under the deemed appropriation provision. As a representative of the Crown, cash balances at the beginning and end of reporting periods are considered deemed appropriations attributable to the NSW Government as owner.

The Commission as a reporting entity, consolidates all entities under its control, namely the TAFE Commission (Senior Executives) Staff Agency ("the Agency"). The Agency provides personnel services to the Commission for employees contracted under Public Services Senior Executive (PSSE) arrangements. In the process of preparing the consolidated financial statements for the Commission, which consist of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies. In the notes to the financial statements, where the values of the parent entity are the same as the consolidated financial values, they have been combined and do not appear as separate columns. Where this is the case, the disclosure will state 'Consolidated and Parent'

The Commission is comprised of a single service group.

These financial statements for the year ended 30 June 2024 have been authorised for issue by the Managing Director on 3 October 2024.

(b) *Basis of preparation*

The Commission's financial statements are general purpose financial statements which have been prepared on an accrual basis in accordance with:

- applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations);
- the requirements of the GSF Act; and
- Treasurer's Directions issued under the GSF Act.

The financial statements have been prepared on a going concern basis which assumes that payment of liabilities will be met, as and when they fall due, without any intention or necessity to liquidate assets or otherwise wind-up operations. In preparing the financial statements, the Managing Director has assessed the ability of the Commission to continue as a going concern, disclosing as applicable, matters relating to going concern and using the going concern basis of accounting except where operations will be dissolved by an act of parliament or otherwise cease.

The Commission receives its funding under a Funding Deed arrangement with the NSW Department of Education (DoE) which receives appropriations from the Consolidated Fund. DoE appropriates funds from the Consolidated Fund for the entities it is administratively responsible for, including the Commission, refer to Note 1(c) for more information. Appropriations for each financial year are set out in the Appropriation Bill that is prepared and tabled for that year.

Property, plant and equipment, assets (or disposal groups) held-for-sale and certain financial assets and liabilities are measured using the fair value basis. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Technical and Further Education Commission

Notes to the Financial Statements

for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information (continued)

(b) *Basis of preparation (continued)*

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the Commission's presentation and functional currency.

(c) *Statement of compliance*

The Appropriation Act 2023 (*Appropriations Act*) (and the subsequent variations, if applicable) appropriates the sum of \$22.5b to the Minister for Education and Early Learning out of the Consolidated Fund for the services of the DoE for the year 2023–24. The spending authority of the Minister from the Appropriations Act has been delegated or subdelegated to officers of the DoE and entities that it is administratively responsible for, including the Commission.

The lead Minister for the Commission, being the Minister for Education and Early Learning, is taken to have been given an appropriation out of the Consolidated Fund under the authority section 4.7 of the GSF Act, at the time the Commission receives or recovers any deemed appropriation money, for an amount equivalent to the money that is received or recovered by the Commission. These deemed appropriations are taken to have been given for the services of the DoE.

On 11 October 2023 the lead Minister for the Commission delegated the power to expend cluster grants to the responsible Minister for the Commission, being the Minister for Skills, TAFE and Tertiary Education, including the authority to subdelegate to the accountable authority for the Commission. Between 1 July 2023 and 10 October 2023, the Commission's delegations did not include a specific delegation from the Minister to incur expenditure out of the Commission's appropriations.

A summary of compliance is disclosed in the financial statements of the Annual Report of the DoE. It has been prepared by aggregating the spending authorities of the Minister for Education and Early Learning for the services of the DoE. It reflects the status at the point in time this disclosure statement is being made. The Commission's spending authority and expenditure is included in the summary of compliance.

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) *Comparative information*

Except when an AAS permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements.

Changes to presentation from comparative year

In 2024, the Commission have revised the overall presentation of the consolidated financial statements to separately disclose the activities of the Parent entity in accordance with NSW Treasury Mandate to not-for-profit NSW General Government Sector (GGS) entities of options associated with AASB 10 *Consolidated Financial Statements*.

Reclassification

Note 2 (c): In 2024, the Commission performed a review of Other operating expenses categories. Material expenses, along with the respective prior year comparatives, have been reclassified into updated line items. Expenses reported separately in the Commission's 2023 financial statements, that were deemed immaterial in 2024, have been consolidated along with the comparatives within 'Other Operating Expenses'. Total expenditure in 2023 remains unchanged.

Technical and Further Education Commission

Notes to the Financial Statements

for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information (continued)

(d) Comparative information (continued)

Note 3 (c): In 2024, the Commission reviewed the revenue categories, adding a category for National fee free funding. Comparatives have been restated to reflect that National fee free funding, reported as part of Targeted priorities in the Commission's 2023 financial statements, and reclassified this to grants without sufficiently specific performance obligations. Total grant revenue in 2023 remains unchanged.

Correction of prior period

In 2023-24, the Commission identified two prior period adjustments in relation to Software as a Service (SaaS) arrangements and Smart and Skilled funding overpayments. The adjustments identified were corrected by restating the balances at the earliest period presented (1 July 2022) and recognising the adjustments through to accumulated funds at that date.

The comparatives reflect the correction of this adjustment. The impact on each financial statement line item is disclosed in the table at Note 6.

(e) Changes in accounting policy, including new or revised AAS

(i) Effective for the first time in 2023-24

The accounting policies applied in 2023-24 are consistent with those of the previous financial year except as a result of the following new or revised AAS that have been applied for the first time in 2023-24:

- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*.

The nature and effect of the changes as a result of adoption of this amendment is described below.

AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

The Standard amends AASB standards to require entities to disclose their material accounting policy information rather than their significant accounting policies. Accounting policy information is material if, when considered together with other information included in an entity's financial statements, it can reasonably be expected to influence decisions that the primary users of general-purpose financial statements make on the basis of those financial statements. The amendment is effective for the entity from 1 July 2023.

The Commission has reviewed its accounting policies and updated the presentation of the current financial statements to disclose the Commission's material accounting policies.

(ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new AAS, unless Treasury determines otherwise. The following new AAS have not been applied and are not yet effective.

- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current* (effective from 1 January 2024)
- AASB 2022-5 *Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback* (effective from 1 January 2024)

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information (continued)

(e) Changes in accounting policy, including new or revised AAS (continued)

(i) Issued but not yet effective (continued)

- AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* (effective from 1 January 2024)

The possible impact of these Standards in the period of initial application is not expected to materially affect the financial statements.

(f) Impact of Climate-related matters on Financial Reporting for 2023-24

In December 2018, the Australian Accounting Standards Board and the Auditing Assurance Standards Board issued a joint bulletin (subsequently updated in April 2019) setting out how materiality should be considered in the context of disclosures in respect of climate-related and other emerging risks. Following the joint bulletin, NSW Treasury provided guidance on how to reflect the effects of climate-related matters in the financial statements.

The Commission has assessed its financial statement in accordance with currently issued AAS, which requires the Commission to reflect the potential impacts of climate-related matters on the financial statements for the year ended 30 June 2024. The Commission's financial statements reflect potential impacts from climate related matters in the following areas:

Fair value of property, plant and equipment

During the 2022-23 comprehensive valuation, the Commission's external valuation provider, Acumentis Property Valuers, investigated and factored into their fair value assessment risks associated with bushfire, flooding, coastal inundation, subsidence, and contamination at an individual site level. The Commission has provided a disclosure to highlight that it owns campuses located in areas with increased flood and bushfire risks, and that this has been considered and factored into the fair value assessment for the year ended 30 June 2024. Refer to Note 11.

Impairment of non-financial assets

In 2021-22, the Commission was materially impacted by heavy rains and resultant flooding in NSW, which led to the impairment of the Lismore and Murwillumbah campus. The Lismore campus remains impaired as at 30 June 2024 and the Commission has disclosed the impairment and a contingent asset in relation to this matter. Refer to Note 11 and 21.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

2. Expenses Excluding Losses

(a) Employee related expenses

	Consolidated 2024 \$'000	Consolidated 2023 \$'000	Parent 2024 \$'000	Parent 2023 \$'000
Salaries and wages (including annual leave) ^(a)	1,234,683	1,113,166	1,217,137	1,098,193
Superannuation - defined benefit plans	4,045	4,971	4,045	4,971
Superannuation - defined contribution plans	138,528	114,345	136,537	113,871
Long service leave	49,622	33,397	48,153	31,886
Workers' compensation insurance	22,233	22,190	21,935	21,923
Payroll tax and fringe benefit tax	76,785	67,953	75,723	67,093
Redundancy / Other	7,949	5,732	6,920	5,386
Total employee related expenses	1,533,845	1,361,754	1,510,450	1,343,323

^(a) For both the consolidated and parent entity, an amount of \$8.3m of employee-related expenses were capitalised during the year (2023: \$4.9m) and are therefore excluded from the balances above.

(b) Personnel services expenses

	Consolidated 2024 \$'000	Consolidated 2023 \$'000	Parent 2024 \$'000	Parent 2023 \$'000
Personnel services	-	-	23,395	18,431
Total personnel services expenses	-	-	23,395	18,431

Recognition and Measurement

The Commission received personnel services from the Staff Agency for employees contracted under Public Service Senior Executive (PSSE) arrangements. Under these arrangements, liabilities at year end are stated as liabilities to the Agency.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

2. Expenses Excluding Losses (continued)

(c) *Other operating expenses include the following ^(a):*

Consolidated and Parent	2024	2023
	\$'000	\$'000
Auditor's remuneration - audit of the financial statements ^(b)	1,065	1,015
Advertising	13,775	19,054
Cleaning	39,017	38,229
Consultants	226	275
Contractors	42,476	44,911
Expense relating to short-term leases	366	1
Insurance	12,790	10,390
Maintenance	91,294	96,993
Minor stores, provisions, plant and computing	41,484	53,233
Printing	8,782	7,845
Service expenses	119,867	119,642
Subscriptions	4,216	3,853
Teaching resources	8,461	7,912
Telecommunications and internet	6,362	6,595
Travel	6,306	7,780
Utilities	22,465	20,162
Variable lease payments, not included in lease liabilities	3,874	1,405
Other operating expenses	10,361	9,140
Total other operating expenses	433,187	448,435

^(a) In 2023-24, the Commission reviewed the expense categories. Material expenses, along with the respective prior year comparatives, have been reclassified into updated line items. Expenses reported separately in the Commission's 2022-23 financial statements, that were deemed immaterial in 2023-24, have been consolidated along with the comparatives within 'Other Operating Expenses'. Total expenditure in 2022-23 remains unchanged.

^(b) Total audit fees for the year per the Annual Engagement Plan are \$1.065m (2023: \$1.015m) excluding GST. Audit Office of NSW has not provided any non-audit services for 2023-24 and 2022-23.

Recognition and Measurement

Maintenance

Maintenance relates to contracted labour, infrastructure, communication technology maintenance and other (non-employee related) expenses. Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement or an enhancement of a part or component of an asset, in which case the costs are capitalised and depreciated. Capitalisation thresholds may apply to maintenance expenditure if applicable (refer to Note 11 for more details).

Insurance

The Commission's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government entities. The expense (premium) is determined by the Fund Manager based on past claim experience.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

2. Expenses Excluding Losses (continued)

(c) Other operating expenses (continued)

Lease expense

The Commission recognises the lease payments associated with the following types of leases as an expense on a straight-line basis:

- Leases that meet the definition of short-term, i.e., where the lease term at commencement of the lease is 12 months or less. This excludes leases with a purchase option.
- Leases of assets that are valued at \$10,000 or under when new.

Variable lease payments are not included in the measurement of the lease liability (i.e., variable lease payments that do not depend on an index or a rate, initially measured using the index or rate as at the commencement date). These payments are recognised in the period in which the event or condition that triggers those payments occurs.

(d) Depreciation and amortisation expense

Consolidated and Parent	2024	2023
	\$'000	\$'000
Depreciation		
Buildings and improvements	231,985	187,733
Plant and equipment	32,787	25,161
Right of use assets - buildings	1,249	2,002
Right of use assets - plant and equipment	4,243	4,160
	270,264	219,056
Amortisation		
Intangibles	1,880	2,922
	1,880	2,922
Total depreciation and amortisation expense	272,144	221,978

Refer to Note 11, 12 and 13 for recognition and measurement policies on depreciation and amortisation.

(e) Finance Costs

Consolidated and Parent	2024	2023
	\$'000	\$'000
Interest expense from lease liabilities	417	318
Total finance costs	417	318

Recognition and Measurement

Finance costs consist of interest from lease liabilities. Costs are recognised as expenses in the period in which they are incurred, in accordance with the NSW Treasury Mandate to not-for-profit NSW General Government Sector (GGS) entities. Refer to Note 12 for recognition and measurement policies on lease interest charges.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

3. Revenue

Recognition and measurement

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* (AASB 15) or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15. Comments regarding the accounting policies for the recognition of income are discussed below.

(a) Sale of goods and services from contracts with customers

Consolidated and Parent	2024 \$'000	2023 \$'000
Sale of goods		
Course projects and materials	8,891	6,747
	8,891	6,747
Rendering of services		
Student fees	281,830	238,769
Other	17,061	16,387
	298,891	255,156
Total sale of goods and rendering of services	307,782	261,903

Recognition and measurement

Sale of goods

Revenue from the sale of goods is recognised when the Commission satisfies a performance obligation by transferring the promised goods. Course projects and materials are distinct from course delivery services as the student can benefit from these readily available goods separate from participation in units of competency. The Commission typically satisfies its performance obligations when control of course projects and materials are transferred to students at the point of purchase. Significant judgements are not required in this instance. The payments are typically due at the point of purchase.

Revenue from these sales is recognised based on the price specified in the contract, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as the sales are made with a short credit term. No volume discount or warranty is provided on the sale.

Rendering of service

Revenue from the rendering of services is recognised when the Commission satisfies the performance obligation by transferring the promised services. The Commission is the leading provider of vocational education and training in Australia. The Commission typically satisfies its performance obligations by upskilling students through participation in units of competency over a course delivery period. Revenue is recognised progressively, in line with course delivery. The Commission applies significant judgement when evaluating when a student obtains control of the promised services over course duration, in satisfaction of performance obligations, including in their assessment: the allowances for student withdrawals, credit transfers and other adjustments in accordance with the Commission's refund policies. The payments for student fees are typically due on student enrolment in a course. The funds are then held as contract liabilities until performance obligations are met.

The revenue is measured at the transaction price agreed under the contract less values that the Commission has assessed for student attrition and adjustments. No element of financing is deemed present as payments are due when service is provided.

Refer to Note 9 for the disclosure of the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied (or partially unsatisfied) at the end of the reporting period, and when the Commission expects to recognise the unsatisfied portion as revenue.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

3. Revenue (continued)

(b) Investment revenue

Consolidated and Parent	2024	2023
	\$'000	\$'000
Interest revenue	6,885	8,516
Rental income	5,566	6,058
Total investment revenue	12,451	14,574

Recognition and measurement

Interest Income

Interest income is calculated by applying the effective interest rate to the gross carrying amount of financial assets, cash and cash equivalents.

Rental Income

Rental income arising from operating leases is accounted for on a straight-line basis over the lease term.

(c) Grants and other contributions

	Consolidated	Consolidated	Parent	Parent
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Grants to acquire/construct a recognisable non-financial asset to be controlled by the entity				
Asset contributions	163,504	188,898	163,504	188,898
	163,504	188,898	163,504	188,898
Other grants with sufficiently specific performance obligations				
Restated entitlement subsidy ^(a)	499,760	450,934	499,760	450,934
Targeted priority	351,799	363,428	351,799	363,428
Other public sector agencies	26,190	36,951	26,190	36,951
	877,749	851,313	877,749	851,313
Grants without sufficiently specific performance obligations				
Operational based funding	516,854	472,713	516,854	472,713
Community service obligation	163,341	153,811	163,341	153,811
National fee free funding ^(b)	25,745	65,000	25,745	65,000
Commonwealth government	3,913	3,504	3,913	3,504
Other public sector agencies	12	5,215	12	5,215
	709,865	700,243	709,865	700,243
Donations				
Donations and industry contributions	12	149	12	149
	12	149	12	149
Total grants and other contributions	1,751,130	1,740,603	1,751,130	1,740,603

Technical and Further Education Commission

Notes to the Financial Statements

for the year ended 30 June 2024

3. Revenue (continued)

(c) Grants and other contributions (continued)

^(a) Further details regarding the prior period adjustments are disclosed in Note 6.

^(b) In 2024, the Commission reviewed the revenue categories, adding a category for National fee free funding. Comparatives have been restated to reflect that National fee free funding, reported as part of Targeted priorities in the Commission's 2023 financial statements, and reclassified this to grants without sufficiently specific performance obligations.

Recognition and measurement

Income from grants to acquire/construct a recognisable non-financial asset to be controlled by the Commission is recognised when the Commission satisfies its obligations under the transfer. The Commission satisfies the performance obligations under the transfer to construct assets over time as the non-financial assets are being constructed. Income is recognised based on the construction plan and performance against the plan.

Revenue from grants with sufficiently specific performance obligations is recognised when the Commission satisfies a performance obligation by transferring the promised services. The primary service that the Commission promises to transfer is to train a student in a course which is made up of units of competency. The Commission typically satisfies its performance obligations as it delivers training to the student on a straight-line basis over the course duration start and end dates.

The payments are typically due when a student meets specific delivery milestones. This varies monthly based on student enrolments and delivery plans.

Revenue from grants without sufficiently specific performance obligations is recognised based on the grant amount specified in the funding agreement/funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied. Income from grants without sufficiently specific performance obligations is recognised when the Commission obtains control over the granted assets (e.g. cash).

Refer to Note 9 for transaction price allocated to the performance obligations that have not been satisfied at the end of the year and when it is expected to be recognised as revenue.

Refer to Note 6 for details in relation to prior period adjustments made in 2023-24 in relation to overpayments made to the Commission under the Smart and Skilled contract with Training Services NSW (TSNSW).

(d) Acceptance by the Crown of employee benefits and other liabilities

The following liabilities and / or expenses have been assumed by the Crown or other government entities:

	Consolidated 2024 \$'000	Consolidated 2023 \$'000	Parent 2024 \$'000	Parent 2023 \$'000
Superannuation - defined benefit	3,928	4,723	3,818	4,664
Superannuation on annual leave - defined benefit	19	41	19	41
Long service leave	49,624	33,399	48,155	31,887
Payroll tax - defined benefit	214	257	208	254
Personnel services assumed by the Crown	-	-	1,585	1,574
Total acceptance by the Crown of employee benefits and other liabilities	53,785	38,420	53,785	38,420

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

3. Revenue (continued)

(e) Other Income

Consolidated and Parent	2024	2023
	\$'000	\$'000
Insurance recovery	11,386	10,443
Other income	803	3,760
Total other income	12,189	14,203

4. Gains / (losses) on disposal

Consolidated and Parent	2024	2023
Gains / (losses) on disposal of property, plant and equipment	\$'000	\$'000
Proceeds from disposal	11,619	116
Written down value of assets disposed ^(a)	(11,617)	(2,027)
Net gains / (losses) on disposal of property, plant and equipment	2	(1,911)

^(a) Refer to 'Note 16(b) Reconciliation of recurring Level 3 fair value measurements'.

5. Other gains / (losses)

Consolidated and Parent	2024	2023
	\$'000	\$'000
(Increase) / decrease in expected credit losses	(1,319)	1,826
Recovered receivables previously impaired	6,516	8,633
Write back buildings	-	3,632
(Write-off) / write back plant and equipment	(8)	3,803
Gain on termination of lease liability	26	175
Write-off intangibles	-	(1,446)
Total other gains / (losses)	5,215	16,623

Recognition and measurement

Impairment losses on non-financial assets

Impairment losses may arise on non-financial assets held by the Commission from time to time. Accounting for impairment losses is dependent upon the individual asset (or group of assets) subject to impairment. Accounting Policies and events giving rise to impairment losses are disclosed in the following notes:

- Trade receivables from contracts with customers and contract assets – Note 8 and 9
- Property, plant and equipment – Note 11
- Leases – Note 12
- Intangible assets – Note 13

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

6. Prior Period Adjustments

There were two prior period adjustments identified during 2023-24 and corrected in prior periods presented.

(a) Software-as-a-Service

The Commission identified costs for a Software-as-a-Service arrangement that was held as an intangible asset. In accordance with AASB 138 *Intangible Assets* and guidance issued by NSW Treasury, the costs incurred are to be expensed.

The Commission determined the period specific effects of the adjustment and restated opening balances for 2022-23 for assets and equity in accordance with AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors* (AASB 108).

(b) Smart and Skilled Funding Overpayment

The Commission identified a prior period error in relation to overpayments made to the Commission under the Smart and Skilled contract with TSNSW. The issue is not isolated to the Commission and stems from inaccuracies in the Training Activity Data in TSNSW's Integrated Vocational Education and Training System which is used to calculate payments.

The Commission determined the period specific effects of the adjustment and restated 2022-23 receivables, grant income and equity in accordance with AASB 108.

30 June 2023 Comparative Year

Consolidated and Parent

	Notes	Actual 2023 \$'000	Correction to Intangible Assets \$'000	Correction to Funding Overpayment \$'000	Total Restatement for 30 June 2023 \$'000	Restated Actual 2023 \$'000
Statement of Comprehensive Income (Extract)						
Revenue						
Grants and other contributions	3(c)	1,769,304	-	(28,701)	(28,701)	1,740,603
Total revenue		2,098,404	-	(28,701)	(28,701)	2,069,703
Operating Result		65,919	-	(28,701)	(28,701)	37,218
Net Result		80,631	-	(28,701)	(28,701)	51,930
TOTAL COMPREHENSIVE INCOME / (EXPENSE)		1,004,503	-	(28,701)	(28,701)	975,802
Balance Sheet (Extract)						
ASSETS						
Current assets						
Receivables	8	127,634	-	(28,701)	(28,701)	98,933
Total Current Assets		514,015	-	(28,701)	(28,701)	485,314
Non-Current Assets						
Intangible assets	13	150,707	(22,422)	-	(22,422)	128,285
Total Non-Current Assets		5,844,323	(22,422)	-	(22,422)	5,821,901
Total Assets		6,358,338	(22,422)	(28,701)	(51,123)	6,307,215
Net Assets		5,959,414	(22,422)	(28,701)	(51,123)	5,908,291
EQUITY						
Accumulated funds		1,729,719	(22,422)	(28,701)	(51,123)	1,678,596
Total equity		5,959,414	(22,422)	(28,701)	(51,123)	5,908,291

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

6. Prior Period Adjustments (continued)

1 July 2022 (Comparative year opening balances)

Consolidated and Parent

	Notes	Actual Opening Balance for 1 July 2022 \$'000	Correction to Intangible Assets \$'000	Correction to Funding Overpayment \$'000	Total Restatement Balance for 1 July 2022 \$'000	Restated Opening Balance for 1 July 2022 \$'000
Balance Sheet (Extract)						
Non-Current Assets						
Intangible assets	13	142,771	(22,422)	-	(22,422)	120,349
Total Non-Current Assets		4,865,577	(22,422)	-	(22,422)	4,843,155
Total Assets		5,401,080	(22,422)	-	(22,422)	5,378,658
Net Assets		4,954,911	(22,422)	-	(22,422)	4,932,489
EQUITY						
Accumulated funds		1,643,350	(22,422)	-	(22,422)	1,620,928
Total equity		4,954,911	(22,422)	-	(22,422)	4,932,489

7. Cash and Cash Equivalents

Consolidated and Parent

	2024 \$'000	2023 \$'000
Cash at bank and on hand	122,920	281,412
Total cash and cash equivalents	122,920	281,412

For the purposes of the statement of cash flows, cash and cash equivalents includes cash at bank, cash on hand and subject to an insignificant risk of changes in value, and net of outstanding bank overdraft. Cash at bank and on hand is exclusive of any restricted cash held by the Commission, refer to Note 10 for disclosure on restricted assets.

Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

Consolidated and Parent

	2024 \$'000	2023 \$'000
Cash and cash equivalents (per statement of financial position)	122,920	281,412
Closing cash and cash equivalents (per statement of cash flows)	122,920	281,412

Details regarding credit risk and market risk including financial assets are disclosed in Note 27.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

8. Current / Non-Current Assets – Receivables

Consolidated and Parent	2024	2023
	\$'000	\$'000
Current:		
Restated trade receivables from contracts with customers ^(a)	113,236	21,145
Student receivables	29,105	20,151
Other receivables	20,402	40,828
Prepayments	28,908	19,285
	191,651	101,409
Less: Allowance for expected credit losses:		
- Trade receivables from contracts with customers	(2,534)	(2,476)
Total expected credit losses	(2,534)	(2,476)
Total current receivables	189,117	98,933

^(a) Further details regarding the prior period adjustments are disclosed in Note 6.

	2024	2023
	\$'000	\$'000
Movements in Allowance for expected credit losses:		
Balance at 1 July	(2,476)	(7,166)
Amounts written off during the year	1,454	3,053
Amounts recovered during the year	(6,516)	(8,633)
Decrease in allowance recognised in net result	5,004	10,270
Balance at 30 June	(2,534)	(2,476)
	2024	2023
	\$'000	\$'000
Non-Current		
Prepayments	1,789	3,052
Total non-current receivables	1,789	3,052

Details regarding credit risk, liquidity risk and market risk including financial assets that are either past due or impaired are disclosed in Note 27.

Recognition and measurement

The Commission recognises a financial asset or a financial liability when, and only when, it becomes a party to the contractual provisions of the instrument. To determine when the agency becomes a party to the contractual provisions of the instrument, the entity considers:

- Whether the entity has a legal right to receive cash (financial asset) or a legal obligation to pay cash (financial liability); or
- Whether at least one of the parties has performed under the agreement.

All 'regular way' purchases or sales of financial assets are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Refer to Note 6 for details in relation to prior period adjustments made in 2023-24 in relation to overpayments made to the Commission under the Smart and Skilled contract with TSNSW.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

8. Current / Non-Current Assets - Receivables (continued)

Subsequent measurement

The Commission holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment

The Commission recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that the Commission expects to receive, discounted at the original effective interest rate.

For trade receivables from contracts with customers, the Commission applies a simplified approach in calculating ECLs. The Commission recognises a loss allowance based on lifetime ECLs at each reporting date. The Commission has established a provision matrix based on its historical credit loss experience for trade receivables from contracts with customers, adjusted for forward-looking factors specific to the receivable.

9. Contract Assets and Liabilities

Consolidated and Parent	2024 \$'000	2023 \$'000
Contract assets - current	156,519	186,923
Less: impairment allowance	(81,352)	(85,938)
	75,167	100,985
Contract liabilities - current	81,146	95,418
Contract liabilities for Smart and Skilled Refunds - current	14,886	-
	96,032	95,418
Contract receivables (included in Note 8)	55,170	62,825

Recognition and measurement

Contract assets relate to the Commission's right to consideration in exchange for courses delivered, but not billed at the reporting date in respect of Entitlement Revenue. The balance of contract assets at 30 June 2024 was impacted by the Commission's eligibility for Entitlement Revenue following a student's satisfactory achievement of set milestones within the subsidised course, held to a yearly predetermined funding cap. On satisfaction of students meeting specified milestones in subsidised courses, performance obligations are reported to the DoE and recognised as a receivable.

The Impairment Allowance methodology used by the Commission is calculated at a cohort and regional level. As populations within the cohorts and regions change, this gives rise to fluctuations in the impairment allowance on a yearly basis.

As of 30 June 2024, the transaction price allocated to the remaining performance obligations from contracts with customers is \$465m (2023: \$495m). The Transaction price allocated to the remaining performance obligations relates to Smart and Skilled Entitlement Revenue, of which 66% is expected to be recognised as revenue in the 2024-25 financial year, 28% in the 2025-26 financial year and 6% beyond the 2025-26 financial year.

Contract liabilities relate to the Commission's consideration received in advance from customers in respect of sale of goods and services from contracts with customers, capital funding received in advance of capital expenditure, and refunds in relation to Smart and Skilled Entitlement grants.

The balance of contract liabilities for the sale of goods and services from contracts with customers at 30 June 2024 was impacted by the variable consideration of student fees. The Commission performed an analysis of historical information to ensure a sound basis for estimating the future variations in student fees 'expected value'. Historical refund rates have been used to comply with AASB 15 para 55 requirements to recognise a provision for 'refund liability' or 'contract liability'.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

9. Contract Assets and Liabilities (continued)

Recognition and measurement (continued)

The provision for expected variation or contract liability is recognised progressively in line with revenue recognition as a student's training progresses through their course enrolment. The provision for expected variation is based on past experience. The contract liability will fluctuate year-on-year as funding contracts change and the performance obligations within are variable.

Revenue recognised in 2023-24 financial year that was included in the contract liability balance at the beginning of the year was \$43m. No revenue was recognised in the current reporting period that related to performance obligations in a prior year.

10. Restricted Assets

Consolidated and Parent	2024	2023
	\$'000	\$'000
Prize funds	167	163
Student Benefits Program	4,821	3,821
Total restricted assets	4,988	3,984

Recognition and measurement

Restricted assets are held in a high interest bank account. The restricted assets represent donations held by the Commission for student prize awards with interest earned used to fund awards. Donations are recognised upon receipt of cash. The previous institute Student Association model was closed, and its functions transitioned to the Commission in FY23. The closure of the former Student Association model, and subsequent transfer of control of residual funds to the Commission, have allowed the commencement towards establishing the new Student Benefits Program.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

11. Property, Plant and Equipment

(a) Total property, plant and equipment

Consolidated and Parent

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Total \$'000
At 1 July 2022 - fair value				
Gross carrying amount	1,601,877	7,080,437	246,723	8,929,037
Accumulated depreciation and impairment	-	(4,063,869)	(165,922)	(4,229,791)
Net carrying amount	1,601,877	3,016,568	80,801	4,699,246
Gross adjustments ^(a)	-	-	16	16
Accumulated depreciation adjustments ^(a)	-	-	(16)	(16)
Net carrying adjustments	-	-	-	-
Restated gross carrying amount	1,601,877	7,080,437	246,739	8,929,053
Restated accumulated depreciation and impairment	-	(4,063,869)	(165,938)	(4,229,807)
Net carrying amount	1,601,877	3,016,568	80,801	4,699,246
Year ended 30 June 2023				
Net carrying amount at beginning of year	1,601,877	3,016,568	80,801	4,699,246
Purchase of assets	-	190,798	69,328	260,126
Disposals	(35)	(1,886)	(46)	(1,967)
Write-backs / (write-offs)	(70)	3,632	3,803	7,365
Reclassification to plant and equipment	-	(3,430)	3,430	-
Net change in revaluation surplus for assets disposed	(221)	(10,413)	-	(10,634)
Net revaluation increments less revaluation decrements	141,573	792,933	-	934,506
Depreciation expense	-	(187,733)	(25,161)	(212,894)
Net carrying amount at end of year	1,743,124	3,800,469	132,155	5,675,748
At 30 June 2023 - fair value				
Restated gross carrying amount	1,743,124	8,634,958	319,530	10,697,612
Restated accumulated depreciation and impairment	-	(4,834,489)	(187,375)	(5,021,864)
Net carrying amount	1,743,124	3,800,469	132,155	5,675,748

^{a)} In 2023-24, the Commission reclassified the Gross carrying amount and Accumulated depreciation and impairment for Plant and Equipment to rectify an incorrect classification for 2021-22 and 2022-23. Net carrying amount for Plant and Equipment in 2021-22 and 2022-23 remains unchanged.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

11. Property, Plant and Equipment (continued)

(a) Total property, plant and equipment (continued)

Consolidated and Parent

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Total \$'000
At 1 July 2023 - fair value				
Gross carrying amount	1,743,124	8,634,958	319,508	10,697,590
Accumulated depreciation and impairment	-	(4,834,489)	(187,353)	(5,021,842)
Net carrying amount	1,743,124	3,800,469	132,155	5,675,748
Gross adjustments ^(a)	-	-	16	16
Accumulated depreciation adjustments ^(a)	-	-	(16)	(16)
Net carrying adjustments	-	-	-	-
Restated gross carrying amount	1,743,124	8,634,958	319,530	10,697,612
Restated accumulated depreciation and impairment	-	(4,834,489)	(187,375)	(5,021,864)
Net carrying amount	1,743,124	3,800,469	132,155	5,675,748
Year ended 30 June 2024				
Net carrying amount at beginning of year	1,743,124	3,800,469	132,155	5,675,748
Purchase of assets	-	175,814	81,160	256,974
Reclassification to assets held for sale	(4,849)	(8,112)	-	(12,961)
Disposals	-	-	(8)	(8)
Net change in revaluation surplus for assets disposed	(2,698)	(10,197)	-	(12,895)
Net revaluation increments / (decrements)	20,908	347,815	-	368,723
Depreciation expense	-	(231,985)	(32,787)	(264,772)
Net carrying amount at end of year	1,756,485	4,073,804	180,520	6,010,809
At 30 June 2024 - fair value				
Gross carrying amount	1,756,485	9,419,091	398,483	11,574,059
Accumulated depreciation and impairment	-	(5,345,287)	(217,963)	(5,563,250)
Net carrying amount	1,756,485	4,073,804	180,520	6,010,809

Further details regarding the fair value measurement of property, plant and equipment are disclosed in Note 16.

^{a)} In 2023-24, the Commission reclassified the Gross carrying amount and Accumulated depreciation and impairment for Plant and Equipment to rectify an incorrect classification for 2021-22 and 2022-23. Net carrying amount for Plant and Equipment in 2021-22 and 2022-23 remains unchanged.

Technical and Further Education Commission
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for the year ended 30 June 2024

11. Property, Plant and Equipment (continued)

(b) Property, plant and equipment held and used by the Commission

Consolidated and Parent

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Total \$'000
At 1 July 2022 - fair value				
Gross carrying amount	1,556,916	6,919,168	246,723	8,722,807
Accumulated depreciation and impairment	-	(3,954,384)	(165,922)	(4,120,306)
Net carrying amount	1,556,916	2,964,784	80,801	4,602,501
Gross adjustments ^(a)	-	-	16	16
Accumulated depreciation adjustments ^(a)	-	-	(16)	(16)
Net carrying adjustments	-	-	-	-
Restated gross carrying amount	1,556,916	6,919,168	246,739	8,722,823
Restated accumulated depreciation and impairment	-	(3,954,384)	(165,938)	(4,120,322)
Net carrying amount	1,556,916	2,964,784	80,801	4,602,501
Year ended 30 June 2023				
Restated net carrying amount at beginning of year	1,556,916	2,964,784	80,801	4,602,501
Purchase of assets	-	190,593	69,328	259,921
Disposals	(35)	(1,886)	(46)	(1,967)
Write-backs / (write-offs)	(70)	3,632	3,803	7,365
Assets transferred from an operating lease arrangement used by the Commission	-	3,948	-	3,948
Assets transferred to an operating lease arrangement	(2,332)	(8,600)	-	(10,932)
Reclassification to plant and equipment	-	(3,430)	3,430	-
Net change in revaluation surplus for assets disposed	(221)	(10,413)	-	(10,634)
Net revaluation increments	137,392	771,562	-	908,954
Depreciation expense	-	(184,658)	(25,161)	(209,819)
Net carrying amount at end of year	1,691,650	3,725,532	132,155	5,549,337
At 30 June 2023 - fair value				
Restated gross carrying amount	1,691,650	8,430,910	319,530	10,442,090
Restated accumulated depreciation and impairment	-	(4,705,378)	(187,375)	(4,892,753)
Net carrying amount	1,691,650	3,725,532	132,155	5,549,337

^{a)} In 2023-24, the Commission reclassified the Gross carrying amount and Accumulated depreciation and impairment for Plant and Equipment to rectify an incorrect classification for 2021-22 and 2022-23. Net carrying amount for Plant and Equipment in 2021-22 and 2022-23 remains unchanged.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

11. Property, Plant and Equipment (continued)

(b) Property, plant and equipment held and used by the Commission (continued)

Consolidated and Parent

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Total \$'000
At 1 July 2023 - fair value				
Gross carrying amount	1,691,650	8,430,910	319,508	10,442,068
Accumulated depreciation and impairment	-	(4,705,378)	(187,353)	(4,892,731)
Net carrying amount	1,691,650	3,725,532	132,155	5,549,337
Gross adjustments ^(a)	-	-	16	16
Accumulated depreciation adjustments ^(a)	-	-	(16)	(16)
Net carrying adjustments	-	-	-	-
Restated gross carrying amount	1,691,650	8,430,910	319,530	10,442,090
Restated accumulated depreciation and impairment	-	(4,705,378)	(187,375)	(4,892,753)
Net carrying amount	1,691,650	3,725,532	132,155	5,549,337
Year ended 30 June 2024				
Net carrying amount at beginning of year	1,691,650	3,725,532	132,155	5,549,337
Purchase of assets	-	175,699	81,160	256,859
Reclassification to assets held for sale	(2,641)	(3,713)	-	(6,354)
Disposals	-	-	(8)	(8)
Assets transferred from an operating lease arrangement to be used by the Commission	-	4,530	-	4,530
Assets transferred to an operating lease arrangement	-	(1,767)	-	(1,767)
Net change in revaluation surplus for assets disposed	(2,698)	(10,197)	-	(12,895)
Net revaluation increments / (decrements)	23,541	338,026	-	361,567
Depreciation expense	-	(227,302)	(32,787)	(260,089)
Net carrying amount at end of year	1,709,852	4,000,808	180,520	5,891,180
At 30 June 2024 - fair value				
Gross carrying amount	1,709,852	9,207,430	398,483	11,315,765
Accumulated depreciation and impairment	-	(5,206,622)	(217,963)	(5,424,585)
Net carrying amount	1,709,852	4,000,808	180,520	5,891,180

^{a)} In 2023-24, the Commission reclassified the Gross carrying amount and Accumulated depreciation and impairment for Plant and Equipment to rectify an incorrect classification for 2021-22 and 2022-23. Net carrying amount for Plant and Equipment in 2021-22 and 2022-23 remains unchanged.

Technical and Further Education Commission
Notes to the Financial Statements
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11. Property, Plant and Equipment (continued)

(c) Property, plant and equipment where the Commission is lessor under operating leases

Consolidated and Parent	Land \$'000	Buildings \$'000	Total \$'000
At 1 July 2022 - fair value			
Gross carrying amount	44,961	161,269	206,230
Accumulated depreciation and impairment	-	(109,485)	(109,485)
Net carrying amount	44,961	51,784	96,745

Year ended 30 June 2023			
Net carrying amount at beginning of year	44,961	51,784	96,745
Purchase of assets	-	205	205
Assets transferred to an operating lease arrangement	2,332	8,600	10,932
Assets transferred from an operating lease arrangement to be used by the Commission	-	(3,948)	(3,948)
Net revaluation increments	4,181	21,371	25,552
Depreciation expense	-	(3,075)	(3,075)
Net carrying amount at end of year	51,474	74,937	126,411

At 30 June 2023 - fair value			
Gross carrying amount	51,474	204,048	255,522
Accumulated depreciation and impairment	-	(129,111)	(129,111)
Net carrying amount	51,474	74,937	126,411

Consolidated and Parent	Land \$'000	Buildings \$'000	Total \$'000
At 1 July 2023 - fair value			
Gross carrying amount	51,474	204,048	255,522
Accumulated depreciation and impairment	-	(129,111)	(129,111)
Net carrying amount	51,474	74,937	126,411

Year ended 30 June 2024			
Net carrying amount at beginning of year	51,474	74,937	126,411
Purchase of assets	-	115	115
Reclassification to assets held for sale	(2,208)	(4,399)	(6,607)
Assets transferred to an operating lease arrangement	-	1,767	1,767
Assets transferred from an operating lease arrangement to be used by the Commission	-	(4,530)	(4,530)
Net revaluation increments / (decrements)	(2,633)	9,789	7,156
Depreciation expense	-	(4,683)	(4,683)
Net carrying amount at end of year	46,633	72,996	119,629

At 30 June 2024 - fair value			
Gross carrying amount	46,633	211,661	258,294
Accumulated depreciation and impairment	-	(138,665)	(138,665)
Net carrying amount	46,633	72,996	119,629

Technical and Further Education Commission

Notes to the Financial Statements

for the year ended 30 June 2024

11. Property, Plant and Equipment (continued)

Recognition and measurement

Acquisition of property, plant and equipment

Property, plant and equipment acquired are initially recognised at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other AAS.

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e., the deferred payment amount is effectively discounted over the period of credit.

Capitalisation threshold

Property, plant and equipment costing \$10,000 and above individually (or forming part of a network costing more than \$10,000) are capitalised. The threshold for intangibles is \$50,000. Capitalisation thresholds remain unchanged from prior year.

Revaluation of property, plant and equipment

Physical non-current assets are valued in accordance with Policy and Guidelines Paper, TPP21-09 *Valuation of Physical Non-Current Assets at Fair Value* (TPP21-09), and Treasurer's Direction TD21-05 *Valuation of Physical Non-Current Assets at Fair Value* (TD21-05). TPP21-09 and TD21-05 adopts fair value in accordance with AASB 13 *Fair Value Measurement* (AASB 13) and AASB 116 *Property, Plant and Equipment* (AASB 116).

Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and considers the characteristics of the asset being measured, including any socio-political restrictions imposed by government such as zoning and heritage restrictions. In most cases, after considering these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.

Fair value of property, plant and equipment is based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Refer Note 16 for further information regarding fair value.

Revaluations are made with sufficient regularity to ensure that the carrying amount of each asset does not differ materially from its fair value at reporting date. The Commission conducts a comprehensive revaluation at least every three years for land and buildings, where the market approach is the most appropriate valuation technique. The Commission conducts a comprehensive revaluation at least every five years for other classes including buildings and infrastructure assets. The Commission's revaluation cycle is designed to maximise professional valuer's site visits whereby land is comprehensively revalued on each occasion of building comprehensive revaluation.

The last comprehensive revaluation for land and buildings was completed for 30 June 2023 and was based on an independent assessment performed by valuation experts, Acumentis Property Valuers (Acumentis).

Interim revaluations are conducted between comprehensive revaluations where cumulative changes to indicators suggest fair value may differ materially from carrying value. In the current year, an interim desktop valuation was completed by Acumentis for land and buildings, to determine indexation values for the year ended 30 June 2024. Management has recognised the fair value uplift for land and buildings for the year ended 30 June 2024.

The Commission holds some land and operates campuses in flood and bushfire prone areas. Acumentis have considered the impact of flood and bushfire status while assessing the fair value of these assets.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as an approximation for fair value. The Commission has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

11. Property, Plant and Equipment (continued)

Recognition and measurement (continued)

Revaluation of property, plant and equipment (continued)

For other assets valued using other valuation techniques, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are recognised in other comprehensive income and credited to the asset revaluation surplus in equity. However, to the extent that an increment reverses a revaluation decrement in respect of the same class of asset previously recognised as a loss in the net result, the increment is recognised immediately as a gain in the net result.

Revaluation decrements are recognised immediately as a loss in the net result, except to the extent that it offsets an existing revaluation surplus on the same class of assets, in which case, the decrement is debited directly to the revaluation surplus.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise. The Commission has two classes related to the asset revaluation reserves being land and buildings.

When revaluing non-current assets using the cost approach, the gross amount and the related accumulated depreciation are separately restated. Where the income approach or market approach is used, accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount of the asset.

Where an asset that has previously been revalued is disposed of, any balance remaining in the asset revaluation surplus in respect of that asset is transferred to accumulated funds.

The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year-end.

Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise. As property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment arises in the circumstances such as where the costs of disposal are material.

The Commission assesses at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Commission estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

As a not-for-profit entity, an impairment loss is recognised in the net result to the extent the impairment loss exceeds the amount in the asset revaluation surplus for the class of asset.

After an impairment loss has been recognised, it is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in net result and is treated as a revaluation increase. However, to the extent that an impairment loss on the same class of asset was previously recognised in net result, a reversal of that impairment loss is also recognised in net result.

The Commission have not experienced any material impairment events to property, plant and equipment in 2022-23 or 2023-24.

In 2021-22, the Commission was materially impacted by the heavy rains and resultant flooding in NSW, which led to the impairment of the Lismore campus (\$9.9m). Lismore remains impaired at 30 June 2024 and the Commission has disclosed a contingent asset for the insurance recovery. Refer to Note 21

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

11. Property, Plant and Equipment (continued)

Recognition and measurement (continued)

Depreciation of property, plant and equipment

Depreciation is provided for on a straight-line basis to write off the depreciable amount of each asset as it is consumed over its useful life by the Commission. Land is not a depreciable asset.

All material identifiable components of assets are depreciated separately over their useful lives and have not changed since 2022-23. These are listed below:

Asset	Useful life range
Buildings	12 to 70 years
Leasehold Improvements	Term of the lease
Plant and Equipment	3 to 43 years

Heritage Buildings are not distinguishable from the buildings category and have been removed as a separate category from 2023-24.

Right-of-Use Assets acquired by lessees

AASB 16 *Leases* (AASB 16) requires a lessee to recognise a right-of-use asset for most leases. The Commission has elected to present right-of-use assets separately in the Statement of Financial Position.

Further information on leases is contained at Note 12.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

12. Leases

(a) The Commission as a Lessee

The Commission leases various properties and motor vehicles. Lease contracts are typically made for fixed periods of one to five years but may have extension options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes. The Commission does not provide residual value guarantees in relation to leases.

Extension and termination options are included in several property and equipment leases. These terms are used to maximise operational flexibility in terms of managing contracts. Most of the extension and termination options held are exercisable only by the Commission and not by the respective lessor. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment and that is within the control of the lessee. During the current financial year, the financial effect of revising lease terms to reflect the effect of exercising extension and termination options was an increase in recognised lease liabilities and right-of-use assets of \$1.17m (2023: decrease in recognised lease liabilities and right-of-use assets of \$1.88m).

AASB 16 requires a lessee to recognise a right-of-use asset and a corresponding lease liability for most leases.

The Commission has elected to recognise payments for short-term leases and low value leases as expenses on a straight-line basis, instead of recognising a right-of-use asset and lease liability. Short-term leases are leases with a lease term of 12 months or less. Low value assets are assets with a fair value of \$10,000 or less when new and comprise mainly of plant and equipment leases.

Right-of-use assets under leases

The following tables presents right-of-use assets that do not meet the definition of investment property.

Consolidated and Parent

	Buildings	Plant and equipment	Total
	\$'000	\$'000	\$'000
Balance at 1 July 2023	8,245	6,396	14,641
Additions	5,664	1,916	7,580
Depreciation expense	(1,249)	(4,243)	(5,492)
Retirements	(274)	-	(274)
Balance at 30 June 2024	12,386	4,069	16,455

	Buildings	Plant and equipment	Total
	\$'000	\$'000	\$'000
Consolidated and Parent			
Balance at 1 July 2022	10,094	9,885	19,979
Additions	1,873	821	2,694
Depreciation expense	(2,001)	(4,159)	(6,160)
Retirements	(1,721)	(151)	(1,872)
Balance at 30 June 2023	8,245	6,396	14,641

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

12. Leases (continued)

(a) The Commission as a Lessee (continued)

Lease liabilities

The following table presents liabilities under leases

Consolidated and Parent	2024	2023
	\$'000	\$'000
Balance at 1 July	11,247	16,362
Additions	7,529	2,589
Retirements	(301)	(1,889)
Interest expenses	417	318
Payments	(5,569)	(6,133)
Balance at 30 June	13,323	11,247

The following amounts were recognised in the statement of comprehensive income during the period in respect of leases where the Commission is the lessee:

Consolidated and Parent	2024	2023
	\$'000	\$'000
Depreciation expense of right-of-use assets	5,492	6,180
Interest expense on lease liabilities	417	318
Expense relating to short-term leases	366	1
Variable lease payments, not included in the measurement of lease liabilities	3,874	1,405
Total amount recognised in the statement of comprehensive income	10,149	7,904

The Commission had total cash outflows for leases of \$5.57m during the year (2023: \$6.13m).

Recognition and measurement

The Commission assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. The Commission recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets, except for short-term leases and leases of low-value assets.

i. Right-of-use assets

The Commission recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are initially measured at the amount of initial measurement of the lease liability (refer ii. below), adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

The right-of-use assets are subsequently measured at cost. They are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets. The useful lives of the right-of-use assets have not changed since 2022-23. These are listed below:

Asset	Useful life range
Buildings	12 to 70 years
Plant and Equipment	3 to 43 years

If ownership of the leased asset transfers to the Commission 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.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

12. Leases (continued)

(a) The Commission as a Lessee (continued)

Recognition and measurement (continued)

i. Right-of-use assets (continued)

The right-of-use assets are also subject to impairment. The Commission assesses at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the Commission estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. After an impairment loss has been recognised, it is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount.

The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the net result.

Refer to the accounting policies in property, plant and equipment in Note 11.

ii. Lease liabilities

At the commencement date of the lease, the Commission recognises lease liabilities measured at the present value of lease payments to be made over the lease term. Lease payments include:

- fixed payments (including in substance fixed payments) less any lease incentives receivable;
- variable lease payments that depend on an index or a rate;
- amounts expected to be paid under residual value guarantees;
- exercise price of purchase options reasonably certain to be exercised by the Commission; and
- payments of penalties for terminating the lease, if the lease term reflects the Commission exercising the option to terminate.

Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the Commission's leases, the lessee's incremental borrowing rate is used, being the rate that the Commission would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

The Commission's lease liabilities are included at Note 19.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

12. Leases (continued)

(a) The Commission as a Lessee (continued)

Recognition and measurement (continued)

iii. Short-term leases and leases of low-value assets

The Commission applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

iv. Leases that have significantly below-market terms and conditions principally to enable the Commission to further its objectives

The initial and subsequent measurement of right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable the entity to further its objectives is the same as normal right-of-use assets. They are measured at cost and subject to impairment. They are not subject to revaluation.

(b) The Commission as a Lessor

The Commission's land and properties are leased to tenants under operating leases with rentals payable monthly. Lease contracts for some contracts include Consumer Price Index increases, but there are no other variable lease payments that depend on an index or rate.

Although the Commission is exposed to changes in the residual value at the end of current leases, the Commission typically enters new operating leases and therefore will not immediately realise any reduction in residual value at the end of these leases. Exceptions about the future residual values are reflected in the fair value of the properties.

Lessor for operating leases

Future minimum rentals receivable (undiscounted) under non-cancellable operating lease as at 30 June are, as follows:

Consolidated and Parent	2024	2023
	\$'000	\$'000
Within one year	3,283	2,535
One to two years	3,093	2,002
Two to three years	2,012	1,998
Three to four years	1,068	1,096
Four to five years	838	530
Later than five years	1,127	391
Total (excluding GST)	11,421	8,552

Recognition and measurement – lessor for operating leases

An operating lease is a lease other than a finance lease. Rental income arising is accounted for on a straight-line basis over the lease terms and is included in revenue in the statement of comprehensive income due to its operating nature. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the underlying asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

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13. Intangible Assets

Consolidated and Parent	Software	Total
At 1 July 2022	\$'000	\$'000
Cost (gross carrying amount)	259,178	259,178
Accumulated amortisation and impairment	(116,407)	(116,407)
Net carrying amount	142,771	142,771
Cost (gross carrying amount) adjustments ^(a)	(22,422)	(22,422)
Accumulated depreciation and impairment adjustments	-	-
Net carrying amount adjustments	(22,422)	(22,422)
Restated cost (gross carrying amount)	236,756	236,756
Restated accumulated depreciation and impairment	(116,407)	(116,407)
Restated net carrying amount	120,349	120,349

Year ended 30 June 2023		
Net carrying amount at beginning of year	142,771	142,771
Prior period adjustment ^(a)	(22,422)	(22,422)
Restated net carrying amount at beginning of year	120,349	120,349
Additions (from internal development)	12,304	12,304
Write-offs	(1,446)	(1,446)
Amortisation (recognised in "depreciation and amortisation")	(2,922)	(2,922)
Restated net carrying amount at end of year	128,285	128,285

Consolidated and Parent	Software	Total
At 1 July 2023	\$'000	\$'000
Cost (gross carrying amount)	270,036	270,036
Accumulated amortisation and impairment	(119,329)	(119,329)
Net carrying amount	150,707	150,707
Cost (gross carrying amount) adjustments ^(a)	(22,422)	(22,422)
Accumulated depreciation and impairment adjustments	-	-
Net carrying amount adjustments	(22,422)	(22,422)
Cost (gross carrying amount)	247,614	247,614
Accumulated amortisation and impairment	(119,329)	(119,329)
Restated net carrying amount	128,285	128,285

Year ended 30 June 2024		
Net carrying amount at beginning of year	150,707	150,707
Prior period adjustment ^(a)	(22,422)	(22,422)
Restated net carrying amount at beginning of year	128,285	128,285
Additions (from internal development)	14,543	14,543
Reclassification to operational expenditure	(219)	(219)
Amortisation (recognised in "depreciation and amortisation")	(1,880)	(1,880)
Net carrying amount at end of year	140,729	140,729

At 30 June 2024		
Cost (gross carrying amount)	191,880	191,880
Accumulated amortisation and impairment	(51,151)	(51,151)
Net carrying amount	140,729	140,729

^(a) Further details regarding the prior period adjustments are disclosed in Note 6.

Technical and Further Education Commission
Notes to the Financial Statements
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13. Intangible Assets (continued)

Recognition and measurement

The Commission recognises intangible assets only if it is probable that future economic benefits will flow to the Commission and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition. Following initial recognition, intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the Commission's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite and the expected useful lives for the below categories of intangible assets have not changed since 2023. These are listed below.

Asset	Useful life range
Software	3 to 10 years

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. The Commission's intangible assets are amortised using the straight-line method.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

Refer to Note 6 for details in relation to prior period adjustments made in 2023-24 in relation to identified costs for a Software-as-a-Service arrangements that was held as an intangible asset.

14. Non-current assets held-for-sale

Consolidated and Parent	2024	2023
Assets held-for-sale	\$'000	\$'000
Land	1,051	-
Total assets held for sale	1,051	-
Amounts recognised in other comprehensive income relating to assets held-for sale	2024	2023
	\$'000	\$'000
Net change in revaluation surplus of non-current assets held-for-sale	(294)	-
	(294)	-

Assets held for sale at carrying value for properties located at Tamworth and Albury.

Further details regarding fair value measurement are disclosed in Note 16.

Recognition and measurement

The Commission classifies non-current assets as held-for-sale, where the carrying amounts will be recovered principally through a sale transaction, not through continuing use. Non-current assets held-for-sale are recognised at the lower of their carrying amount and fair value less costs of disposal.

These assets are not depreciated / amortised while they are classified as held-for-sale. Interest and other expenses attributable to the liabilities of a disposal group classified as held for sale are continued to be recognised.

Refer to Note 16 for valuation techniques and inputs used for subsequent measurement of fair value of Non-current Assets Held-for-Sale after its initial recognition in accordance with AASB 13 *Fair Value Measurement*.

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15. Other Financial Assets

Consolidated and Parent	2024 \$'000	2023 \$'000
Shares	175	175
Total financial assets at fair value	175	175

Recognition and measurement

One parcel of shares is held as a joint investment in Coffs Harbour Technology Park with DoE and Southern Cross University. Shares are recognised at cost which is deemed fair value.

16. Fair Value Measurement of Non-Financial Assets

Fair value measurement and hierarchy

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. These inputs are categorised under AASB 13 as follows:

- Level 1 – quoted prices in active markets for identical assets/liabilities that the Commission can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The Commission recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

(a) Fair value hierarchy

Consolidated and Parent 30 June 2024		Level 1 Fair Value \$'000	Level 2 Fair Value \$'000	Level 3 Fair Value \$'000	Total Fair Value \$'000
	Note				
Land	11	-	1,698,892	57,593	1,756,485
Buildings	11	-	6,132	4,067,672	4,073,804
Non-current assets held for sale	14	-	1,051	-	1,051
Carrying value as at 30 June 2024		-	1,706,075	4,125,265	5,831,340

Consolidated and Parent 30 June 2023		Level 1 Fair Value \$'000	Level 2 Fair Value \$'000	Level 3 Fair Value \$'000	Total Fair Value \$'000
	Note				
Land	11	-	1,685,054	58,070	1,743,124
Buildings	11	-	6,132	3,794,337	3,800,469
Carrying value as at 30 June 2023		-	1,691,186	3,852,407	5,543,593

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Notes to the Financial Statements
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16. Fair Value Measurement of Non-Financial Assets (continued)

(b) Reconciliation of recurring Level 3 fair value measurements

The following table shows a reconciliation from the opening balances to the closing balances for Level 3 fair values.

Consolidated and Parent

	Land	Buildings	Total Recurring Level 3 Fair Value
	\$'000	\$'000	\$'000
Fair value as at 1 July 2023	58,070	3,794,337	3,852,407
Additions	-	175,815	175,815
Disposals	-	-	-
Transfer to non-current assets held-for-sale	-	(8,112)	(8,112)
Net change in revaluation surplus for assets disposed	-	(10,197)	(10,197)
Revaluation increments recognised in Other comprehensive income	948	347,815	348,763
Depreciation	-	(231,986)	(231,986)
Transfer from Level 3 to Level 2	(1,425)	-	(1,425)
Fair value as at 30 June 2024	57,593	4,067,672	4,125,265

Consolidated and Parent

	Land	Buildings	Total Recurring Level 3 Fair Value
	\$'000	\$'000	\$'000
Fair value as at 1 July 2022	1,063,354	3,016,568	4,079,922
Additions	-	190,798	190,798
Disposals	-	(1,886)	(1,886)
Write-back	-	3,632	3,632
Reclassification to plant and equipment	-	(3,430)	(3,430)
Net change in revaluation surplus for assets disposed	-	(10,413)	(10,413)
Revaluation increments recognised in Other comprehensive income	42,212	799,135	841,347
Depreciation	-	(187,733)	(187,733)
Transfer from Level 2 to Level 3	6,850	-	6,850
Transfer from Level 3 to Level 2	(1,054,346)	(12,334)	(1,066,680)
Fair value as at 30 June 2023	58,070	3,794,337	3,852,407

Technical and Further Education Commission
Notes to the Financial Statements
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16. Fair Value Measurement of Non-Financial Assets (continued)

(c) Valuation techniques

i. Land

Land valuations are stated at fair value using a Comparative Market Value basis, adjusted for restrictions and applied to each site area. In the current year, the Commission engaged Acumentis to conduct an interim desktop valuation. The fair value for land was revised and uplifted to current market value. Due consideration was given to the inclusion in the valuation or otherwise, of land and buildings that are "shared" (i.e., where the legal title is in another entity's name, but the Commission wholly or partially utilises the asset in the ordinary course of business). The 2023 comprehensive land valuation was completed by independent valuation experts, Acumentis. The comprehensive revaluation comprised of full site inspections, title searches, map, zoning, topography and restriction searches and recent comparable property sales. Consideration was given to locality, and general market and socio-economic factors and overlaid with the specialised professional valuer's opinion to arrive at a determination of fair value.

ii. Buildings

All building assets are stated at fair value using the Current Replacement Cost method except for buildings at one site where the market approach has been assessed as the most appropriate valuation technique as described below. In the current year, the Commission engaged Acumentis to conduct an interim desktop valuation for buildings. The fair value for buildings reflects the revised uplifted fair value for 2024.

The 2023 comprehensive building valuation was completed by independent valuation experts, Acumentis. The comprehensive revaluation for buildings valued at Current Replacement Cost comprised of full site inspections, component price inputs sourced from an independent quantity surveyor, project management costs and regional construction costs. To determine Optimised Replacement Costs consideration was given to valuer's assessment of remaining useful life, condition assessment, recent site improvements and asset maintenance programs. The Commission separately restated Gross Replacement Cost and Accumulated Depreciation for assets valued using the Current Replacement Cost method.

Where the market approach to revaluation of buildings was considered most appropriate, the valuer performed the comprehensive revaluation in accordance with the market approach described for Land, and tested for appropriate outcome using the income approach, arriving at a market value in line with the income approach after reviewing rental income for like assets in the area. In line with AASB 13 requirements, the Commission reported the net replacement cost for assets held at market fair value.

iii. Plant and equipment

TPP21-09 requires the revaluation of plant and equipment to be undertaken at least every five years. Given plant and equipment is primarily made up of furniture and fixtures and IT equipment, the Commission has deemed the fair value of plant and equipment to approximate the written down value. Plant and equipment are examples of recurring fair value measurements. Plant and equipment measured using depreciated historical cost as an approximation of fair value do not require fair value hierarchy disclosures.

iv. Non-current Assets Held-for-Sale

AASB 13 requires disclosure of the valuation techniques and inputs used for subsequent measurement of fair value of Non-current Assets Held-for-Sale after its initial recognition. The subsequent measurement of these assets are based on the same techniques and inputs used for fair valuation of Land and Building, as appropriate.

Technical and Further Education Commission
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for the year ended 30 June 2024

17. Current Liabilities – Payables

	Consolidated 2024 \$'000	Consolidated 2023 \$'000	Parent 2024 \$'000	Parent 2023 \$'000
Accrued salaries, wages and on-costs	64,567	48,702	64,072	48,299
Creditors	69,658	104,278	69,652	104,259
Group, payroll and fringe benefits tax	6,321	5,912	6,243	5,848
Personnel services	-	-	579	486
Other	6,685	9,471	6,685	9,471
Total current payables	147,231	168,363	147,231	168,363

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 27.

Recognition and measurement

Payables represent liabilities for goods and services provided to the entity and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial. Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

18. Current / Non-Current Liabilities – Provisions

	Consolidated 2024 \$'000	Consolidated 2023 \$'000	Parent 2024 \$'000	Parent 2023 \$'000
Current				
Employee benefits and related on-costs: ^(a)				
Annual leave	68,779	65,948	67,076	64,343
On-costs annual leave	20,136	17,411	19,864	17,153
On-costs long service leave	38,376	34,488	38,328	34,456
Parental leave	443	-	440	-
	127,734	117,847	125,708	115,952
Other Provisions:				
Provisions for refunds and related commitments	701	1,662	701	1,662
Provision for restructure	6,102	-	5,296	-
Provision for make good	658	414	658	414
Provision for personnel services	-	-	2,832	1,895
	7,461	2,076	9,487	3,971
Total current provisions	135,195	119,923	135,195	119,923
Non-current				
Employee benefits and related on-costs: ^(a)				
On-costs long service leave	4,264	3,411	3,776	3,090
	4,264	3,411	3,776	3,090
Other Provisions:				
Provision for make good	368	562	368	562
Provision for personnel services	-	-	488	321
	368	562	856	883
Total non-current provisions	4,632	3,973	4,632	3,973
Total provisions	139,827	123,896	139,827	123,896
^(a) It is estimated that the provision for annual leave and on-costs for annual leave and long service leave is expected to be settled in the following periods:				
Expected to be settled within 12 months	115,848	108,377	114,079	106,694
Expected to be settled after 12 months	15,707	12,881	14,965	12,348
	131,555	121,258	129,044	119,042

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

18. Current / Non-Current Liabilities – Provisions (continued)

	Consolidated 2024 \$'000	Consolidated 2023 \$'000	Parent 2024 \$'000	Parent 2023 \$'000
Aggregate employee benefits and related on-costs				
Provisions - current	127,734	117,847	125,708	115,952
Provisions - non-current	4,264	3,411	3,776	3,090
Accrued salaries, wages and on-costs (Note 17)	64,567	48,702	64,072	48,299
Total aggregate employee benefits and related on-costs	196,565	169,960	193,556	167,341

Movements in provisions (other than employee benefits and personnel services)

Movement in other provisions during the financial year, other than employee benefits and personnel services, are set out below:

Consolidated	Provisions for Refunds \$'000	Provisions for Restructure \$'000	Provisions for Make good \$'000	Total \$'000
Balance at 1 July 2023	1,662	-	976	2,638
Additional provisions recognised	1,440	6,102	50	7,592
Amount used	(2,401)	-	-	(2,401)
Balance at 30 June 2024	701	6,102	1,026	7,829

Parent	Provisions for Refunds \$'000	Provisions for Restructure \$'000	Provisions for Make good \$'000	Total \$'000
Balance at 1 July 2023	1,662	-	976	2,638
Additional provisions recognised	1,440	5,296	50	6,786
Amount used	(2,401)	-	-	(2,401)
Balance at 30 June 2024	701	5,296	1,026	7,023

Recognition and measurement

Employee benefits and related on-costs

- i. Salaries and wages, annual leave, sick leave and on-costs

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related services. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits* (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 8.4% (2023: 8.4%) of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. The Commission has assessed the actuarial advice based on the Commission's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where the Commission does not expect to settle the liability within 12 months as the Commission does not have an unconditional right to defer settlement.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

Technical and Further Education Commission
Notes to the Financial Statements
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18. Current / Non-Current Liabilities – Provisions (continued)

Recognition and measurement (continued)

Employee benefits and related on-costs (continued)

ii. Long service leave and superannuation

The Commission's liabilities for long service leave and defined benefit superannuation are assumed by the Crown. The Commission accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown of employee benefits and other liabilities".

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using the Commonwealth government bond rate at the reporting date.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e., Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e., State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

iii. Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

iv. Parental leave

The Commission recognises a provision for paid parental leave in accordance with AASB 119 *Employee Benefits*. The Commission recognises a provision once an employee has provided the required notice to access paid parental leave. Consideration is given to certain factors including expected future wage and salary levels and historical leave usage.

Other provisions

Provisions are recognised when: the Commission has a present legal or constructive obligation because of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. When the Commission expects some or all a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognised as a separate asset, but only when the reimbursement is virtually certain. The expense relating to a provision is presented net of any reimbursement in the Statement of Comprehensive Income.

Students are eligible to apply for refunds under special circumstances. The original provision raised in 2019 of \$17.2m based on actuarial assessment was fully drawn down by December 2023. The Commission raised an additional provision in 2024 of \$1.4m based on assessment of historical remissions to remit funds to the Commonwealth Department of Education of which a provision of \$0.7m (2023: \$1.7m) is remaining. Though the timing of the outflow is uncertain, the remaining provision is estimated to adequately provide for obligation up to 30 June 2025. There are no reimbursements associated with the provision.

The make good provision relates to leases and recognises the Commission's obligations to dismantle, remove and restore items of property, plant and equipment on the leased properties to its original condition at the conclusion of the lease. The amount of the provision is the best estimate of the expenditure required to settle the present obligations discounted to reflect the present value of such expenditures.

Any provisions for restructuring are recognised only when the Commission has a detailed formal plan, and the Commission as raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected.

The personnel services provision relates to obligations for leave, related oncosts and other entitlements for employees of the Agency. The provision follows the same recognition and measurement principles as that of the Commission.

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Notes to the Financial Statements
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19. Current / Non-Current Liabilities – Lease Liabilities

Consolidated and Parent	2024	2023
	\$'000	\$'000
Current		
Lease liability (see Note 12)	2,048	4,805
Total current lease liability	2,048	4,805
Non-Current		
Lease liability (see Note 12)	11,275	6,442
Total non-current lease liability	11,275	6,442
Total lease liabilities	13,323	11,247

20. Commitments

Consolidated and Parent	2024	2023
	\$'000	\$'000
Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Within one year	72,847	79,420
Later than one year and not later than five years	19,972	2,464
Total (including GST)	92,819	81,884

21. Contingent Liabilities and Contingent Assets

(a) Contingent liabilities

Legal matters

There are no known cases where the Commission could be liable for material compensation payments relating to matters, which are the subject of litigation that are not covered by the NSW Treasury Managed Fund and icare Treasury Managed Fund.

(b) Contingent assets

A contingent asset exists for the insurance claim in relation the insurance recovery for the material flood damage incurred at the Lismore Campus. An estimate of the financial effect is not practicable as the Commission is currently awaiting the necessary construction approvals to commence the proposed rebuilding and construction work at the site.

Technical and Further Education Commission
Notes to the Financial Statements
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22. Reconciliation of Cash Flows from Operating Activities to Net Result

Reconciliation of cash flows from operating activities to the net result as reported in the Consolidated Statement of Comprehensive Income as follows:

Consolidated and Parent	2024	2023
	\$'000	\$'000
Net cash used on operating activities	106,391	258,342
Depreciation and amortisation	(272,144)	(221,978)
Allowance for impairment and write-offs	18	6,164
(Increase) / decrease in provisions	(15,931)	6,619
Restated increase / (decrease) in receivables ^(a)	88,921	(71,803)
(Decrease) / increase in contract assets	(25,818)	37,178
(Increase) / decrease in contract liabilities	(614)	32,919
Increase in restricted assets	1,004	3,826
Decrease in payables	21,132	2,574
Net gain / (loss) on sale of property, plant and equipment	2	(1,911)
Restated net result	(97,039)	51,930

^(a) Further details regarding the prior period adjustments are disclosed in Note 6.

23. Non-Cash Financing and Investing Activities

	Consolidated	Consolidated	Parent	Parent
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Liabilities and expenses assumed by the Crown ^a	(53,785)	(38,420)	(52,200)	(36,846)
	(53,785)	(38,420)	(52,200)	(36,846)

^a The Crown assumes the long service leave liability of the Commission.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

24. Related Party Disclosures

(a) Key Management Personnel

The Commission's key management personnel compensation is as follows:

	Consolidated	Consolidated	Parent	Parent
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
Short-term employee benefits	1,872	2,279	1,392	1,723
Post-employment benefits	134	142	107	112
Separation benefits	-	262	-	262
Total remuneration	2,006	2,683	1,499	2,097

Key management personnel compensation

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Commission, directly or indirectly, including any director (whether executive or otherwise) of the Commission.

Compensation is aggregated by the following categories:

- short-term employee benefits;
- post-employment benefits;
- other long-term benefits; and
- separation benefits.

Compensation includes:

- Short-term employee benefits including wages, salaries, paid annual leave and paid sick leave, allowances, bonuses (if payable within twelve months of the end of the financial year) and non-monetary benefits (such as, cars and free or subsidised goods or services);
- Post-employment benefits include compulsory superannuation contributions; and
- Other long-term employee benefits (benefits other than short-term, separation or post-employment benefits), such as long service leave or sabbatical leave, jubilee or other long service benefits, long-term disability benefits and, if not payable wholly within twelve months of the end of the financial year, profit-sharing, bonuses and deferred compensation.

Key management personnel compensation disclosed above excludes the Minister for Skills, TAFE and Tertiary Education. Ministerial compensation is paid by the NSW Legislature, not the Commission. Key management personnel compensation also excludes long service leave, which is assumed by the Crown.

Other than the key management personnel compensation noted above, there were no material related party transactions with key management personnel.

During the year, the Commission as a consolidated entity incurred \$0.5m (2023: \$0.6m) in respect of the key management personnel services that are provided by a separate management entity, the Staff Agency.

Technical and Further Education Commission

Notes to the Financial Statements

for the year ended 30 June 2024

24. Related Party Disclosures (continued)

(b) *Transactions with Government Related Entities during the financial year*

During the year, the Commission entered into the following individually significant arm's length transactions with other entities that are controlled by the NSW Government:

- TAFE-delivered Vocational Education and Training (TVET) course fee revenue totalling \$46.8m (2023: \$38.2m) and recurrent grant and entitlement revenue of \$1.75bn (2023: \$1.7bn) from the Department of Education, of which \$11.4m (2023: \$3.6m) is the net contract liability and \$104m (2023: \$41.7m) was accrued revenue at year end.
- During the financial year, the Commission disposed of its land and building assets at the following three sites: Bega, Dapto and North Wollongong. The respective assets were sold to NSW Land and Housing Corporation, Property NSW and Transport for NSW.

The Commission paid payroll tax and fee for debt collection services to Revenue NSW, received audit services from the Audit Office of NSW, obtained insurance services from NSW Self Insurance Corporation and Construction Risks Insurance Fund (CRIF), water from Sydney Water, Hunter Water Corporation and Water NSW, servers from Department of Customer Service, long service leave and redundancy reimbursements from the Crown, provided training related services to NSW Land and Housing Corporation, and secondments and leave transfers to and from various NSW Government Agencies.

25. Budget Review

The Commission's net result of \$97m deficit is a \$23m favourable variation against the budgeted net result of \$120m deficit.

The major factors contributing to this variation are outlined below:

- Total revenue was \$235m (or 12%) favourable to budgeted revenue. This is primarily due to increase in training revenue due to higher Operational Based Funding grant funding, higher Entitlement and Targeted Priority enrolments, higher capital expenditure funding and higher insurance recoveries, partially offset by increase in grants and contributions.
- Other gains were \$7m favourable to budget primarily due to higher recovery of previously impaired student receivables.
- Employee related expenses were \$170m (or 13%) unfavourable to budget primarily due to higher salary and wages and related oncosts driven by conversion of casual teachers to permanent and increased teaching required due to increased enrolments.
- Other operating expenses were \$36m (or 9%) unfavourable to budget primarily due to higher contracted services, course development fees and stationery and consumables expenses due to higher enrolments.
- Depreciation and amortisation were \$13m (or 5%) unfavourable to budget primarily due to higher depreciation on buildings as a result of additions during the year, the desktop valuation completed for 2023-24 and additions to plant and equipment assets, partially offset by lower amortisation of Intangibles.

The Commission's total net assets were \$371m (or 6%) higher than the budget. The major factor contributing to this movement was the uplift in the carrying value for land and buildings as a result of a desktop valuation completed for 2023-24 and additions to plant and equipment assets.

The Commission's net cash flows from operating activities is a net inflow of \$106m compared to a budgeted cash inflow of \$152m. This is mainly due to higher employee related expenses and higher operating expenses, partially offset by increase in entitlement revenue due to increased enrolments.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

26. Trust Funds

The Commission holds monies in a trustee capacity for the Technical Education Trust Fund. The trustee is charged with the administration of the Trust Funds including the investment of trust monies and the awarding of prizes to students undertaking courses of studies conducted by the Commission. As the Commission performs only a custodial role in respect of these monies and because the monies cannot be used for the achievement of the Commission's own objectives, these funds are not recognised in the financial statements. The following is a summary of the transactions in the trust account:

Consolidated and Parent	2024 \$'000	2023 \$'000
(a) Barry Raymund Roberts Memorial		
Cash / investment at the beginning of the financial year	121	117
Add: Receipts	5	4
Cash / investment at the end of the financial year	126	121
(b) Coachbuilders War Memorial Bursary Trust		
Cash / investment at the beginning of the financial year	31	30
Add: Receipts	1	1
Cash / investment at the end of the financial year	32	31
(c) Mary Ellen Roberts Memorial		
Cash / investment at the beginning of the financial year	9	9
Add: Receipts	2	-
Less: Expenditure	(1)	-
Cash / investment at the end of the financial year	10	9
(d) Noel Chettle Memorial Art Prize		
Cash / investment at the beginning of the financial year	42	42
Add: Receipts	2	1
Less: Expenditure	-	(1)
Cash / investment at the end of the financial year	44	42
(e) Oliver Shaul Scholarship Trust		
Cash / investment at the beginning of the financial year	308	299
Add: Receipts	13	9
Less: Expenditure	(13)	-
Cash / investment at the end of the financial year	308	308
(f) William and Elizabeth Cuthbertson Memorial		
Cash / investment at the beginning of the financial year	19	18
Add: Receipts	-	1
Cash / investment at the end of the financial year	19	19

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

27. Financial Instruments

The Commission's main risks arising from financial instruments are outlined below, together with the Commission's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements. These financial instruments arise directly from the Commission's operations or are required to finance the Commission's operations. The Commission does not enter or trade financial instruments, including derivative financial instruments, for speculative purposes. The Commission does not use financial derivatives.

The Managing Director has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Commission, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit and Risk Committee and internal auditors on a regular basis.

(a) Financial instrument categories

			Carrying	Carrying	Carrying	Carrying
			Amount	Amount	Amount	Amount
			Consolidated	Consolidated	Parent	Parent
			2024	2023	2024	2023
			\$'000	\$'000	\$'000	\$'000
Financial Assets	Note	Category				
Class:						
Cash and cash equivalents	7	N/A	122,920	281,412	122,920	281,412
Receivables ^(a)	8	Amortised Cost	37,138	39,495	37,138	39,495
Other financial assets	10 & 15	Amortised Cost	5,163	4,159	5,163	4,159
Financial Liabilities						
Class:						
Payables ^(b)	17	Financial liabilities measured at amortised cost	76,354	113,233	76,933	113,719
Lease liabilities	19	Financial liabilities measured at amortised cost	13,323	11,247	13,323	11,247

^(a) Excludes statutory receivables and prepayments (i.e., not within scope of AASB 7 *Financial Instruments: Disclosures* (AASB 7)).

^(b) Excludes statutory payables and contract liabilities (i.e., not within scope of AASB 7).

The Commission determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

(b) Derecognition of financial assets and financial liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the Commission transfers its rights to receive cash flows from the asset; and either:

- the Commission has transferred substantially all the risk and rewards of the asset; or
- the Commission has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control.

Where the Commission has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset continues to be recognised to the extent of the Commission's continuing involvement in the asset. In that case, the Commission also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Commission has retained.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

27. Financial Instruments (continued)

(c) Offsetting financial instruments

Financial assets and financial liabilities are offset, and the net amount is reported in the Statement of Financial Position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

(d) Financial risks

i. Credit risk

Credit risk arises when there is the possibility of the Commission's debtors defaulting on their contractual obligations, resulting in financial loss to the Commission. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the Commission, including cash, receivables and authority deposits. No collateral is held by the Commission. The Commission has not granted any financial guarantees.

Credit risk associated with the Commission's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11am unofficial cash rate, adjusted for a management fee to NSW Treasury.

Accounting policy for impairment of trade receivables and other financial assets

Receivables – trade receivables

Collectability of trade receivables is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts.

The Commission applies the AASB 9 *Financial instruments* simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables.

To measure the ECLs, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking factors, including macroeconomic and inflationary factors affecting the ability of the customers to settle the receivables. The Commission has identified historical collectability rates to be the most relevant factor, and accordingly adjusts the historical loss rates based on expected changes in these factors. ECLs are applied at each receivable stage and adjusted accordingly throughout the receivable lifecycle based on changes in historical loss rates and forward-looking factors.

Trade receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others a failure to make contractual payments for a period of greater than 365 days past due.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

27. Financial Instruments (continued)

(d) Financial risks (continued)

i. Credit risk (continued)

Receivables – trade receivables (continued)

The loss allowance for trade receivables as at 30 June 2024 and 2023 was determined as follows:

Consolidated and Parent	30 June 2024					
	\$'000					
	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	2.46%	11.06%	15.00%	22.26%	29.70%	6.39%
Estimated total gross carrying amount at default	30,392	3,599	1,580	912	3,189	39,672
Expected credit loss	(749)	(398)	(237)	(203)	(947)	(2,534)
	30 June 2023					
	\$'000					
	Current	<30 days	30-60 days	61-90 days	>91 days	Total
Expected credit loss rate	1.75%	9.90%	6.78%	26.12%	21.03%	5.90%
Estimated total gross carrying amount at default	29,638	2,817	2,477	605	6,434	41,971
Expected credit loss	(518)	(279)	(168)	(158)	(1,353)	(2,476)

Note: The analysis excludes statutory receivables and prepayments as these are not within the scope of AASB 7. Therefore, the 'total' will not reconcile to the receivables total in Note 8 and the contract assets total in Note 9.

The Commission is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2024 and 2023. Most of the Commission's trade debtors have a good credit rating.

ii. Liquidity risk

Liquidity risk is the risk that the Commission will be unable to meet its payment obligations when they fall due. The Commission continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high-quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility using an operating bank account and a credit card facility. The Commission is bound by NSW Treasury banking requirements.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW Treasury Circular 11-12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified period, simple interest is paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Managing Director of the Commission (or a person appointed as delegate) may automatically pay the supplier simple interest. No interest was applied during the year.

The table below summarises the maturity profile of the Commission's financial liabilities based on contractual undiscounted payments, together with the interest rate exposure.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

27. Financial Instruments (continued)

(d) *Financial risks (continued)*

ii. **Liquidity risk (continued)**

Maturity analysis and interest rate exposure of financial liabilities

Consolidated	Weighted average effective Int. Rate \$'000	Nominal Amount ^(a) \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non- interest bearing \$'000	< 1 yr \$'000	1 - 5 yrs \$'000	> 5 yrs \$'000
2024								
Payables:								
Creditors	-	76,354	-	-	76,354	76,354	-	-
Lease Liabilities	2.44%	13,324	13,324	-	-	2,048	4,941	6,335
2023								
Payables:								
Creditors	-	113,233	-	-	113,233	113,233	-	-
Lease Liabilities	2.29%	11,247	11,247	-	-	4,807	3,599	2,841
Parent								
Parent	Weighted average effective Int. Rate \$'000	Nominal Amount ^(a) \$'000	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate \$'000	Variable Interest Rate \$'000	Non- interest bearing \$'000	< 1 yr \$'000	1 - 5 yrs \$'000	> 5 yrs \$'000
2024								
Payables:								
Creditors	-	76,933	-	-	76,933	76,933	-	-
Lease Liabilities	2.44%	13,324	13,324	-	-	2,048	4,941	6,335
2023								
Payables:								
Creditors	-	113,719	-	-	113,719	113,719	-	-
Lease Liabilities	2.29%	11,247	11,247	-	-	4,807	3,599	2,841

(a) The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the Commission can be required to pay. The amounts exclude statutory payables and unearned revenue (i.e., not within scope of AASB 7) and therefore will not reconcile to Note 17. The table includes both interest and principal cash flows and therefore will not reconcile to the Statement of Financial Position.

iii. **Market risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Commission has no exposure to market risk.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below for interest rate risk. A reasonably possible change in risk variable has been determined after considering the economic environment in which the Commission operates and the time frame for the assessment (i.e., until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2023. The analysis assumes that all other variables remain constant.

Technical and Further Education Commission
Notes to the Financial Statements
for the year ended 30 June 2024

27. Financial Instruments (continued)

(d) Financial risks (continued)

iv. Interest rate risk

Interest rate risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Commission holds basic financial instruments that have minimal exposure to interest rate risk or other price risk. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates (based on official Reserve Bank of Australia interest rate volatility over the last five years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The Commission's exposure to interest rate risk is set out below.

Consolidated and Parent	2024		2023	
	-1%	+1%	-1%	+1%
Financial Assets	\$'000	\$'000	\$'000	\$'000
Net Result	(1,279)	1,279	(2,854)	2,854
Equity	-	-	-	-

(e) Fair value compared to carrying amount

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short-term nature of many of the financial instruments.

28. Events after the Reporting Period

In the period after the end of financial year and the date of this report, there has been no subsequent event or transaction that is material in nature and is likely to significantly affect the operations or results of the Commission in subsequent financial years.

End of audited financial statements



Technical Education Trust Funds

Annual Report

for the year ended 30 June 2024

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Technical and Further Education Commission Annual Report for the year ended 30 June 2024

Overview

Aims and objectives

The Trustees are charged with the administration of the Technical Education Trust Funds (the Entity) including the investment of trust moneys and the awarding of prizes to students undertaking courses of studies conducted by the Technical and Further Education Commission (the Commission).

As provided by the *Technical Education Trust Funds Act 1967* (here in after referred to as the Act in this Report), the capital of the Funds is held upon trust and invested in a manner permitted by the *Trustee Act 1925*. Prize awards are made in terms of the By-laws pursuant to the provisions of the Act.

Management and structure

The Trustee during the year was the Managing Director of the Commission. The name of the Managing Director of the Commission in office during the year and until the date of this report is set out below. The Managing Director was in office for this entire period unless otherwise stated.

- Stephen Brady, Managing Director (appointed 13 December 2021)

As accounting and administrative functions are undertaken by the Commission, the Trustees do not directly employ any staff.

Brief history and charter

The Act makes provisions with respect to certain Trust Funds for the advancement of education. The Act provides for the dissolution of several trusts and for substituted trusts to be created and vested in trustees appointed in terms of the Act.

The Trustee of the Entity is the statutory authority in terms of Schedule 3 of the *Government Sector Finance Regulation 2024* and this Annual Report has been prepared to meet the requirements of the *Government Sector Finance Act 2018*. The report covers those trust funds where the office of the Managing Director of the Commission is specified as the Trustee pursuant to the Act.

The Funds are:

Barrington Raymund Roberts Memorial Fund

Coachbuilders 1914-1919 War Memorial Bursary Fund

Institute of Mechanical Engineering Craftsmen Prize Fund

J. P. Franki Memorial Fund

Mary Ellen Roberts Memorial Fund

Noel Chettle Memorial Art Prize Fund

TAFE NSW Bicentenary Oliver Shaul Scholarship Fund

William and Elizabeth Cuthbertson Memorial Fund

In terms of Section 2.10(2) of the *Government Sector Finance Act 2018*, the Treasurer has determined that the Entity's financial year will commence on 1 July and end on the following 30 June.

Strategy

Strategic objectives and outcomes

The administration of trust funds encompasses a set of strategic objectives aimed at ensuring the responsible management and effective utilisation of the funds. One primary objective is the fair and transparent awarding of prizes to students pursuing courses of study. This includes establishing clear eligibility criteria, a rigorous selection process, and a system that encourages academic excellence and achievement. Another key objective is the prudent investment of trust moneys, with a focus on achieving consistent growth and maintaining the purchasing power of the funds over time.

The ultimate outcome sought is to provide meritorious students with the financial support they need to excel in their educational pursuits while ensuring the long-term sustainability and growth of the Trust Funds.

Operations and Performance

Management and activities

The Trustee of the Entity is charged with the administration of the trust funds including the investment of trust monies and the awarding of prizes to students undertaking courses of studies conducted by the Commission.

Management activities in relation to the Trust Funds, includes:

- assessing risk tolerance and monitoring market trends to ensure the preservation and growth of the principal amount;
- adherence to the Act in relation to the awarding of prizes to students; and
- maintaining transparent and equitable processes for application, evaluation, and distribution of prizes.

Summary review of operations

During the year, interest revenue on investments and the operating bank account totalled \$23,269. Prize awards totalling \$13,500 were made by the Trustee.

Performance information

The Managing Director of the Commission, who serves as the Trustee of the Entity, holds responsibility for managing the Trust Funds, which involves distributing prizes to students who are enrolled in courses offered by the Commission. As a result, the strategic goals of the Trust Funds are in harmony with the TAFE NSW Strategic Plan 2022-25, particularly the goal of delivering exceptional learner experiences.

Efforts are made to enhance learner experiences to facilitate meaningful engagement and foster lifelong connections by establishing a framework that promotes academic excellence and acknowledges outstanding performance. The following award was made during the year:

Fund	Award \$
Mary Ellen Roberts Memorial Fund	500
TAFE NSW Bicentenary Oliver Shaul Scholarship Fund	13,000
Total	13,500

Management and Accountability

Consultants

There were no consultants engaged by the Trustee during the year.

Legal changes

There were no judicial decisions during the year having an impact on the Entity.

Economic or other factors

The main economic factor affecting the Entity in its objective in awarding prizes to students is interest rates. Interest rates affect the interest received from investment accounts, which impact the funds available for awarding prizes.

The Entity continually assesses the risk tolerance and monitors market trends to ensure the preservation and growth of the trust funds.

Events arising after the end of the annual reporting period

The Entity is not aware of any other material or significant events that should be disclosed.

Risk management and insurance activities

The Entity is committed to risk management to ensure responsible management and effective utilisation of the funds.

The Entity continues to manage risk in a manner consistent with the obligations provided in section 3.6 of the *Government Sector Finance Act 2018* to establish, maintain, and keep under review effective systems for risk management.

Internal audit and risk management policy attestation

The Entity has been granted a Small Agency Exemption for the Internal Audit and Risk Management Policy. Notwithstanding the exemption, the Entity continues to meet the requirements under the *Government Sector Finance Act 2018*.

Compliance with the *Privacy and Personal Information Protection Act 1998*

The Entity is committed to protecting the personal information of people it deals with. The Entity manages personal and health information in accordance with the *Privacy and Personal Information Protection Act 1998* (NSW), *Health Records and Information Privacy Act 2002* (NSW) and the *Privacy Act 1988* where applicable.

Government Information (Public Access) Act 2009 reporting

The Commission undertakes the accounting and administrative functions for the Entity, including any applications made under the *Government Information (Public Access) Act 2009* (NSW).

There were no access applications received by the Commission in relation to the Entity during 2023-24 (including withdrawn applications but not including invalid applications). Provision of this information complies with clause 8(b) of the *Government Information (Public Access) Regulation 2018* (NSW).

Other information

Technical and Further Education Commission Annual Report for the year ended 30 June 2024

The annual report will be available to the public on the TAFE NSW website <https://www.tafensw.edu.au/corporate/annual-report>.

There were no external costs incurred in the production of this report.

Exemptions

The Entity has been granted a Small Agency Exemption for the Internal Audit and Risk Management Policy, notwithstanding the exemption the Entity continues to meet the requirements under the *Government Sector Finance Act 2018*.

Sustainability

Modern Slavery Act 2018 (NSW) reporting

The Commission undertakes the accounting and administrative functions for the Entity, including upholding human rights within its supply chains and promoting ethical business practices in alignment with the *Modern Slavery Act 2018 (NSW)*. The Commission understands that modern slavery is a serious human rights issue affecting millions of vulnerable people around the world.

The Commission's commitment to eradicating Modern Slavery will continue as it advances targeted initiatives to ensure it establishes and maintains supply chains that are ethical and sustainable. For further information on how the Commission plans to eradicate modern slavery in its operations, please view the relevant section in the TAFE NSW annual report.

Financial Performance

The Commission's annual financial statements for the year ended 30 June 2024 prepared in accordance with the *Government Sector Finance Act 2018* and the Independent Auditor's Report concerning the annual financial statements are in the subsequent pages of this report.

Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

Technical Education Trust Funds

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of Technical Education Trust Funds (the Trust), which comprise the Statement by the Accountable Authority, the Statement of Comprehensive Income for the year ended 30 June 2024, the Statement of Financial Position as at 30 June 2024, the Statement of Changes in Equity and the Statement of Cash Flows, for the year then ended, and notes to the financial statements, including a Statement of Material Accounting Policy Information, and other explanatory information.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2024* (GSF Regulation) and the Treasurer's Directions
- presents fairly the Trust's financial position, financial performance and cash flows.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Trust in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

Statutory Trustee's Responsibilities for the Financial Statements

The Statutory Trustee is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and Treasurer's Directions. The Statutory Trustee's responsibility also includes such internal control as the Statutory Trustee determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Statutory Trustee is responsible for assessing the Trust's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

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

The scope of my audit does not include, nor provide assurance:

- that the Trust carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Furqan Yousuf
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

8 October 2024
SYDNEY



Technical Education Trust Funds

Financial Statements

for the year ended 30 June 2024

Technical Education Trust Funds
Statement by the Statutory Trustee of the Technical Education Trust Funds
for the year ended 30 June 2024

Pursuant to Division 7.2 of the *Government Sector Finance Act 2018*, I state that:

- 1 The accompanying financial statements have been prepared in accordance with the provisions of the *Government Sector Finance Act 2018* and regulation, Australian Accounting Standards and NSW Treasury publications;
- 2 The financial statements exhibit a true and fair view of the financial position and financial performance of the Technical Education Trust Funds; and
- 3 I am not aware of any circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.



Stephen Brady

Statutory Trustee

Date: 3 October 2024

Technical Education Trust Funds
Statement of Comprehensive Income
for the year ended 30 June 2024

	Notes	Actual 2024 \$	Actual 2023 \$
Revenue	2(a)	23,269	15,724
Total revenue		23,269	15,724
Expenses	2(b)	13,500	600
Total expenses		13,500	600
Net result		9,769	15,124
Total Comprehensive income		9,769	15,124

The accompanying notes form part of these financial statements.

Technical Education Trust Funds
Statement of Financial Position
as at 30 June 2024

	Notes	Actual 2024 \$	Actual 2023 \$
ASSETS			
Current Assets			
Cash and cash equivalents	3	45,013	35,244
Other financial assets	4	494,710	494,710
Total Current Assets		539,723	529,954
Total Assets		539,723	529,954
Net Assets			
		539,723	529,954
EQUITY			
Accumulated funds	5	539,723	529,954
Total equity		539,723	529,954

The accompanying notes form part of these financial statements.

Technical Education Trust Funds
Statement of Changes in Equity
for the year ended 30 June 2024

	Accumulated Funds \$	Total \$
Balance at 1 July 2023	529,954	529,954
Net result for the year	9,769	9,769
Total comprehensive income	9,769	9,769
Balance at 30 June 2024	539,723	539,723
Balance at 1 July 2022	514,830	514,830
Net result for the year	15,124	15,124
Total comprehensive income	15,124	15,124
Balance at 30 June 2023	529,954	529,954

The accompanying notes form part of these financial statements.

Technical Education Trust Funds
Statement of Cash Flows
for the year ended 30 June 2024

		Actual 2024 \$	Actual 2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES	Notes		
Payments			
Prize awards		(13,500)	(600)
Total Payments		(13,500)	(600)
Receipts			
Interest received		23,269	15,724
Total Receipts		23,269	15,724
NET CASH FLOWS FROM OPERATING ACTIVITIES	6	9,769	15,124
NET INCREASE IN CASH		9,769	15,124
Opening cash and cash equivalents		35,244	20,120
CLOSING CASH AND CASH EQUIVALENTS	3	45,013	35,244

The accompanying notes form part of these financial statements.

Technical Education Trust Funds

Notes to the Financial Statements

for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information

(a) *Reporting entity*

The Technical Education Trust Funds (the Entity) is a New South Wales government entity. The Entity is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

These financial statements for the year ended 30 June 2024 were authorised for issue by the Statutory Trustee on 3 October 2024.

(b) *Basis of preparation*

The Entity's financial statements are general purpose financial statements which have been prepared on an accrual basis in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Government Sector Finance Act 2018* (GSF Act); and
- Treasurer's Directions issued under the GSF Act.

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest dollar and are expressed in Australian currency which is the Entity's presentation and functional currency.

(c) *Statement of compliance*

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) *Statutory reporting period*

In terms of Section 2.10(2) of the *Government Sector Finance Act 2018*, the Treasurer has determined that the Entity's financial year will commence on 1 July and end on the following 30 June.

(e) *Income Tax Recognition*

The Entity is exempt from income tax.

(f) *Comparative information*

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements.

(g) *Common trust fund*

Pursuant to Section 8 of the *Technical Education Trust Fund Act 1967* (the Act), the Statutory Trustee has established a common fund for moneys held on behalf of each contributing Fund. Records are kept of each contributing funds' share of the common fund.

(h) *Trust fund assets*

Apart from funds invested as cash deposits, the Entity held no fixed assets, nor owned or occupied land as at 30 June 2024.

Technical Education Trust Funds
Notes to the Financial Statements
for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information (continued)

(i) Changes in accounting policy, including new or revised Australian Accounting Standards

(i) Effective for the first time in the year ended 30 June 2024

The accounting policies applied in 2023-24 are consistent with those of the previous financial year except as a result of the following new or revised AAS that have been applied for the first time in 2023-24:

- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates* (AASB 2021-2).

The nature and effect of the changes as a result of adoption of this amendment is described below.

AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

The Standard amends AASB standards to require entities to disclose their material accounting policy information rather than their significant accounting policies. Accounting policy information is material if, when considered together with other information included in an entity's financial statements, it can reasonably be expected to influence decisions that the primary users of general-purpose financial statements make on the basis of those financial statements. The amendment is effective for the entity from 1 July 2023.

The Entity has reviewed its accounting policies and updated the presentation of the current financial statements to disclose the Entity's material accounting policies. All accounting policy information the Entity disclosed at 30 June 2023 continues to be considered material for the purpose of statutory reporting.

(ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective:

- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current* (effective from 1 January 2024)

The possible impact of these standards in the period of initial application is not expected to materially affect the financial statements.

(j) Entity financial reports

Accounting and other records for the Entity were maintained by the NSW Technical and Further Education Commission (the Commission) on behalf of the Statutory Trustee. All administration costs, including salary and wages, were met by the Commission. The Commission does not charge for these costs. The Treasurer of NSW has approved the waiving of audit fees for the Entity.

Technical Education Trust Funds
Notes to the Financial Statements
for the year ended 30 June 2024

2. Revenue and Expenses

(a) Revenue

Income is measured at the fair value of the consideration or contribution received or receivable. Comments regarding the accounting policies for the recognition of income are discussed below.

	Actual 2024	Actual 2023
	\$	\$
Interest revenue	23,269	15,724
Total revenue	23,269	15,724

Recognition and measurement

Interest Income

Interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset except for financial assets that subsequently become credit impaired. For financial assets that become credit impaired, the effective interest rate is applied to the amortised cost of the financial assets (i.e., after deducting the loss allowance for expected credit losses).

(b) Expenses

	Actual 2024	Actual 2023
	\$	\$
Prize awards	13,500	600
Total expenses	13,500	600

(c) Revenue and expenses attributed to individual funds

Trust Fund	Actual 2024		Actual 2023	
	Income	Expenditure	Income	Expenditure
	\$	\$	\$	\$
Barrington Raymund Roberts Memorial	5,347	-	3,583	-
Coachbuilders 1914-1919 War Memorial Bursary	1,360	-	911	-
Mary Ellen Roberts Memorial	423	500	283	-
Noel Chettle Memorial Art Prize	1,885	-	1,270	600
TAFE Bicentenary Oliver Shaul Scholarship	13,447	13,000	9,137	-
William and Elizabeth Cuthbertson Memorial	807	-	540	-
Total	23,269	13,500	15,724	600

Technical Education Trust Funds
Notes to the Financial Statements
for the year ended 30 June 2024

3. Cash and Cash Equivalents

	Actual 2024	Actual 2023
	\$	\$
Cash at bank and on hand	45,013	35,244
Closing cash and cash equivalents (per statement of cash flows)	45,013	35,244

Recognition and measurement

Cash and cash equivalents

Cash and cash equivalents is cash held at bank.

Refer to Note 10 for details regarding credit risk and market risk arising from financial instruments.

4. Current Assets – Other Financial Assets

	Actual 2024	Actual 2023
	\$	\$
Current assets ^a	494,710	494,710
Total Other Financial Assets	494,710	494,710

^a. Current asset of \$494,710 (30 June 2023: \$494,710) relates to deposits held in an investment bank account.

Recognition and measurement

Other financial assets

Other financial assets are investments that are non-derivative financial assets held in an investment account. This investment is measured at amortised cost using the effective interest method. The financial asset represents common trust funds for the moneys entrusted to the Statutory Trustee in accordance with section 8 of Act. Interest payments received are allocated proportionately according to the amount contributed by each fund to the common trust fund, as required by the Act.

The market value of the investments was not less than the face value.

Refer to Note 10 for details regarding credit risk, liquidity risk, market risk and interest rate risk arising from financial instruments.

Technical Education Trust Funds
Notes to the Financial Statements
for the year ended 30 June 2024

5. Accumulated Funds by Trust Fund

Trust Fund	Initial Fund Capital \$	Actual 2024 Balance \$	Actual 2023 Balance \$
Barrington Raymund Roberts Memorial	34,000	126,269	120,922
Coachbuilders 1914-1919 War Memorial Bursary	6,100	32,153	30,793
J. P. Franki Memorial	-	36	36
Mary Ellen Roberts Memorial	3,400	9,530	9,607
Noel Chettle Memorial Art Prize	8,000	44,424	42,539
TAFE Bicentenary Oliver Shaul Scholarship	150,000	308,221	307,774
William and Elizabeth Cuthbertson Memorial	5,300	19,090	18,283
Total	206,800	539,723	529,954

Recognition and measurement

Accumulated funds

This includes the current period's net result and prior period retained funds.

6. Reconciliation of Cash Flows from Operating Activities to Net Result

	Actual 2024 \$	Actual 2023 \$
Net cash used on operating activities	9,769	15,124
Net Result	9,769	15,124

7. Commitments

There are \$nil commitments as at 30 June 2024 (30 June 2023: \$nil).

8. Contingent Liabilities and Contingent Assets

There are \$nil contingent liabilities as at 30 June 2024 (30 June 2023: \$nil).

There are \$nil contingent assets as at 30 June 2024 (30 June 2023: \$nil).

9. Related Party Disclosures

(a) Key management personnel

Key management personnel of the Entity includes the Statutory Trustee. Under section 10 of the Act, Statutory Trustees shall not be entitled to any fees or other remuneration in their capacity as trustees for the purposes of this Act. As a result, there is no compensation disclosure made under this standard.

The Statutory Trustee is the Managing Director of the Commission.

(b) Transactions with Government Related Entities during the financial year

There were no transactions with Government Related Entities during the year ended 30 June 2024 (30 June 2023: \$nil).

Technical Education Trust Funds

Notes to the Financial Statements

for the year ended 30 June 2024

10. Financial Instruments

The Entity's principal financial instruments are outlined below. These financial instruments arise directly from the Entity's operations or are required to finance the Entity's operations. The Entity does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The Entity's main risk arising from financial instruments are outlined below, together with the Entity's objectives, policies and processes for measuring and managing risk.

The Statutory Trustee has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Entity, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Entity on a continuous basis.

(a) Financial Instrument categories

Financial Assets	Note	Category	Carrying amount 2024 \$	Carrying amount 2023 \$
Class:				
Cash and cash ^a				
equivalents	3	N/A	45,013	35,244
Other financial assets ^b	4	Amortised Cost	494,710	494,710

a. Cash and cash equivalents comprise of bank balance with interest earned on daily bank balance at Corporate Cheque Account rate.

b. Other financial assets include deposits held in an investment bank account.

(b) De-recognition of financial assets and liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the Entity transfers the financial asset :

- where substantially all the risks and rewards have been transferred; or
- where the Entity has not transferred substantially all the risks and rewards if the entity has not retained control.

Where the Entity has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset continues to be recognised to the extent of the Entity's continuing involvement in the asset. In that case, the entity also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Entity has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Entity could be required to repay.

A financial liability is derecognised when the obligation specified in the contract is discharged, cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the de-recognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the net result.

Technical Education Trust Funds

Notes to the Financial Statements

for the year ended 30 June 2024

10. Financial Instruments (continued)

(c) Credit Risk

Credit risk arises when there is the possibility of the Entity's debtors defaulting on their contractual obligations, resulting in financial loss to the Entity. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the Entity, including cash, receivables and deposits held in an investment bank account. No collateral is held by the Entity. The Entity has not granted any financial guarantees.

Credit risk associated with the Entity's financial assets, other than receivables, is managed through selection of counterparties and establishment of minimum credit rating standards. There are no receivables at the end of this financial year.

Impact of credit risk to the Entity is minimal.

(d) Liquidity risk

Liquidity risk is the risk that the Entity will be unable to meet its payment obligations when they fall due. The Entity continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high-quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility. Payables balance as at 30 June 2024 is \$nil (30 June 2023: \$nil).

Exposure to liquidity risk is considered minimal.

(e) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Entity has no exposure to market risk.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Entity operates and the time frame for the assessment (i.e., until the end of the next reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2023. The analysis assumes that all other variables remain constant.

(f) Interest rate risk

Interest rate risk refers to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Exposure to interest rate risk arises primarily through the Entity's cash at bank and deposits held in an investment account. Interest on the bank balance and investment account are subject to fluctuations in market rates.

A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates (based on official RBA interest rate volatility over the last five years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The following table demonstrate the sensitivity to a reasonably possible change in interest rates as at reporting date:

	2024		2023	
	-1%	+1%	-1%	+1%
	\$	\$	\$	\$
Net Result	(5,397)	5,397	(5,299)	5,299
Equity	-	-	-	-

Technical Education Trust Funds
Notes to the Financial Statements
for the year ended 30 June 2024

11. Events after the Reporting Period

The Entity is not aware of any other material or significant events that should be disclosed.

End of audited financial statements

APPENDICES

Major works

Table 17: New major works (started in 2023–24)

TAFE NSW project name and location	Total expenditure to 30 June 2024 (\$'000 excl. GST)	Estimated cost (\$'000 excl. GST)	Start (calendar year)	Completion date (actual or estimated)
Digital Access Foundation (network stream)	7,000	88,000	2023	June 2028
Digital Access Foundation (devices stream)	30,000	332,000	2023	Ongoing Major Works allocation to refresh Digital Devices. Current cost estimates provide 10-year projection to June 2033.

Table 18: Continuing major works in 2023-24 (started prior to 2023–24 and either completed or ongoing in 2023-24)

TAFE NSW project name and location	Total expenditure to 30 June 2024 (\$'000 excl. GST)	Estimated total cost (\$'000 excl. GST)	Start (calendar year)	Completion date (actual or estimated)
Asset Renewal Program	231,488	319,000	2022	June 2025
Coffs Harbour Optimisation	10,011	31,599	2022	June 2025
Early Childhood Education Centre at Gunnedah Campus	1,148	2,500	2023	October 2024
Institute of Applied Technology Pilot Program	12,889	13,200	2021	June 2025
Kingscliff Campus Expansion	13,566	33,700	2022	June 2025
Northern Rivers Education, Training and Research Hub	1,909	2,500	2022	March 2024
Renewable Energy Training Facility - Wollongong Campus	0	2,500	2023	June 2025
Wetherill Park Electrical Vehicles Training Centre	1,152	2,500	2023	November 2024
Wyong Animal Studies	4,135	4,900	2022	December 2024
Student Management Services	134,900	164,657	2016	December 2025

Approved land disposals

The Minister, in the capacity as the Minister administering the TAFE Act (NSW), approves the divestment of TAFE NSW land.

The sale of the TAFE NSW Dapto campus (145 Fowlers Road, Dapto) to Property and Development

NSW on behalf of the NSW Police Force was approved by the Minister on 13 December 2023. The sale value was \$7.9 million (excl. GST), which settled on 21 June 2024. All sale proceeds will be reinvested into modernising and improving TAFE NSW's facilities and learning platforms to benefit learners.

Consultants

Table 19: Consultants engaged costing equal to or greater than \$50,000

Name of consultant	Project title	Purpose of consultancy	Spend in financial year
Sekuro Operations Pty Ltd	ICT Strategy	Information technology – Digital ID Security Strategy work	\$248,820

There were no consultants costing less than \$50,00 engaged by TAFE NSW during 2023-24.

Promotion – overseas visits

TAFE NSW staff undertook the following overseas visits in 2023-24.

Table 20: Main purposes of the visits

Purpose of visit	Description	No. of visits
Conferences and professional development	Attended and/or presented at conferences or participated in study tours (includes international competitions, such as WorldSkills)	13
Educational exports	Managed partnerships, contracts, programs, quality assurance, or assessment of students	16
Exchange programs	Involved in a professional or teacher exchange program	2
International student recruitment	Recruited inbound full-fee-paying international students to TAFE NSW	14
Market development and client engagement	International marketing purposes, development of business relationships, or engagement with clients	1
Professional scholarship programs	Staff members awarded scholarships to further their professional skills and knowledge	1
Student excursions	Staff members accompanied students on excursions to increase cultural understanding or attend commemoration ceremonies (Australian Government Endeavour Mobility Grants trips)	0

Requirements arising from employment

The TAFE NSW Commission (Senior Executives) Staff Agency (the Staff Agency) is a controlled entity of the NSW Technical and Further Education Commission. The Staff Agency is listed as a Separate Agency in Part 3, Schedule 1 of the GSE Act. Senior executives employed through the Staff Agency are employed under section 39 of the GSE Act and are classified as Public Service Senior Executives (PSSEs).

The Commission, as a reporting entity, comprises all entities under its control, namely the Staff Agency. The Staff Agency provides personnel services to the Commission for employees contracted under PSSE arrangements. In the process of preparing the consolidated financial statements for the Commission, which consist of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.

Legal change

The Minister for Skills, TAFE and Tertiary Education administers the following legislation relating directly to TAFE NSW:

- *Technical and Further Education Commission Act 1990 (NSW)*
- *Technical Education Trust Funds Act 1967 (NSW).*

There were no judicial decisions involving TAFE NSW during 2023–24 that had a significant, new impact on the organisation's operations.

Privacy and Personal Information Protection Act 1998 (NSW)

TAFE NSW is committed to protecting the personal information of the people it deals with, including TAFE NSW staff, learners, customers, and service providers.

TAFE NSW manages personal and health information in accordance with the *Privacy and Personal Information Protection Act 1998 (NSW)* (PPIP Act), *Health Records and Information Privacy Act 2002 (NSW)* (HRIP Act) and *Privacy Act 1988 (Cth)*, where applicable.

The TAFE NSW Privacy Management Plan sets out how TAFE NSW manages personal and health information in accordance with the requirements of the PPIP Act and HRIP Act, including managing data breaches. TAFE NSW's Privacy Policy also sets out how it collects, stores, uses, and discloses personal information.

Government Information (Public Access) Act 2009 (NSW)

The total number of access applications received by TAFE NSW during 2023-24 (including withdrawn applications, but not including invalid applications) was 152. Provision of this information complies with clause 8(b) of the Government Information (Public Access) Regulation 2018 (NSW) (GIPA Regulation). Detailed statistical data about access applications under the Government Information (Public Access) Act 2009 (NSW) (GIPA Act) completed by TAFE NSW during the reporting period 2022-23 is provided in the tables that follow. Provision of this information complies with clauses 8(b) to (d) and Schedule 2 of the GIPA Regulation.

Proactive release of information

Under section 7(3) of the GIPA Act and clause 8(a) of the GIPA Regulation, an agency must report on details of its review of its program for the release of government information at intervals of not more than 12 months, and details of any information made publicly available as a result. The review is intended to identify the kinds of government information held by the agency that should, in the public interest, be made publicly available without imposing unreasonable additional costs on the agency.

During 2023-24, a number of new or updated policies and guidelines were made publicly available on the TAFE NSW website. These included:

- *Acceptable Use of Information and Technology Policy*, which assists all TAFE NSW personnel, students, and extended supply chain to fulfill their responsibilities regarding TAFE NSW information assets and digital services.
- *Assessment Policy*, which outlines the principles that guide the quality and integrity of assessment practices across all TAFE NSW's Higher Education and Vocational Education and Training qualifications and non-award courses.
- *Higher Education Qualifications Pathways and Credit Policy*, which governs student applications for credit, advanced standing, recognition of prior learning against TAFE NSW Higher Education subjects, and accords with requirements of the Higher Education Standards Framework 2021 and the Australian Qualifications Framework and Pathways Policy.
- *Sexual Assault, Sex Discrimination and Sexual Harassment Policy*, which sets out how complaints of sexual assault, sex discrimination, and sexual harassment are dealt with at TAFE NSW.
- *'How Do I' Guide: How to disclose or report sexual assault, sex discrimination or sexual harassment connected to TAFE NSW*, to support TAFE NSW staff to understand their options to disclose or report incidents and the support services available. There is also a new 'How Do I' Guide on the same subject for students.
- *Public Interest Disclosure (PID) Internal Reporting Policy*, to provide guidance and instruction to everyone working for TAFE NSW to report wrongdoing, including those who qualify for protection under the Public Interest Disclosure Act 2022 (NSW).

Table 21a: Number of access applications received under the *Government Information (Public Access) Act 2009 (NSW)* by type of application and outcome

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refusal to deal with application	Refusal to confirm or deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of parliament	0	0	0	0	0	0	0	0
Private sector business	19	1	11	1	0	2	0	2
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	97	4	1	7	1	0	0	0
Members of the public (other)	2	1	1	1	0	1	0	0

Table 21b: Number of access applications received under the *Government Information (Public Access) Act 2009 (NSW)* by type of application and outcome

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refusal to deal with application	Refusal to confirm or deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	3	1	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	115	5	13	9	1	3	0	2

* A 'personal information application' is an access application for the applicant's own personal information, the applicant being an individual (clause 4 of Schedule 4 to the GIPA Act).

Table 22: Invalid applications received under *Government Information (Public Access) Act 2009 (NSW)*

Reason for invalidity	No. of applications
Application does not comply with formal requirements (section 41 of the GIPA Act)	93
Application is for excluded information of the agency (section 43 of the GIPA Act)	0
Application contravenes restraint order (section 110 of the GIPA Act)	0
Total number of invalid applications received	93
Invalid applications that subsequently became valid applications	60

Note: Reporting on invalid applications is required by the GIPA Regulation Schedule 2.

Table 23: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the GIPA Act

	No. of times consideration used
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	1
Documents affecting law enforcement and public safety	0
Transport safety	0
Excluded information	1
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015 (NSW)	0
Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016 (NSW)	0

Note: Reporting on decisions of conclusive presumption against disclosure is required by Schedule 2 of the GIPA Regulation.

Table 24: Other public interest considerations against disclosure: matters listed in table to section 14 of the GIPA Act

	No. of occasions applicant not successful
Responsible and effective government (1)	1
Law enforcement and security (2)	0
Individual rights, judicial processes and natural justice (3)	22
Business interests of agencies and other persons (4)	4
Environment, culture, economy and general matters (5)	0
Secrecy provisions (6)	0
Exempt documents under interstate Freedom of Information legislation (7)	0

Table 25: Timeliness

	No. of applications
Decided within the statutory timeframe (20 days plus any extensions)	152
Decided after 35 days (by agreement with applicant)	0
Not decided within timeframe (deemed refusal)	0
Total	152

Note: Reporting on timeliness is required by the GIPA Regulation Schedule 2.

Table 26: Number of applications reviewed under Part 5 of the GIPA Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review			
Review by Information Commissioner*	4	0	4
Internal review following recommendation under section 93 of the GIPA Act	0	0	0
Review by NSW Civil and Administrative Tribunal	0	0	0
Total			4

* The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. Reporting on reviews is required by Schedule 2 of the GIPA Regulation.

Table 27: Applications for review under Part 5 of the GIPA Act (by type of applicant)

	No. of applications for review
Applications by access applicants	4
Applications by persons to whom information the subject of the access application relates (see section 54 of the GIPA Act)	
Total	4

Note: Reporting on reviews is required by the GIPA Regulation Schedule 2.

Table 28: Applications transferred to other agencies under Division 2 of Part 4 of the GIPA Act (by type of transfer)

	No. of applications transferred
Agency-initiated transfers	1
Applicant-initiated transfers	0
Total	1

Note: Reporting on reviews is required by the GIPA Regulation Schedule 2.

Public Interest Disclosures

Table 29: Details of public interest disclosures

Type of review	Detail	Number
Number of public officials who have made a public interest disclosure (PID) to the public authority	Total informants	52
	Corrupt conduct	39
	Maladministration	8
	Serious and substantial waste of public money	1
	Government information contravention	0
	Privacy contravention	0
	Local government pecuniary interest contraventions	0
	Total	48
	Total	22
Number of PIDs received by the public authority in total and the number of PIDs received by the public authority relating to each of the following:		
Number of PIDs finalised		

TAFE NSW has a Public Interest Disclosure (PID) Internal Reporting Policy (Internal Report Policy) and Public Interest Disclosure (PID) Reporting Procedure in place.

Actions taken to ensure staff awareness responsibilities under section 48(1)(2) of the Public Interest Disclosures Act 2022 (NSW) (PIDA) have been met include:

- staff undertaking that they have read and understood the Internal Reporting Policy

- training provided by the Ombudsman
- training provided to new staff during induction
- annual Mandatory Training which includes a module on Public Interest Disclosures
- email messages to staff
- links on the intranet
- messages in staff newsletters.

Cybersecurity policy

Cyber Security Annual Attestation Statement for the 2023-2024 Financial Year for TAFE NSW

I, Stephen Brady, Managing Director of TAFE NSW, am of the opinion that TAFE NSW has managed Cyber Security risks in a manner consistent with the Mandatory Requirements set out in the NSW Government Cyber Security Policy (CSP).

Governance is in place to manage the cyber security risks, maturity and initiatives of TAFE NSW. Risks to the information and systems of TAFE NSW have been assessed and managed through an effective governance framework. TAFE NSW has a certified (ISO 27001:2013) Information Security Management System (ISMS) in place.

TAFE NSW is doing the following to continuously improve the management of cyber security governance and resilience:

- The Audit and Risk Committee (ARC) receives regular cyber security updates.
- The Executive Leadership Team (ELT) has ongoing oversight of cyber security within Information Technology, Operational Technology, and the Internet of Things.
- The Chief Information Security Officer updates the ARC and the ELT on managing risks, and compliance with NSW CSP.
- Cyber Security culture improvement activities are continually undertaken by engaging partners, staff, executives, and students.
- Multi Factor authentication (MFA) has been enforced for all staff, with an opt-out option for students and alumni.
- Information security controls are further improved by implementing Data Loss Prevention and Digital Rights Management.
- TAFE NSW's compliance with Payment Card Industry Data Security Standard (PCI DSS) has increased through improved controls and processes in handling cardholder data (CHD).
- TAFE NSW has a cyber incident response plan; it is integrated with the security components of business continuity arrangements; and cyber crisis response has been tested over the previous 12 months involving senior business executives.
- TAFE NSW performs daily backups, conducts cyber security response exercises, and periodically tests its disaster recovery capabilities to continuously improve cyber resilience.

Yours sincerely,



Stephen Brady
Managing Director
TAFE NSW

30 September 2024

Internal Audit and Risk Management Attestation Statement for the 2023–24 Financial Year for the NSW Technical and Further Education Commission

I, Stephen Brady, am of the opinion that the NSW Technical and Further Education Commission has internal audit and risk management processes in operation that are compliant with the seven (7)

core requirements set out in the *Internal Audit and Risk Management Policy for the General Government Sector*, specifically:

Core requirements	Compliant or non-compliant
Risk Management Framework	
1.1 The agency head is ultimately responsible and accountable for risk management in the agency	Compliant
1.2 A risk management framework that is appropriate to the agency has been established and maintained and the framework is consistent with AS/NZS ISO 31000:2018	Compliant
Internal audit function	
2.1 An internal audit function has been established and maintained	Compliant
2.2 The operation of the internal audit function is consistent with the International Standards for the Professional Practice of Internal Auditing	Compliant
2.3 The agency has an Internal Audit Charter that is consistent with the content of the 'model charter'	Compliant
Audit and Risk Committee	
3.1 The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations	Compliant
3.2 The Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'	Compliant

Membership

The current chair and members of the Audit and Risk Committee are:

- Independent Chair, Loretta Di Mento, appointed July 2021, term expires July 2025 (appointed Chair July 2024, term expires June 2027)
- Independent Member, Malcolm Clinch, appointed March 2024, term expires February 2027
- Independent Member, Sally Pearce, appointed March 2024, term expires February 2027

- Independent Chair, Allan Cook, appointed September 2019, term concluded June 2024
- Independent Member, Carol Holley, appointed November 2022, resigned June 2024



Stephen Brady
Managing Director
NSW Technical and Further Education Commission
13 August 2024

Risk management and insurance activities

Enterprise risk management

Sound risk management underpins the success of TAFE NSW in providing excellent customer outcomes. The TAFE NSW Enterprise Risk Management Framework sets the foundations and organisational arrangements for risk management across TAFE NSW. The framework adopts the key enterprise risk management principles of:

- creating and protecting value
- integrating with planning processes, decision-making structures, and operational procedures
- being systematic, structured, timely, and based on best available information
- being dynamic, iterative, and responsive to change.

TAFE NSW has a clearly articulated Risk Appetite Statement that informs decision making, assessment of options, and monitoring of risk performance. It helps create the space for potential gains through innovation, experimentation, learning, and adaptation while managing the potential for loss.

Key stakeholders remained active in risk management, including the TAFE NSW Audit and Risk Committee and senior executives.

Insurance

TAFE NSW is part of the NSW Treasury Managed Fund Scheme that provides a range of cover for many NSW Government agencies. The fund provides broad protection for asset and liability exposures, including:

- workers' compensation cover according to NSW statute for TAFE NSW employees
- property and motor vehicle cover for loss or damage to buildings, contents, equipment, and motor vehicles
- liability cover, including public liability, product liability, professional indemnity, and miscellaneous cover, which includes voluntary workers, learners on work experience, and international travel.

