



North
Metropolitan

*We're working for
Western Australia.*



2021

North Metropolitan TAFE

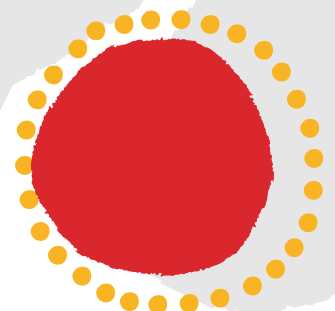
ANNUAL REPORT



1300 300 822

enquiry@nmtafe.wa.edu.au

RTO 52786



Acknowledgement

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

Artwork Acknowledgement

Artwork imagery used in this publication is produced by our student **Anthea Corbett**

Artwork title Whadjuk Wongee (Perth Talk) - Our 'Culture' past, present and future being connected



Statement of Compliance

To the Hon. Sue Ellery MLC, Minister for Education and Training

In accordance with the requirements of Section 54 of the Vocational Education Training Act 1996 and Section 61 of the Financial Management Act 2006, we hereby submit for your information and presentation to Parliament, North Metropolitan TAFE's Annual Report for the period 1 January to 31 December 2021.



Emeritus Professor
Bill Loudén AM
Chair, Governing Council
15 March 2022



Michelle Hoad
Managing Director
15 March 2022



Contents

Acknowledgement	2	04. Other Legal Requirements	28
Statement of Compliance	3	Public Sector Ethics, Integrity and Corruption Prevention	29
01. Overview of the Agency	5	Industrial Relations	29
Message from the Chair and Managing Director	6	Public Disclosures	29
Executive Summary	8	Recordkeeping Plan	29
College Highlights	10	Legislative Environment	30
Student and Staff Highlights	10	05. Multicultural Plan	31
Other Highlights	11	06. Ministerial Directives	33
About North Metropolitan TAFE	12	07. Government Policy and Legal Requirements	35
Our Mission and Values	13	Staff Profile	36
Operational Structure	14	Equal Employment Opportunity, Equity, Access and Diversity	36
Governing Council Members	14	Substantive Equality	36
Organisational Structure	16	Occupational Safety and Health and Injury Management	36
Performance Management Framework	17	08. Disclosures and Compliance Reporting	38
02. Agency Performance	18	Breach of Credit Card Use	39
Training in Priority Areas	19	Advertising and Marketing Expenditure	39
Employment Based Training	19	Remuneration	40
Priority Industry Training	20	Governance Disclosures	40
General Industry Training	21	Capital Works	40
Aboriginal and Torres Strait Islanders - Aboriginal Training Plan Outcomes	22	09. Independent Auditors Report	42
Students with a Disability - Disability Access and Inclusion Plan Outcomes	23	10. Key Performance Indicators	47
Youth	24	Certification of Key Performance Indicators	48
Jobs and Skills Centres	25	2021 Key Performance Indicators	49
03. Significant Issues Impacting the Agency	26	Desired Outcome	49
Impacts of COVID-19	27	1. Effectiveness Indicators	49
Training Package Changes	27	Student Outcome Survey	49
Adult Migrant English Program	27	Graduate Achievement	49
		Graduate Destination	50
		Achievement of College Profile	50
		Profile Achievement	51
		Profile Analysis for North Metropolitan TAFE	51
		2. Efficiency Indicator	53
		Overall Cost per Student Curriculum Hour	53
		11. Financial Statements	54

Overview of the Agency

01

AERIAL VIEW OF PERTH CAMPUS

SHOWING PROXIMITY TO PERTH CULTURAL CENTRE

Message from the Chair and Managing Director

On behalf of North Metropolitan TAFE (NMTAFE) and the Governing Council we are pleased to present the 2021 Annual Report.

Despite COVID-19 disruption, growth in the Western Australian economy stimulated strong demand for skilled workers. NMTAFE actively engaged with industry to align training delivery to skill shortage areas. The *Lower fees, local skills* initiative provided an environment in which training was targeted and affordable, and NMTAFE was able to scale up offerings to meet the increase in student numbers. Pressure for workers across a range of sectors presented a unique opportunity to facilitate pathways for diverse and underrepresented groups to gain entry into the employment market. Lecturers collaborated with Jobs and Skills Centres and other support services to maximise student outcomes.

Innovative training strategies were developed throughout 2021 to reduce impacts from COVID-19 on student completion of qualifications. Online delivery, flipped classrooms and flexible timetables ensured that learning could continue and that students remained engaged. Our staff worked tirelessly with employers and work placement providers to navigate practical training requirements in an ever-changing operating environment.

Professional development for staff underpinned many improvements to teaching capability and college culture. A comprehensive Aboriginal and Torres Strait Islander Cultural Awareness and Safety Training program made a powerful impact that challenged all our teams in how to support and respond to community, businesses, staff and students. In December the College launched our *2021-23 Innovate - Reconciliation Action Plan* (RAP), live-streamed via Facebook so that staff, students and the wider community could participate in the launch.

Under the *WA Recovery Plan* in 2020 the College was granted significant funding to further expand our state-of-the-art training centres. With mining as one of our flagship areas, the development of a Belt Splicing Training Facility at Midland campus consolidated our offerings to this sector. The College is exploring embedding contemporary Industry 4.0 capability into the new Horticulture Training Facility as it is expected that automation and data analytics will play an increasingly significant role in the horticultural/agricultural supply chain management.

Consultations for the planning of the Light Automotive Training Facility at Joondalup (Kendrew) considered the future of electric vehicles and hydrogen in the transport and domestic vehicle market. The care economy also received significant investment with the establishment of specialised training areas at Joondalup and Mt Lawley campuses designed to support the need for compassionate and skilled workers in the Disability and Aged Care industry.

In 2021, NMTAFE continued to innovate and evolve its service delivery, working toward a caring culture for our staff and students, and achieving performance outcomes.



Emeritus Professor
Bill Loudan AM
Chair, Governing Council
15 March 2022



Michelle Hoad
Managing Director
15 March 2022



NMTAFE FORMER GM TRAINING SERVICES JULIE ZAPPA & MD MICHELLE HOAD

RECEIVING NMTAFE'S 2021 WA LARGE TRAINING PROVIDER OF THE YEAR AWARD



**NMTAFE MD MICHELLE HOAD WITH
2021 STUDENT AMBASSADORS**

Executive Summary

Agency Performance Overview

Student numbers in detail



29,979

Total number of students



52%
Female



47%
Male



<1%
Unspecified

9,534,547

Student Curriculum Hours (SCH)
Government profile

1,160,173

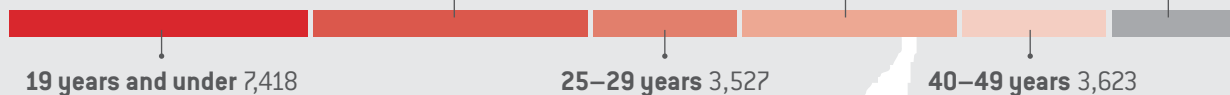
Student Curriculum Hours (SCH)
commercially funded

Total 29,979

20–24 years 6,835

30–39 years 5,431

50+ years 3,145



555

Total number of onshore
international students

**LOWER FEES
LOCAL SKILLS**

9,346

Total students in
Lower fees, local skills qualifications

**SKILLS
READY**

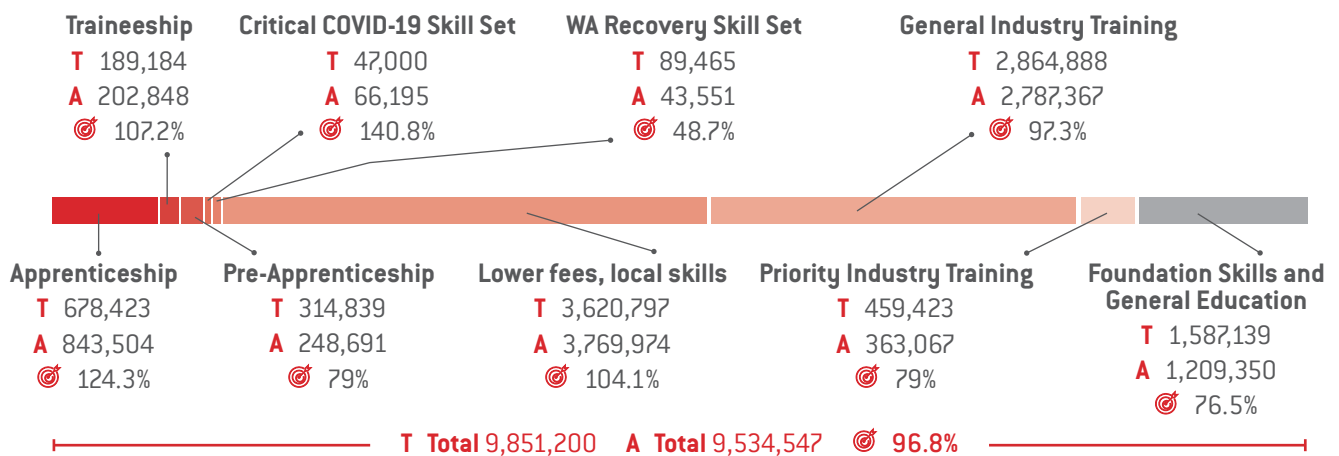
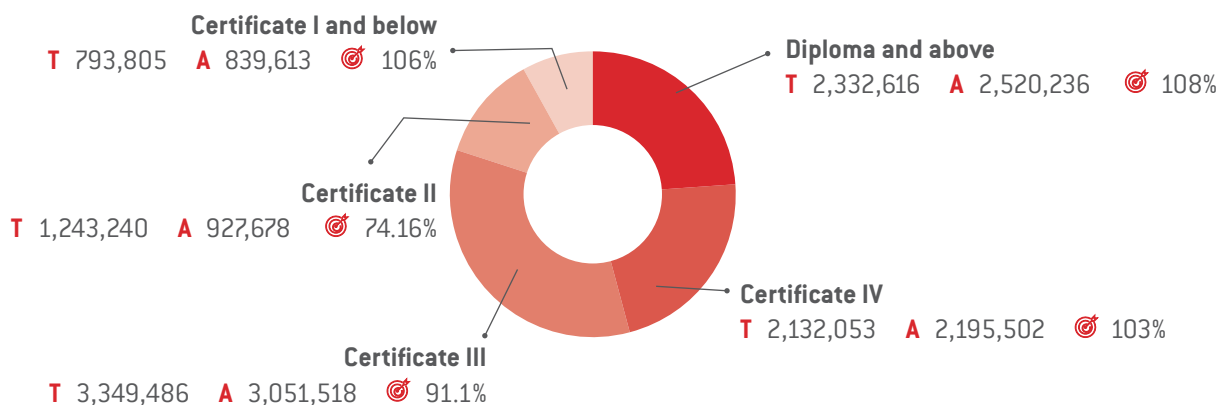
991

Total students in
Skills Ready courses



JOONDALUP KENDREW CAMPUS

Delivery at qualification level



College Highlights



Won WA Large Training Provider of the Year 2021



Delivered **9,534,547** State funded Student Curriculum Hours (SCH)



86.4% Student Satisfaction Rating



Construction of a Belt Splicing Training facility at the Midland campus



Establishment of a new Horticulture Training facility at the Joondalup (Kendrew) campus



Establishment of specialised training areas designed to support training in the **Disability and Aged Care Industry** at Joondalup (McLarty) and Mt Lawley campuses

Student and Staff Highlights



Kevin Wilson won WA Aboriginal and Torres Strait Islander of the Year
Advanced Diploma of Graphic Design

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



Johanna Faber won WA International Student of the Year
Diploma of Travel and Tourism Management

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



Courtney Short won WA School-based Apprentice of the Year
Certificate III in Commercial Cookery

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



Agnes Toluwade won WA Cultural Diversity Training Award
Certificate IV in Mental Health

Agnes migrated from Nigeria and hopes that others in Culturally and Linguistically Diverse (CaLD) communities will see that studying at TAFE offers many opportunities.



NMTAFE students achieved outstanding results at the WorldSkills Australia National Championship.

Coming away with eight gold medals, four silver medals and six bronze medals. TeamWA was also awarded the VETiS Shield as the best performing state in the national competition.



Nursing Student Employment – COVID-19 Response

Sixteen nursing students secured jobs prior to their end of year graduation as part of the State Government's COVID-19 response.



Software development students received a Merit Award at the 30th INCITE Awards, WA's longest running information and communication technologies award program.



Certificate II in Applied Fashion Design and Technology student Makayla Parr was announced as the winner of the Wearable Art Mandurah Youth 13-18 years category for her 'ATAR Stressball' design.



Radio lecturer Phill Vinciullo was selected to be a judge for Radio Star '21. Phill's students have gone on to work for stations including Triple M and the Hit Network across Australia.



Glazing lecturer Mike Hilderley received the Australian Glass and Window Association State (AGWA) Service Award for 2021.



NMTAFE announced Brendan Hibbert, lecturer for Graphic Design, as our 2020/21 Trainer of the Year through our Ambassadorship Program.



Animation students from our Joondalup campus have received recognition for their work on the animated movie Arlo the Alligator Boy currently streaming on Netflix with the students credited

Other Highlights



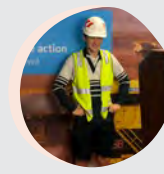
NMTAFE was an 'education partner' at the WorldSkills Australia (WSA) National Championships and Skills Show held in conjunction with the SkillsWest and Careers & Employment Expo. 25 NMTAFE student competitors participated in 16 competitions over the three day event. NMTAFE was involved with 20 competitions through convening, judging and student volunteers.



Proudly supported by Sodexo, the College acquired SID (Sodexo's Interactive Droid), a humanoid robot to teach students programming, automation and robotic skills. SID has humanlike capabilities including speech, movement, gesture, facial expression and touch.



The College's commitment to increase the number of women in Australia's science, technology, engineering and mathematics (STEM) workforce continued with the annual Girls in STEM event for school students returning in 2021. More than 200 Year 9 and 10 girls from 19 Perth public and private schools attended the event to participate in a range of hands-on STEM activities in areas such as animation, cyber security, mining, engineering, surveying and robotics.



Perth campus hosted more than 500 secondary students at the annual Get into Resources (GIR) event. GIR is developed to showcase the resources industry and the students participate in interactive activities, workshops, tours, industry expo and presentations which highlight some of the 150 different career opportunities available in the resource sector.



NMTAFE UPSKILLING INDUSTRY

FOR SOLAR AND BATTERY SYSTEMS INSTALLATION

About North Metropolitan TAFE

North Metropolitan TAFE (NMTAFE) has 10 campuses across the central, greater north and north eastern metropolitan regions of Perth. The College offers more than 350 training products ranging from Certificate I to Advanced Diploma qualifications, including skill sets and short courses, providing quality education and training choices to our customers.

In 2021 the College continued to support the State Government's *WA Recovery Plan* to the COVID-19 pandemic. The *Lower fees, local skills* initiative was expanded to include additional qualifications, the delivery of "Skills Ready" training and the development of new skill sets to assist people to enter, re-enter or transition into the local workforce. Expansion of courses added to *Lower fees, local skills* initiative saw growth in priority areas including construction, health, engineering, METRONET, information technology, hospitality and tourism, and community services.

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

Academic areas engaged with industry partners to develop new traineeships in emerging areas of demand, including combining them with industry certifications and working towards the introduction of hybrid qualifications that meet the training needs for jobs of the future.

Key strategic projects developed in 2021 included:

- To support the training needs to the mining and resources sector, the College established a Belt Splicing Training Facility at Midland campus, the facility will meet industry demand in Western Australia's thriving mining and resources sector, addressing skill gaps and increasing the supply of a locally skilled workforce. The specialist training facility will support the delivery of a Certificate III in Polymer Processing (Conveyor Belt Maintenance and Repair).
- A new horticulture facility was established at the Joondalup campus. The College is exploring embedding contemporary Industry 4.0 capability into the new Horticulture Training Facility as it is expected that automation and data analytics will play an increasingly significant role in the horticultural/agricultural supply chain management.
- This is the first stage of the new Light Automotive and Technologies Buildings that is planned for development. This facility will be used to deliver training in new and emerging auto technologies and ICT-related technologies.

- Establishment of specialised training areas designed to support training in the disability and aged care industry at McLarty and Mt Lawley campuses. The facility includes simulated residential aged care bedrooms, bathrooms and a home environment, to train students with the skills necessary to work in this industry. There is also a dedicated area to train students to use various lifting and mobility equipment.
- The College developed strategic partnerships with a wide range of industries including; the mining sector, health, hospitality industry and the age and disability sector to provide increased opportunities for live works, work placements and internships for students as part of their training program.
- Extensive consultation with industry and stakeholders has been completed for stage two of the METRONET Trade Training Centre, which will include a section of track, complete with signals, switches, and a boom gate. The addition will complement the signaling training workshop and the signaling training control room.
- The College developed its renewable energy training strategy, and strengthened its partnerships with Western Power and Horizon Power to provide practical hands-on training solutions in electrical fitting for the maintenance of Standalone Power Systems (SPS). Upskilling staff with discrete skills to operate, maintain and repair SPS, including skills to support the installation and maintenance of the solar and battery systems in order to identify and repair faults.
- In late September 2021 the College's Innovate - Reconciliation Action Plan (September 2021 – December 2023) was officially endorsed by Reconciliation Australia (RA). This new RAP is the result of a comprehensive planning and consultation process with college staff, industry and community stakeholders. The consultation process saw various members of the working group engage in discussion to seek feedback and input on how the College could build upon the activity undertaken in our previous RAP. The College progressed several key RAP actions: the naming of campus meeting/boardrooms to reflect meaningful Noongar names, the creation of Acknowledgment of Country reference cards for staff to utilise and the redesign of campus welcome signage. The official launch of the RAP took place on Thursday 2 December 2021 in the rooftop garden at the Perth campus and featured the unveiling of the first meeting plaque and new campus entrance statement artwork.

Our Mission and Values

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

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

Respect

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

Integrity

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

Student centred

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

Accountability

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

Innovation

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

Professionalism

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

Operational Structure

The ministerial appointment to the College's Governing Council occurred in 2021. Meryl Jones retired from Council in August and David Nicholson, Managing Director of Management Consulting firm The Strategy Guild, joined the council.

Governing Council Members



Emeritus Professor Bill Loudén (Chairperson)

Bill is Emeritus Professor of Education at the University of Western Australia where he was Senior Deputy Vice-Chancellor and Dean of Education. He has served as chair and board member of state and national statutory authorities responsible for curriculum, assessment and professional standards and led many government reviews and inquiries.



Ms Cheryl Robertson (Deputy Chairperson)

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



Professor Arshad Omari

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



Mr Graham Droppert SC

Graham is the National President at the Australian Lawyers Alliance and a Barrister at Albert Wolff Chambers. He is the former Deputy Chair of the Moerlina School Council and Honorary Consul-General for Bangladesh. Graham was the chair of West Coast Institute before the formation of North Metropolitan TAFE.



Ms Mara West

Mara is presently the Operations Manager, Kulungu Aboriginal Unit with the Telethon Kids Institute. She has extensive knowledge of education and training for Aboriginal people having worked in this area in the resources and government sectors. She is the chairperson of the Aboriginal Employment, Education and Training Committee for North Metropolitan TAFE, Chair of the Homelands Water Roundtable, member of HEAL Network WA and member of the ABS Aboriginal and Torres Strait Islander Roundtable



Ms Dianne Bianchini

Dianne has had an extensive career in health and community services. She is presently building capacity and reform in primary care working for the WA Primary Health Alliance. Previous positions include the Chief Health Professions Officer, clinical planning and reform involving strategic planning for the future health workforce for the WA Department of Health. Dianne is a recognised leader and manager with a background in social work and community sector governance.



Dr Craig McLure

Craig is the Head of Grain Technology at CBH Group. Craig's professional career spans the academic, biotechnology and telecommunications industries and he has extensive experience in Strategy, Transformation, Innovation and Governance. Craig holds a PhD from the University of Western Australian and an MBA from the Melbourne Business School.



Mr Adam Sofoulis

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



Mr David Nicholson

David has extensive C-Level experience in a range of industries including Finance, Aged Care, Mining and Local Government and is currently the Managing Director with the Management Consulting firm The Strategy Guild.

David is currently on the Board of Relationships Australia (WA) and was Chair on the Governing Council with the Goldfields Institute of Technology, and Deputy Chair with Central Regional TAFE.

David is a Fellow with CPA Australia, has an Executive MBA from UWA, and an Advanced Diploma of Metalliferous Mining.



Ms Amy Barrett-Lennard

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



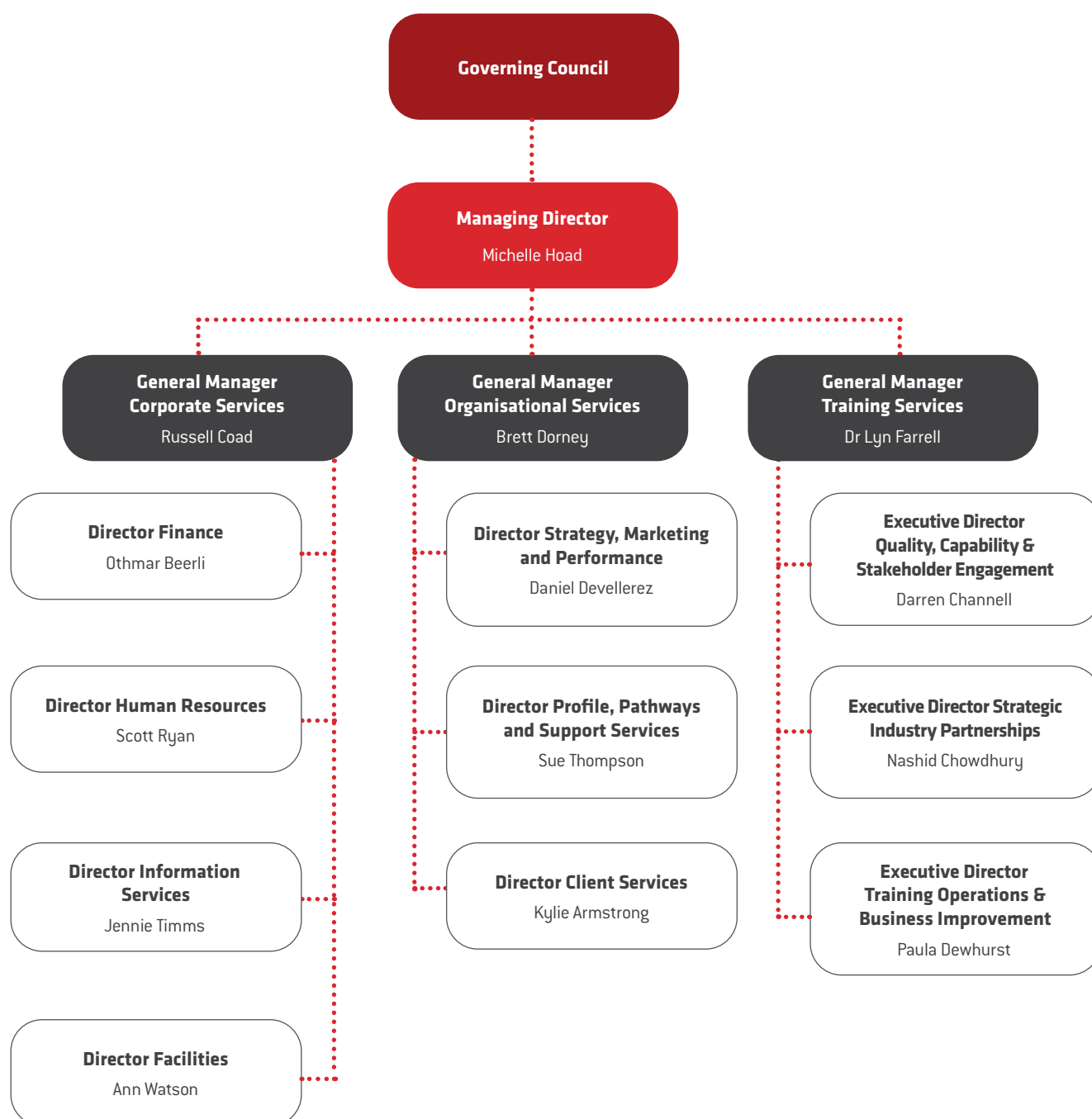
Ms Michelle Hoad

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

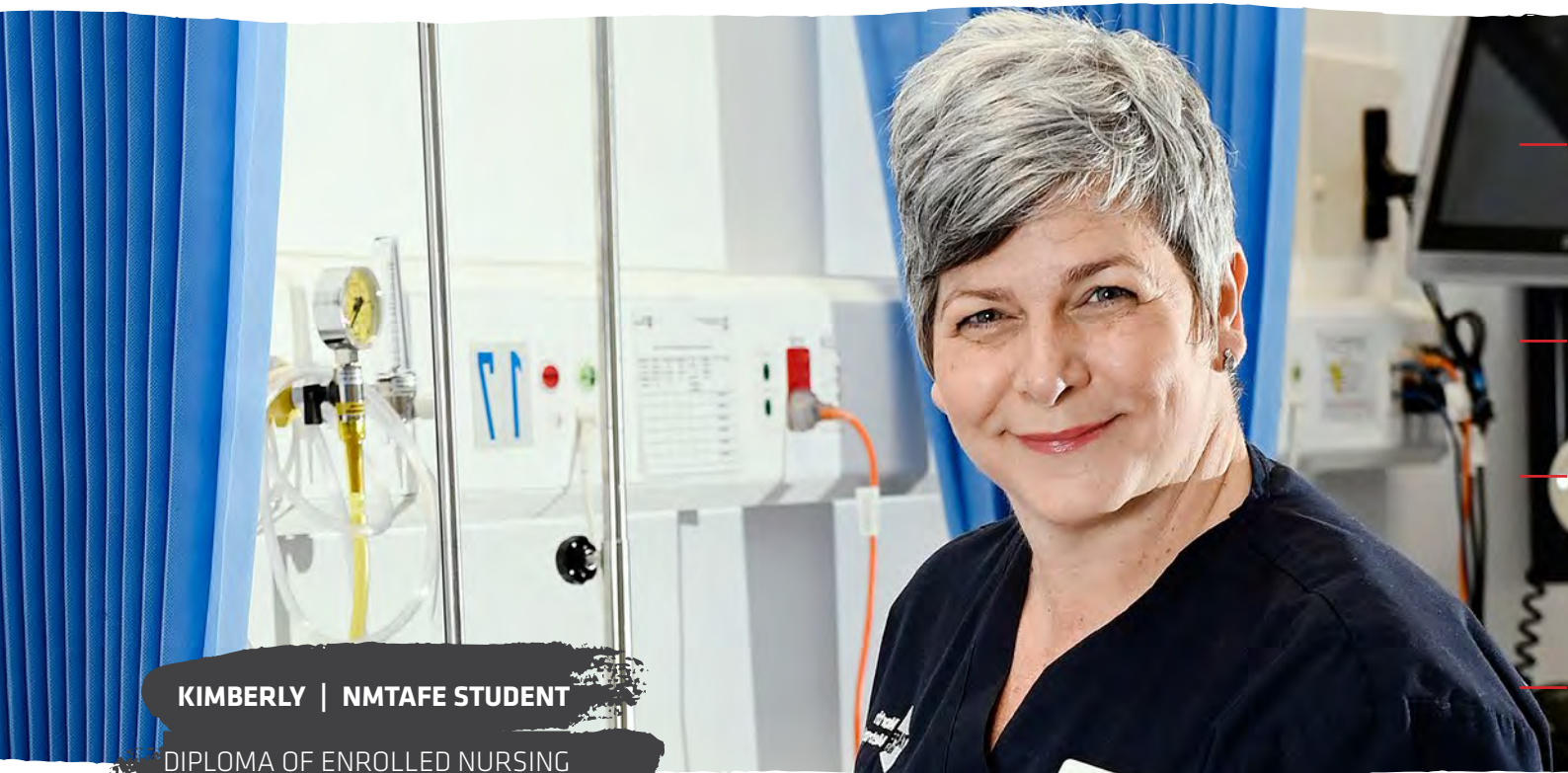
Organisational Structure

Responsible Minister

North Metropolitan TAFE is responsible to the Hon. Sue Ellery MLC, Minister for Education and Training.



Note: This reflects the structure at December 2021

**KIMBERLY | NMTAFE STUDENT****DIPLOMA OF ENROLLED NURSING**

Performance Management Framework

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

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

To enable the College to transform lives we:

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

Outcome Based Management Framework

The Outcome Based Management (OBM) Framework is a Department of Treasury mandatory requirement, for all State Government Agencies. The OBM Framework describes how outcomes, services and Key Performance Indicators (KPIs) are used to measure system performance. The outcome-based management framework remained unchanged 2021.

Shared Responsibilities with Other Agencies

Although, NMTAFE does not share any responsibilities with other agencies, the College works in collaboration with other government agencies to ensure the State Government responsibilities and priorities are met.



▶ [Scan to view Kimberly's story on our YouTube channel](#)



Agency Performance

02

LEEDERVILLE CAMPUS

DIPLOMA OF SPORTS



NMTAFE PARTNERSHIP ARRANGEMENT

UPSKILLING 63 BHP APPRENTICES

Training in Priority Areas

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

Employment Based Training


The following initiatives were undertaken in 2021 to support priority industry training:

- Delivered traineeship and apprenticeship pathways in response to the current and emerging needs of the mining industry through the RII20215 Certificate II in Surface Extraction Operations and the RII20515 Certificate II in Resource Processing.
- Developed and implemented a block training program for Fortescue Metals Group trainees in the BSB41419 Certificate IV in Work Health and Safety.
- Piloted an on-boarding program for new apprentices in electrical, communications and metal fabrication for mining company Rio Tinto.
- Developed a blended delivery program of the CPC40508 Certificate IV in Building and Construction (Site Management) for ABN Group, to upskill their site managers.
- Delivered two skill sets for Alstom trainees to support the development of skills for METRONET, the skill sets can be used as credits for those selected to continue in either electrical or mechanical apprenticeships.
- Created a certificate II pre-apprenticeship program in cookery for Hospitality Group Training.
- Continued to deliver a range of pre-apprenticeship programs in a variety of construction trade areas.
- Implemented a partnership arrangement between NMTAFE and BHP with 63 apprentices undertaking the MEM30205 Certificate III in Engineering - Mechanical Trade (Mechanical Fitter ZA) and 118 trainees completing the MEM20105 Certificate II in Engineering (Mechanical Fitter and Machinist Pre-Apprenticeship) and the MEM20205 Certificate II in Engineering - Production Technology.
- Confirmed a partnership between NMTAFE and Sodexo Australia for students to complete the SIT30816 Certificate III in Commercial Cookery through practical training on Sodexo sites and at our facilities. This is an expansion of Sodexo's existing apprenticeship programs, the program, named 'Art of Food', is the first of its kind and has been designed as an alternate pathway to the traditional apprenticeship model.
- Developed a traineeship in the HLT33115 Certificate III in Health Services Assistance for Rio Tinto for staff at onsite medical centres.
- Worked with industry and other Registered Training Organisations (RTO) to develop programs to support mature age workers in the construction trades to gain qualifications and/or secure apprenticeships.




91.3% Student Satisfaction Rate



202,848 SCH, 107.2% 



Apprenticeship **843,504** SCH, 124.3% 

*  Original Delivery Performance Agreement target in Profile Funded Delivery



DAVID | INFRASTRUCTURE READY SKILL SET


SECURED A JOB AFTER COMPLETING THE SKILL SET

Priority Industry Training

The following initiatives were undertaken in 2021 to support priority industry training:

- Implementation of the Infrastructure Ready Skill Set with industry and the delivery of the four-week, Work in Construction Skill Set.
- Worked with a range of industry partners in the rail and signalling industry to develop contemporary training programs.
- Partnered with St John of God Health Care to deliver a work based HLT57915 Diploma of Anaesthetic Technology course to new and existing health care workers.
- Developed and delivered of a range of new skill sets including; Robotic Control Systems, Applied Data Analysis, and Cyber Security for beginners.
- Increased pathology courses and skill sets at Midland, Mt Lawley and McLarty campuses, in response to extensive consultation with pathology industry partners.
- Collaborated with Carers WA to develop programs that operated from the Wellness Centre at McLarty Campus. The programs were designed to support people with disabilities and they provide opportunities for students studying the Certificate III in individual support to work with clients and their carers.
- Developed flexible, work-based programs in a range of horticulture qualifications for employees currently working in relevant industries, this was done in collaboration with the City of Swan, City of Joondalup, Wadjak Community Group and Kings Park.
- Launched skill sets for the HLT64115 Advanced Diploma of Nursing, increasing the capacity of graduate enrolled nurses to expand their practice. Continued delivery of the intravenous medications administration skill sets, which increases employability of enrolled nurse graduates.



Priority Industry Training **363,067** SCH, 79% *



Critical COVID-19 Skill Set **66,195** SCH, 140.8% *



Lower fees, local skills **3,769,974** SCH, 104.1% *

*  Original Delivery Performance Agreement target in Profile Funded Delivery



MCLARTY CAMPUS | AGED CARE

General Industry Training

The following initiatives were undertaken in 2021 to support general industry training:

- Developed partnerships with industry and businesses across a range of study areas to increase opportunities for live works, work placements and internships for students as part of their training program.
- Development of a range of Education Skill Sets including; Autism 2-12 years, Leadership in Early Childhood Education and Care, Introduction to Childcare, Understanding Aboriginal Culture in Education, Introduction to Education Support, and an Aboriginal Skill Set.
- Introduced new training models for water industry operations with online and block training options offered for employer-based training.
- Developed and delivered a range of new skill sets for the creative industries sector, including; fashion, design, ceramics, and photography.
- Continued to deliver a range of job ready skill sets to support the transition of displaced workers into new areas of jobs growth (such as aged care, hospitality, civil construction and disability) to assist individuals to obtain entry level positions in the workforce.
- Increased delivery in the Course in Applied Vocational Study Skills (CAVSS) across qualifications with low completion rates to support students in the successful completion of their course.



Delivered **2,787,367** SCH
97.3% of *

*  Original Delivery Performance Agreement target in Profile Funded Delivery



ANNE | NMTAFE ABORIGINAL STUDENT

IS PLANNING TO TAKE ADVANTAGE OF THE ECU BACHELOR OF SCIENCE PATHWAY

Aboriginal and Torres Strait Islanders* – Aboriginal Training Plan Outcomes

The following initiatives were undertaken in 2021 to support Aboriginal Training Plan Outcomes:

- Supported Roy Hill with training delivery of the Certificate III in Surface Extraction and the Certificate III in Resource Processing to 30 Aboriginal trainees. NMTAFE delivers the core units of competence on site in the development cluster, and supports the onsite training and assessment that is completed as part of the on-boarding process.
- Supported Rio Tinto with the delivery of training and assessment to Aboriginal trainees for entry level mining roles in surface extraction, resource processing and fieldwork in the Certificate II in Mining Field Exploration, Certificate II in Resource Processing and Certificate II in Surface Extraction.
- Developed a professional development program for Aboriginal and Islander Education Officers in the Certificate III and Certificate IV in Education Support.
- Worked to promote access to the SEE (Skills for Education and Employment) training package Certificate I, as a pathway to VET for Aboriginal students.
- Delivered a Certificate II in Engineering Pathways and a Certificate II in Automotive Vocational Preparation training programs, specifically designed for Aboriginal students.
- Designed and delivered a Certificate III Aboriginal and Torres Strait Islander mentoring qualification.
- To meet the needs of WA Police cadet recruitment and training, NMTAFE expanded delivery to include a Certificate II in Leadership.
- Development of a nursing pathway for Aboriginal students via the delivery of Certificate III in Health Services Assistance.
- Successfully launched pathways to nursing in partnership with Edith Cowan University for graduating Aboriginal and Torres Strait Islander Diploma of Nursing students, providing guaranteed places for up to 10 students in the Bachelor of Science (Nursing) each year.
- Scoped and developed a Certificate II in Supply Chain Operations for Aboriginal trainees working with Fortescue Metals Group.



88.2% Student Satisfaction Rate



Delivered **198,412** SCH



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

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

Students with a Disability - Disability Access and Inclusion Plan Outcomes

NMTAFE implemented actions across 2021 to implement the strategies outlined in its Disability Access and Inclusion Plan (DAIP). NMTAFE ensured access to services and support for students with disability continued during interruptions of training as a result of the COVID-19 pandemic.

To better reflect the contemporary nature of its services, Disability Services was re-named Accessibility and Learning Support (ALS). The change of name aligns the service more closely with its role, promoting accessibility to benefit all students; and providing support to students with disability enabling participation in education with the same opportunities as other students at the College.

ALS Coordinators meet students with diagnosed disabilities, mental health and chronic medical conditions, to develop customised learning support plans to address barriers that may impede the successful completion of their studies. The learning support plans provide information and advice to lecturers as to how they can best assist the individual student to achieve their educational goals.

Particular high points for the ALS team in 2021 were:

- Supporting the development of material for and the delivery of managing challenging behaviour workshops to lecturing staff.
- The implementation of mandatory disability awareness training for all new staff.
- Providing deaf awareness training to lecturing and support staff.
- Staging the *Blindfolded Lunch* fundraising event for the Fred Hollows Foundation.
- Completion of a comprehensive audit of ALS equipment.
- Continued research to identify and understand the applications of new technologies available to students with disability.
- Online professional development module explaining Accessibility and Universal Design was launched to NMTAFE staff.

The Wellbeing Consultant, in line with the NMTAFE Wellbeing Framework, implemented a number of strategies to promote and improve the wellbeing of staff and students. These initiatives included engaging Youth Focus, an organisation that delivered programs to our students to raise awareness of youth mental health issues and suicide prevention, and to build long-term mental wellbeing that encourage students to reach their full potential. The Wellbeing Consultant also worked with portfolio staff and students in Fashion and Textile Design to discuss and identify opportunities to become more inclusive and less aligned to historical gender stereotypes in the Fashion industry. Strategies included change in the language used, project design and context.

ALS and the Wellbeing Consultant collaborated on projects with a number of different portfolios.

- Assisted Community Pathways with the development of a peer support pilot program.
- Delivered a series of lunchtime learning sessions for Commerce and Sport lecturers covering topics including mental health emergency response, mental health signs and symptoms, and understanding and implementing learning support plans for students with disability.

The ALS team also supported the HR consultation process providing input into the NMTAFE Workforce Diversification and Inclusion Plan.



ALS COORDINATOR AND STUDENT



83.2% Student Satisfaction Rate



Delivered **1,083,949** SCH



2,416 students that identified as having a disability in Profile Funded Delivery



GIRLS IN STEM EVENT | EAST PERTH CAMPUS

PROMOTING CAREERS IN SCIENCE, TECHNOLOGY, MATHS AND ENGINEERING

Youth

The following initiatives were undertaken in 2021 to support training to youth:

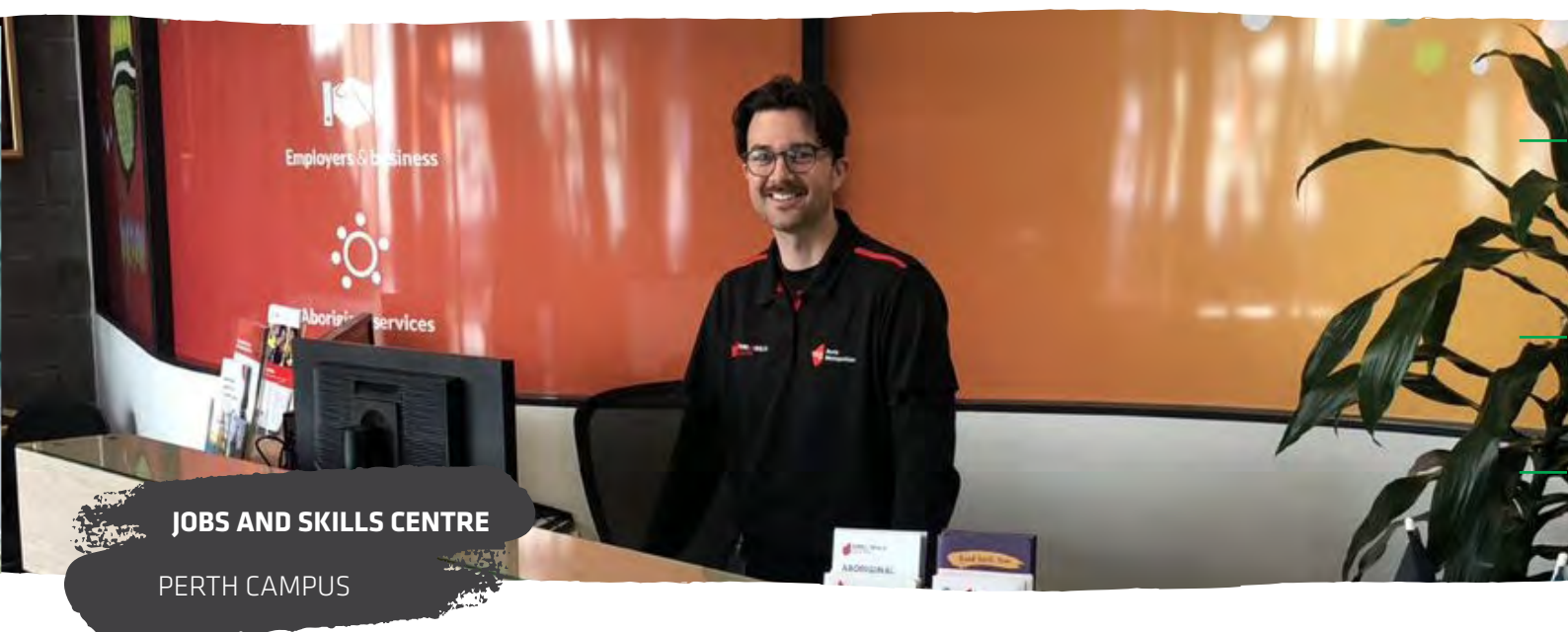
- Increased delivery of VET Delivery to Secondary School Students (VETDSS) qualifications and offerings to a wider range of schools.
- Developed strategies to assist students to access support services, including early identification of students who require extra support, such as learner support surveys.
- Hosted a professional development day for high school media teachers, to promote VETDSS pathways in the media and creative industries.
- Continued to deliver foundation skills and equity courses for youth at the Joondalup and Leederville campuses and expanded delivery to the Midland campus.
- Worked with Jobs and Skills Centres and local schools to develop a Certificate I in Building and Maintenance for Aboriginal youth.
- Supported an alternative education program designed to inspire disengaged youth to get back into learning. The free program, Stepping Stones, funded by the Department of Justice and delivered with assistance from NMTAFE lecturers, is run at the Midland Police and Community Youth Centre (PCYC) and has been developed for students in years 11 and 12, to help boost their literacy and numeracy, life skills, employability and self-confidence.
- Delivered an Introduction to childcare skill set to students on completion of year 12 as a taster program into the CHC30113 Certificate III in Early Childhood Education and Care.
- Hosted a number of events for secondary school students, such as “Get into Resources” and “Girls in STEM” to promote future career and training opportunities.



Delivered **5,100,159** SCH



12,367 students aged between 15 to 24 years in Profile Funded Delivery



JOBS AND SKILLS CENTRE

PERTH CAMPUS

Jobs and Skills Centres

NMTAFE's four Jobs and Skills Centres (JSC), located at the Balga, Joondalup, Midland and Perth campuses, continued to provide free career guidance and training advice to individuals; apprenticeship, traineeship and workforce development advice to enterprises; engaged with industry to identify labour market demand; and provided culturally appropriate services to Aboriginal people seeking training and employment advice.

The COVID-19 shutdown periods resulted in limited client face-to-face contact. The JSC's continued providing valued customer service delivery to individuals by communicating via phone, email and online channels.

Online, in class, and community group workshops were established to deliver interactive skill development workshops such as resume writing, addressing selection criteria, and interview skills. Industry engagement continued through ongoing electronic communication and the hosting virtual meetings via Microsoft Teams and Zoom.

Following a recommendation from the review of Skills, Training and Workforce Development, a new JSC was opened at NMTAFE's Midland campus in late 2020. The Midland JSC provided customer service to more than 1174 clients, a successful achievement for a new centre. The JSC supports jobseekers, Aboriginal people and school leavers in the eastern suburbs, by providing a launch pad into training opportunities, jobs, and long-term employment.

The JSCs also provide businesses with free assistance to develop their workforce, including recruitment of new workers, apprentices and trainees, as well as support to upskill their existing workforce.

In 2021 the Jobs and Skills Centres continued to:

- Engage with local communities and industries to assist them in responding to the needs of both jobseekers and employers.
- Provide businesses with free assistance to develop their workforce, including advice on recruitment strategies, availability of incentives for employing apprentices and trainees, and training opportunities to develop the skills of their existing workers.
- Support businesses with recruitment and retention strategies to make their workplace and employment practices more culturally sensitive and welcoming to Aboriginal people.
- Provide recruitment advertising opportunities on the JSC jobs board and/or on the Aboriginal-specific jobs board for employers.
- Educate enterprise and industry about the Aboriginal Procurement Policy and WA Industry Participation Strategy, assisting them to develop appropriate strategies to meet their contractual requirements.
- Attend expos and service schools with attendance at 18 expos, and service to 66 schools.



13,0360 total client contacts
up from 8,767 previous year.

Significant Issues Impacting the Agency



03

ONGOING SEMICONDUCTOR SHORTAGE HAS IMPACTED
COLLEGE COMPUTER REPLACEMENT SCHEDULE

Impacts of COVID-19

Disruption to training programs and delivery continued in 2021, with the College developing and implementing innovative delivery strategies to support learning. Face-to-face learning, practical assessments and work-based placements were temporarily paused.

Staff worked tirelessly with employers and work placement providers to navigate training requirements in an ever-changing operating environment. Finding placements for students whose training was interrupted in 2020 and therefore extended into 2021, was challenging.

Supply of technology equipment due to worldwide shortage of microprocessors impacted on the College's computer replacement schedule. Future year budgets for IT equipment replacement will need to be increased when supplies return to normal. Analysis is being undertaken to review alternative IT requirements, including the use of mobile devices.

Attraction and retention of IT staff has also been an issue for the College. Dependency on IT systems and equipment, complexity of systems, need for improved network security and an increase in 'specialisation' have combined to create a competitive employment market and increased staff movement.

Supply of consumable training materials and rapidly escalating costs became problematic in areas such as trades training during 2021 and it is anticipated to become a significant issue in 2022.

Training Package Changes

Due to the high volume of change in the national training package system, the scope of delivery for the College underwent a significant amount of change during 2021 and will continue into 2022.

At NMTAFE, a total of 208 qualifications are in transition which equates to 49% of the College's scope of delivery.

Transitioning qualifications is a 'business as usual' process for the College, however the volume of change across training packages is significantly higher than in previous years. The 2020-2021 Training Accreditation Council Annual Report references 624 equivalent training products processed by the Council (across all RTOs) in 2020-2021, compared to 197 in 2019-2020.

The requirement for additional qualification scoping and transition came at a time when the College was experiencing significant growth in student enrolments with lecturers fully engaged in training delivery and assessment, and the mentoring and support of new lecturers.

Adult Migrant English Program (AMEP)

The AMEP is a Commonwealth legislated English language settlement program for migrants under the 1972 Education Act. With the closure of international borders, in April 2021, the Federal Minister amended the Education Act and introduced major legislative changes. The legislation was the most significant reform to the program in many years. These changes mean that more migrants can now access free English tuition for a longer period and continue until they reach a higher level of proficiency.

As a result, in Semester 2, 2021, revenue approximately doubled due to large numbers of ESL students (profile funded) shifting to the program to take up their entitlement of access to free English, including childcare facilities, as well as clients from the community returning to the program due to the widened eligibility criteria. Overall, the change in programs balanced out, but as a result of the change in student's patterns of enrolment, the College was unable to meet its 2021 profile funded delivery targets.



AMEP | LEEDERVILLE CAMPUS

Other Legal Requirements



04

LEEDERVILLE CAMPUS

DIPLOMA OF EARLY CHILDHOOD EDUCATION AND CARE

Public Sector Ethics, Integrity and Corruption Prevention

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

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

The College has a Fraud and Corruption Control Policy and Plan with actions that were implemented during 2021.

As at 31 December 2021, 97% of permanent and contract staff had completed the training Accountable and Ethical Decision Making (AEDM). Monthly leadership forums consolidated and enhanced the capability of senior leaders to address the unique nature of public administration, embrace the core values of public service and share the service ethos which underpins the work of public servants.

Industrial Relations

In accordance with the WA TAFE Lecturers' General Agreement 2019 and the Public Sector CSA Agreement 2021, the Joint Staff Consultative Committee continued to provide opportunities for the discussion of matters that impacted in the workplace and a mechanism for meaningful consultation.

During 2021 two (2) disciplinary matters carried over from 2020 were resolved and fourteen (14) new disciplinary matters were received. Six (6) of these were found to involve breaches of the Code of Conduct and sanctions were applied.

Eight (8) cases remain in progress and will carry over to 2022.

Public Disclosures

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

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

In accordance with the Act, the College has four Public Interest Disclosure (PID) Officers. The College has published internal policies and procedures related to its obligations. No PID applications were received for the reporting period.

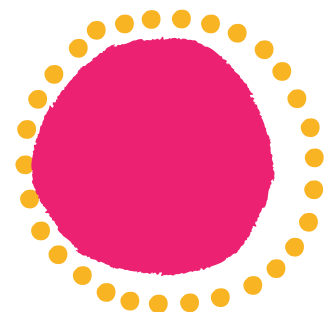
Recordkeeping Plan

During 2021 NMTAFE continued to implement best practice records management in accordance with the State Records Act 2000. A current approved sector wide Record Keeping Plan (RKP) in place and a draft revised Sector Disposal Authority (SDA) is awaiting submission and subsequent approval from State Records Office.

The recordkeeping systems EDRMS hosted by Department of Training and Workforce Development. NMTAFE maintains a dataset for records.

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

The College uses and maintains an ELMO HR Training Database. Recordkeeping Awareness Training continues to be a key module deployed to all existing staff as 'mandatory' to complete and is included in induction training for all new staff into the College.



Legislative Environment

North Metropolitan TAFE complies with the following legislation:

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



Multicultural Plan



Multicultural Plan

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

The plan outlines a number of actions, strategies, outcomes and desired impacts against the below priorities:

- Policy priority 1—Harmonious and inclusive communities
- Policy priority 2—Culturally responsive policies, programs and services
- Policy priority 3—Economic, social, cultural, civic and political participation.

The College's plan was submitted to the Office of the Hon. Dr Tony Buti MLA, Minister for Finance; Lands; Sport and Recreation; Citizenship and Multicultural Interests in June 2021.





Ministerial Directives

Colleges Direction 2021

Given by the Minister for Education and Training under section 11 of the Vocational Education and Training Act 1996.

Citation

This direction may be cited as the College's Direction 2021.

Employment

Subject to the Public Sector Management Act 1994, any decision of a College in the exercise of the function conferred on it by section 47 of the Vocational Education and Training Act 1996 ("the Act") is the responsibility of the managing director of the College.

Co-ordination of Labour Relations

For the purpose of coordinating and facilitating the exercise by Colleges of the function conferred by section 47 of the Act and to the extent that the exercise of the function has or may have implications for industrial or labour relations in the wider context of the TAFE system, or public sector generally, the governing council and managing director of a College are to ensure that the exercise of the function is coordinated through the Department.

Fees and Charges

1. The Vocational Education and Training (Colleges) Regulations 1996 make provision for
 - » College to determine fees or charges that are payable for any particular vocational education or training to related service supplied by a College not being a service for which a fee is prescribed by the regulations.
2. A fee or charge imposed under that regulation:
 - » Is to conform with the "VET Fees and Charges Policy" issued each year by the Department;
 - » If it relates to materials supplied, is not to exceed the cost of the materials; and
 - » Any determination fixing the fees or charges is to be published on the College's website

KOOLARK CENTRE STAFF

ASSISTING AN ABORIGINAL STUDENT



Government Policy and Legal Requirements

Staff Profile

Table 1 Staffing Profile

Staff Profile	2019	2020	2021
Number of permanent, contract staff (head count)	1276	1265	1370
Number of casual staff	208	345	293
Number of full-time staff (perm and contract)	844	828	900
Number of part-time staff (perm and contract)	432	437	470
FTE for year	1119.66	1195.07	1256.4
Academic Delivery	691.22	749.42	804.90
Corporate Services and Support Services	428.44	445.42	451.50
Unattached/Redeployees	5	5	2

There was an overall 3.7% increase in training delivery compared to 2020 resulting in the need for more lecturers and support staff to deliver training and support services in 2021.

Workforce data taken from Empower HRMIS

Note Information provided as at 9 December 2021 for FTE. FTE figures can vary across the year by +/- 10% due to training demand fluctuations.

Equal Employment Opportunity, Equity, Access and Diversity

NMTAFE is committed to ensuring it has a diverse and inclusive workforce in which all employees feel valued and respected. A new Workforce Diversification and Inclusion Plan 2021 – 2025 was developed and implementation commenced in 2021. A range of policies and documentation including access to training and development guidelines, equity and diversity policy, grievance management processes, our Code of Conduct and performance management systems all have equity and diversity principles embedded in their scope.

The College received endorsement from Reconciliation Australia, Innovate Reconciliation Action Plan (RAP) 2021 – 2023. The success of the measures will be evident in closing the education and training achievement gap for our First Peoples and continuing to build a workplace environment that respects and celebrates diversity, effectively supports Aboriginal and Torres Strait Islander employees and integrates awareness of the importance of reconciliation.

The College rolled out Cultural Awareness and Safety training program for staff provided by Kambarang services. More session will be offered in 2022.

Our Disability Access and Inclusion Plan aims to ensure that people with disability have access to all our services, programs and facilities.

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

Substantive Equality

In accordance with the Government's Policy Framework for Substantive Equality, the College has structures in place to monitor policies and processes that impact Aboriginal people, people with disabilities and ethnic minorities.

Occupational Safety and Health and Injury Management

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

Each of our local level campus-based Safety Committees has a Director as the chairperson, and these committees ensure staff understand their responsibilities and are trained appropriately.

Support is given to staff through the Employee Assistance Program, training opportunities including the Mental Health First Aid Program and the College's Wellness Program.

Formal mechanism for consultation with employees on occupational safety and health matters.

During 2021 the College continued to embed a safety culture where individual and collective responsibilities and accountability were integrated into everyday College planning and course delivery.

The local level campus-based Safety Committees (10) met quarterly to discuss and resolve Safety issues, review hazard and incident reports, and review progress against the Campuses Annual Safety Plan.

OSH Representatives consult with management in the investigation of incident reports and the recommendations for improvement of safety systems within their areas of responsibility and the College in general. OSH Representatives are supported by the College's Safety Team and in conjunction with the local level campuses Safety Committees to ensure appropriate numbers and training are maintained.

The College's Strategic Safety Committee met quarterly during 2021 to identify incident trends and remedial actions, and review budgets and safety plans. The Committee includes membership from all local level campus based Safety Committees, a corporate executive member (Chairperson) and several management representatives.

Statement of compliance with injury management requirements of the Workers' Compensation and Injury Management Act 1981 including the development of return to work plans.

NMTAFE is committed to providing injury management support to all workers who sustain a work or related injury or illness with a focus on safe and early return to meaningful work. Our injury management system is documented in accordance with the Workers' Compensation and Injury Management Act 1981.

Support is given to staff through the Employee Assistance Program, training opportunities including the Mental Health First Aid Program and the College's Wellness Program.

Table 2 OSH Performance against Targets

Measure	Actual results			Results against Target	
	2019	2020	2021	Target	Comment on Results
Number of fatalities	0	0	0	Zero (0)	Target met
Lost time injury/disease (LTI/D) incidence rate	0	0	0	Zero (0) or 10% improvement on the previous three (3) years	These figures are less than 1%, therefore reported as 0.
Lost time injury (LTI) severity rate	81.25%	51.74%	56.81%	Zero (0) or 10% improvement on the previous three (3) years	Less than 1.00% reduction from previous year
Percentage of injured workers returned to work within	100%	100%	100%	Greater than or equal to 80% return	Early intervention vocational rehabilitation within the first 2–5 days has ensured return to work within 13 weeks.
(i) 13 weeks and (ii) 26 weeks	100%	100%	100%		
Percentage of managers and supervisors trained in occupational safety, health and injury management responsibilities	100%	100%	100%	Greater than or equal to 80%	Online Manager OSH training was conducted in 2020, with all new managers in 2021 completing the module.

Notes:

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

Disclosures and Legal Requirements



EAST PERTH CAMPUS

ADVANCED DIPLOMA OF SURVEYING

08

Breach of Credit Card Use

Table 3 Credit Card Breaches 2021 | Reporting Period 1 January to 31 December 2021

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

a) The number of instances the WA Government Purchasing Card has been used for a personal purpose;	9
b) The aggregate amount of personal use expenditure for the reporting period;	\$668.58
c) The aggregate amount of personal use expenditure settled by the due date;	\$668.58
d) The aggregate amount of personal use expenditure settled after the period required by paragraph (c);	Nil
e) The aggregate amount of personal use expenditure outstanding at the end of the reporting period;	Nil
f) The number of referrals for disciplinary action instigated by the notifiable authority during the reporting period	Nil

Advertising and Marketing Expenditure

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

Table 4 Expenditure for Advertising and Media Organisations

Class of organisation	Organisation	Amount ex GST
Advertising agencies	Equilibrium	\$28,800
Market research organisations	-	-
Polling organisations	-	-
Direct mail organisations	Mailchimp	\$4,942
	Google AdWords	\$38,278
	Facebook/Instagram	\$21,445
Media advertising agencies	Student Edge	\$10,000
	Zync360	\$4,770
	LinkedIn	\$486
Total		\$108,722

Remuneration

The individual and aggregate cost of remunerating Governing Council members for North Metropolitan TAFE was as follows:

Table 5 Governing Council Remuneration

Position	Name	Type of remuneration	Period of membership	2021 gross remuneration
Chair	Emeritus Professor William Loudon AM	Per Annum	1/07/2018 – 30/06/2022	\$24,874.85
Deputy Chair	Ms Cheryl Robertson	Per Annum	1/07/2018 – 30/06/2022	\$1,946.99
Member	Professor Arshad Omari	Per Annum	1/07/2018 – 30/06/2022	\$1,265.28
Member	Mr Graham Droppert	Per Annum	1/07/2018 – 30/06/2022	\$2,108.16
Member	Ms Mara West	Per Annum	1/07/2018 – 30/06/2022	\$1,687.68
Member	Ms Dianne Bianchini	Per Annum	1/07/2018 – 30/06/2022	\$1,687.68
Member	Dr Craig McLure	Per Annum	1/07/2018 – 30/06/2022	\$1,685.76
Member	Mr Adam Sofoulis	Per Annum	1/07/2018 – 30/06/2022	\$2,108.16
Member	Ms Amy Barrett-Lennard	Per Annum	1/07/2020 – 30/06/2023	\$2,108.16
Member	Mrs Meryl Jones	Per Annum	1/07/2018 – 31/08/2021	\$840.96
Member	Mr David Nicholson	Per Annum	19/11/2021 – 30/06/2024	\$422.40
Total				\$40,736.08

Governance Disclosures

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

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

There were no governance disclosures for 2021.

Capital Works

Joondalup (Kendrew) campus



A new horticulture facility was established, with the College is exploring embedding contemporary Industry 4.0 capability into the new Horticulture Training Facility as it is expected that automation and data analytics will play an increasingly significant role in the horticultural/agricultural supply chain management.

This is first stage of the new Light Automotive and Technologies Buildings that is planned for development. This facility will be used to deliver training in new and emerging auto technologies and ICT-related technologies.

Joondalup (McLarty) campus



Establishment of NDIS Training Facility, to further support the Disability and Aged Care industry, this facility complements the Senior Wellness Day Centre that was established in 2020. The facility includes both simulated residential aged care bedrooms, bathrooms and a person's home environment to train students with the skills necessary to work in this industry. A large area is dedicated to train students to use various lifting and mobility equipment. Value \$1.5m

Midland campus



Belt Splicing Training Facility was constructed and completed November 2021 to deliver belt splicing training. the facility will meet industry demand in Western Australia's thriving mining and resources sector, addressing skill gaps and increasing the supply of a locally skilled workforce This project funded the procurement of belt splicing equipment, including vulcaniser, winders, demonstration conveyor, belt splicing table and associated tools. Value \$1.7m

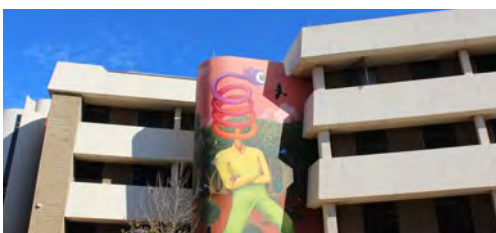
Mount Lawley campus



Relocation and establishment of a new library on the ground floor, providing students with a modern, contemporary collaborative learning space.

The former library was converted into a suite of specialised training areas designed to support training in the Disability and Aged Care Industry. Similar to McLarty, the facility includes both simulated residential aged care bedrooms, bathrooms and a person's home environment to train students with the skills necessary to work in this industry. Value \$1.8m

Perth campus



Replacement of the Building Management System for this seven storey building was necessary due to the existing system becoming beyond its normal useful life. The replacement has resulted in better control of air conditioning and lighting systems leading to energy efficiencies and reduced system breakdowns. Value \$1.1m



Independent Auditors Report

JOONDALUP (KENDREW) CAMPUS

DIPLOMA OF CYBER SECURITY



Auditor General

INDEPENDENT AUDITOR'S REPORT 2021 NORTH METROPOLITAN TAFE

To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

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

- the Statement of Financial Position at 31 December 2021, and the Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended
- Notes comprising a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the North Metropolitan TAFE for the year ended 31 December 2021 and the financial position at the end of that period
- in accordance with Australian Accounting Standards - Reduced Disclosure Requirements, the *Financial Management Act 2006* and the Treasurer's Instructions.

Basis for opinion

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

I am independent of the TAFE in accordance with the *Auditor General Act 2006* and the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements. I have also fulfilled my other ethical responsibilities in accordance with the Code.

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

Responsibilities of the Governing Council for the financial statements

The Governing Council is responsible for:

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

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf.

Report on the audit of controls

Opinion

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

My opinion has been formed on the basis of the matters outlined in this report.

In my opinion, in all material respects, the controls exercised by the North Metropolitan TAFE are sufficiently adequate to provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities have been in accordance with legislative provisions during the year ended 31 December 2021.

The Governing Council's responsibilities

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

Auditor General's responsibilities

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

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

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

Limitations of controls

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

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the North Metropolitan TAFE for the year ended 31 December 2021. The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators of the North Metropolitan TAFE are relevant and appropriate to assist users to assess the TAFE's performance and fairly represent indicated performance for the year ended 31 December 2021.

The Governing Council's responsibilities for the key performance indicators

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

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

Auditor General's responsibilities

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

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

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

My independence and quality control relating to the reports on controls and key performance indicators

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

Other information

The Governing Council is responsible for the other information. The other information is the information in the entity's annual report for the year ended 31 December 2021, but not the financial statements, key performance indicators and my auditor's report.

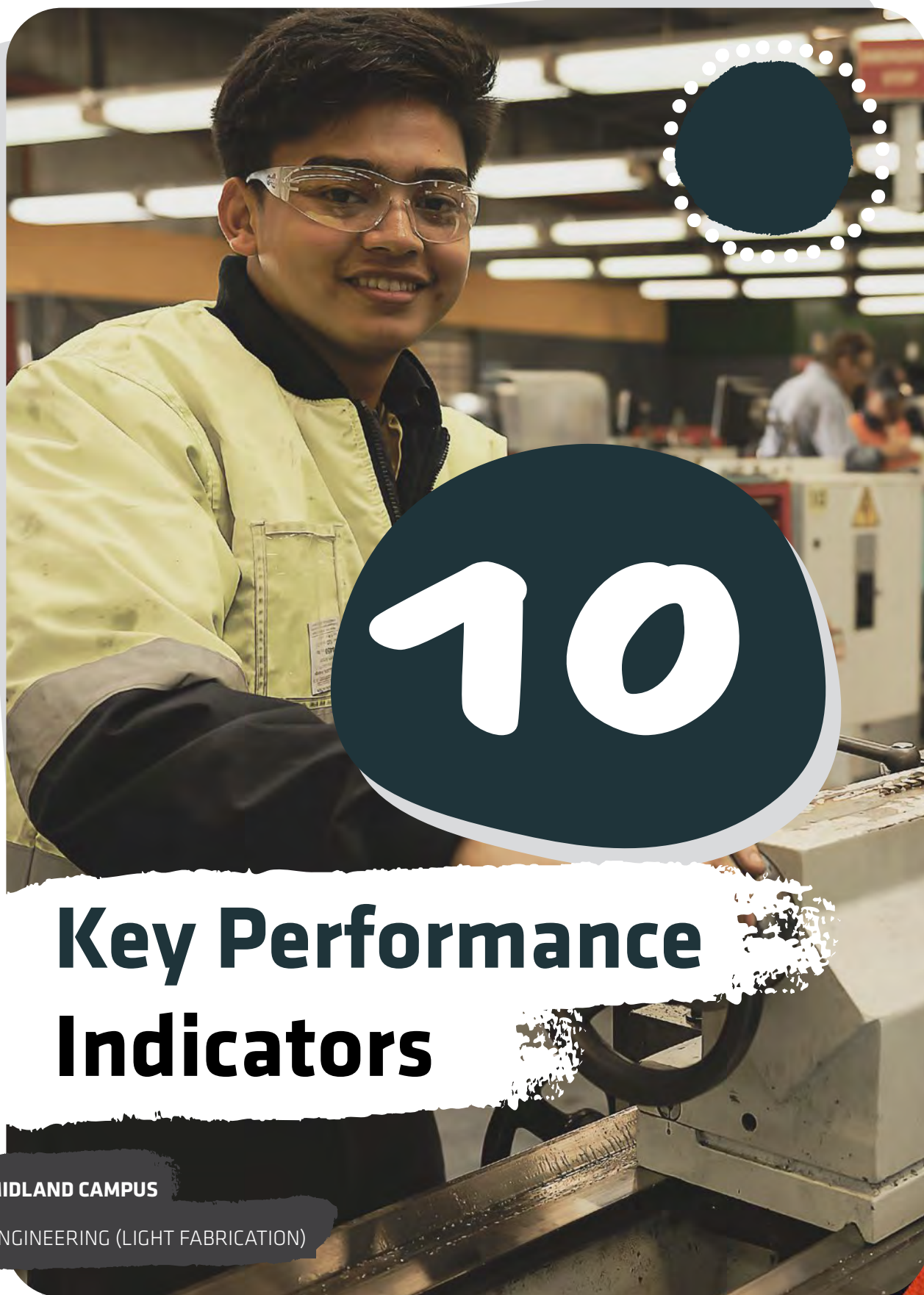
My opinions do not cover the other information and, accordingly, I do not express any form of assurance conclusion thereon.

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

This auditor's report relates to the financial statements, controls and key performance indicators of the North Metropolitan TAFE for the year ended 31 December 2021 included on the TAFE's website. The TAFE's management is responsible for the integrity of the TAFE's website. This audit does not provide assurance on the integrity of the TAFE's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from these financial statements, controls or key performance indicators. If users of the financial statements, controls and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version of the financial statements, controls and key performance indicators.



Caroline Spencer
Auditor General for Western Australia
Perth, Western Australia
14 March 2022



Key Performance Indicators

MIDLAND CAMPUS

ENGINEERING (LIGHT FABRICATION)

Certification of Key Performance Indicators

We hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess North Metropolitan TAFE's performance, and fairly represent the performance of North Metropolitan TAFE for the financial year ended 31 December 2021.



**Emeritus Professor
Bill Loudén AM**
Chair, Governing Council
North Metropolitan TAFE
8 March 2022



Michelle Hoad
Managing Director
Accountable Authority
North Metropolitan TAFE
4 March 2022

2021 Key Performance Indicators

Desired Outcome:

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

1. Effectiveness Indicators

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

Stakeholder Satisfaction

Overall Student Satisfaction Rating

In 2021 the Student Satisfaction Survey was conducted by EY Sweeney (trading name of Ernst & Young) for DTWD. The Student Satisfaction Survey measures the extent to which students were satisfied with the training they received from the College. The survey measures the 'satisfied' and 'very satisfied' responses received from students responding to the question 'Overall how satisfied were you with your course?'

The Student Satisfaction Survey fieldwork was conducted between September and November 2021.

The usable student population for 2021 for the College was 17,935 and achieved 24.4% response rate with 4,375 students completing the survey. The student satisfaction for 2021 was 86.4% - an improvement of 0.8% compared to 2020 results.

Table 6 Overall Student Satisfaction

	2021 Target	2021 Actual	2020 Actual	2019 Actual
North Metropolitan TAFE	85%	86.4%	85.6%	83.5%
Western Australia	-	87.3%	87.6%	87.5%

Notes

- Source:** Department of Training and Workforce Development, 2021 WA Student Satisfaction Survey.
- Derivation:** Standard error and margin of error are calculated on NET Satisfaction scores.
Margin of error is calculated at the 95% confidence interval.

Student Outcome Survey

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

- Graduate Achievement (Qualification Completers Achievement) Table 7
- Graduate Destination (Qualification Completers in Employment) Table 8

Graduate Achievement

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

The usable student population for 2021 for the College was 8,158 and achieved 32.9% response rate with 2,684 students completing the survey. The Graduate Achievement for 2021 was 82.7% - an improvement of 4.6% compared to 2020 results.

It should be noted that the 4.6% increase seen in the NMTAFE results is in line with the 4.2% increase seen in the results recorded for all TAFE institutes in WA. This improvement could be attributed to student employment outcomes as a greater proportion of students that enrolled to gain employment in 2021 were able to gain subsequent employment.

Table 7 Graduate Achievement

	2021 Target	2021 Actual	2020 Actual	2019 Actual
North Metropolitan TAFE	80%	82.7%	78.1%	79%

Graduate Destination

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

The Graduate Destination for 2021 was 65.3% - an improvement of 9.4% compared to 2020 results.

It should be noted that the 9.4% increase seen in the NMTAFE results is in line with the 8.2% increase seen in the results recorded for all TAFE institutes in WA. It is feasible to consider that labour market supply and demands affects graduate employment outcomes at a particular point in time.

Table 8 Graduate Destination

	2021 Target	2021 Actual	2020 Actual	2019 Actual
North Metropolitan TAFE	70%	65.3%	55.9%	61.2%

Notes

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

Achievement of College Profile

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

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

Table 9 provides a comparative assessment of performance against original planned DPA activity, and actual delivery in 2021. The planning process involves predicting likely demand for training activity; while considering government priorities and the needs of individuals and industry. However, actual SCH delivered represents the demand for training across occupational areas. These variations highlight the willingness and ability of the College to accommodate changes in demand.

DTWD allows the College to review and make any modifications to the original DPA targets twice a year. This provides the opportunity to consider any changes in the operating environment and modify the DPA to set realistic targets. Revised target for 2021 was 9,628,745, the College achieved 99% of this target.

Profile Achievement

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

Table 9 Profile Achievement

2021 Target	2021 Actual	2020 Actual	2019 Actual
100%	96.8%	97.4%	98.4%

Notes:

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

Profile Analysis for North Metropolitan TAFE

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

Table 10 SCH major ANZSCO

ANZSCO Group	Grand Total
1 - Managers	480,581
2 - Professionals	927,402
3 - Technicians And Trades Workers	3,168,977
4 - Community And Personal Service Workers	2,817,898
5 - Clerical And Administrative Workers	793,750
6 - Sales Workers	24,610
7 - Machinery Operators And Drivers	133,004
8 - Labourers	506,725
G - General Education	681,600
Grand Total	9,534,547

Data presented in Table 11 outlines total SCH achievement in ANZSCO sub groups.

Table 11 Achievement of 2021 Profile Delivery (DPA) by ANZSCO sub groups

Department of Training and Workforce Development ANZSCO Groups	2021 Target Profile (SCH)	2021 Actual Profile (SCH)	2020 Actual Profile (SCH)	2019 Actual Profile (SCH)
11. Chief Executives, General Managers and Legislators	10,640	7,975	12,515	10,550
12. Farmers and Farm Managers	-	-	-	-
13. Specialist Managers	113,915	320,429	299,530	83,253
14. Hospitality, Retail and Service Managers	203,190	152,177	156,764	187,131
1. MANAGERS Total	327,745	480,581	468,809	280,934
21. Arts and Media Professionals	613,584	423,142	392,818	568,903
22. Business, Human Resource and Marketing Professionals	69,900	24,580	10,450	64,675
23. Design, Engineering, Science and Transport Professionals	400,140	32,780	21,495	375,222
24. Education Professionals	8,600	250,290	197,305	19,505
25. Health Professionals	50,312	40,315	48,810	65,070
26. ICT Professionals	357,100	154,015	173,205	204,160
27. Legal, Social and Welfare Professionals	68,410	2,280	8,295	64,870
2. PROFESSIONALS Total	1,568,046	927,402	852,378	1,362,405
31. Engineering, ICT and Science Technicians	771,093	1,140,439	789,594	777,861
32. Automotive and Engineering Trades Workers	183,400	294,032	198,339	180,568
33. Construction Trades Workers	265,234	299,295	216,636	252,203
34. Electro technology and Telecommunications Trades Workers	221,250	196,965	187,200	152,991
35. Food Trades Workers	130,400	150,024	133,106	108,037
36. Skilled Animal and Horticultural Workers	58,600	139,625	91,330	49,220
39. Other Technicians and Trades Workers	225,580	948,597	837,262	208,369
3. TECHNICIANS AND TRADES WORKERS Total	1,855,557	3,168,977	2,453,467	1,729,249
41. Health and Welfare Support Workers	1,104,950	1,181,569	1,114,564	1,021,080
42. Carers and Aides	1,373,295	1,277,107	1,203,637	1,007,421
43. Hospitality Workers	91,480	58,435	74,440	53,945
44. Protective Service Workers	-	-	380	15,240
45. Sports and Personal Service Workers	374,260	300,787	343,472	359,852
4. COMMUNITY AND PERSONAL SERVICE WORKERS Total	2,943,985	2,817,898	2,736,493	2,457,538
51. Office Managers and Program Administrators	91,680	237,430	101,230	51,675
52. Personal Assistants and Secretaries	41,500	40,490	36,515	22,100
53. General Clerical Workers	273,945	154,970	152,765	186,983
54. Inquiry Clerks and Receptionists	44,625	54,960	53,950	43,820
55. Numerical Clerks	148,528	161,705	156,955	180,460
59. Other Clerical and Administrative Workers	185,315	144,195	128,690	149,880
5. CLERICAL AND ADMINISTRATIVE WORKERS Total	785,593	793,750	630,105	634,918

Department of Training and Workforce Development ANZSCO Groups	2021 Target Profile (SCH)	2021 Actual Profile (SCH)	2020 Actual Profile (SCH)	2019 Actual Profile (SCH)
61. Sales Representatives and Agents	5,000	16,980	14,389	5,924
62. Sales Assistants and Salespersons	1,278	7,630	6,648	2,668
6. SALES WORKERS Total	6,278	24,610	21,037	8,592
71. Machine and Stationary Plant Operators	151,250	130,196	75,295	67,941
72. Mobile Plant Operators	-	2,808	3,472	-
7. MACHINERY OPERATORS AND DRIVERS Total	151,250	133,004	78,767	67,941
82. Construction and Mining Labourers	88,041	98,623	88,927	77,195
83. Factory Process Workers	190,500	129,148	62,813	58,061
84. Farm, Forestry and Garden Workers	53,667	60,010	48,295	44,706
85. Food Preparation Assistants	32,921	16,577	16,199	6,393
89. Other Labourers	260,478	202,367	222,384	196,725
8. LABOURERS Total	625,607	506,725	438,618	383,080
G. General Education	1,587,139	681,600	1,088,505	1,541,635
Total Profile Delivery	9,851,200	9,534,547	8,768,179	8,466,292

Notes:

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

2. Efficiency Indicator

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

The overall cost per SCH demonstrates the efficiency with which the College manages its resources. The overall cost per SCH shows the aggregate unit cost of delivery output per SCH, based on the delivery costs (total cost of service) as detailed in the Financial Statements.

Table 12 presents the actual cost of SCH compared to target cost.

Overall Cost per Student Curriculum Hour

Table 12 Delivery Cost per SCH

	2021 Target	2021 Actual	2020 Actual	2019 Actual
Overall cost per student curriculum hour	\$17.29	\$18.18	\$17.82	\$18.01

Notes:

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



Financial Statements

JOONDALUP (KENDREW) CAMPUS

CERTIFICATE IV IN BUSINESS



Certification of Financial Statements

The accompanying financial statements of North Metropolitan TAFE have been prepared in compliance with the provisions of the *Financial Management Act 2006*, from proper accounts and records to present fairly the financial transactions for the period 1 January to 31 December 2021 and the financial position as at 31 December 2021.

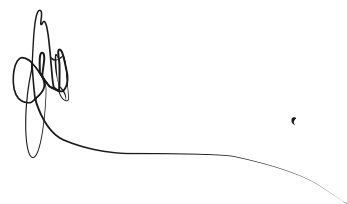
At the date of signing we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



**Emeritus Professor
Bill Loudén AM**
Chair, Governing Council
North Metropolitan TAFE
8 March 2022



Michelle Hoad
Managing Director
North Metropolitan TAFE
4 March 2022



Othmar Beerli
Chief Finance Officer
North Metropolitan TAFE
4 March 2022

North Metropolitan TAFE
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2021

		2021	2020
	Notes	\$	\$
COST OF SERVICES			
Expenses			
Employee benefits expense	2.1	131,824,492	124,516,366
Supplies and services	2.3	35,410,159	32,325,455
Grants and subsidies	2.2	1,734	20,363
Finance Cost	6.3	19,647	25,980
Other expenses	2.3	13,239,425	13,000,391
Cost of sales	3.3	-	277,017
Loss on disposal of non-current assets	3.6	185	35,365
Loss on disposal of lease arrangements	3.6	459	2,032
Depreciation and amortisation expense	4.1.1, 4.2, 4.3.1	13,969,717	13,748,748
Total cost of services		194,465,818	183,951,716
Income			
Fee for service	3.2	18,357,908	16,472,398
Student fees and charges	3.2	21,979,313	24,837,420
Ancillary trading	3.2	689,224	558,176
Sales	3.3	149	334,129
Interest revenue	3.4	189,115	267,098
Other revenue	3.5	874,261	556,940
Total revenue		42,089,969	43,026,161
<i>Gains</i>			
Gain arising from changes in fair value - buildings	3.6	-	2,485,415
Total gains		-	2,485,415
Total income other than income from State Government		42,089,969	45,511,577
NET COST OF SERVICES		152,375,849	138,440,139
Income from State Government			
Grants and subsidies	3.1	134,824,247	116,315,189
Resources Received	3.1	6,537,486	6,061,713
Income from other public sector entities	3.1	4,372,587	7,069,179
Total income from State Government		145,734,319	129,446,081
SURPLUS/(DEFICIT) FOR THE PERIOD		(6,641,530)	(8,994,057)
OTHER COMPREHENSIVE INCOME			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus	8.7	35,600,059	3,544,478
Total other comprehensive income		35,600,059	3,544,478
TOTAL COMPREHENSIVE SURPLUS / (DEFICIT) FOR THE PERIOD		28,958,530	(5,449,579)

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

North Metropolitan TAFE
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021

	Notes	2021 \$	2020 \$
ASSETS			
Current Assets			
Cash and cash equivalents	6.1	37,588,523	31,685,258
Restricted cash and cash equivalents	6.1	4,043,237	5,759,234
Receivables	5.1	6,873,886	6,533,271
Inventories	3.3	-	69,677
Other current assets	5.2	1,712,644	1,979,033
Total Current Assets		50,218,289	46,026,473
Non-Current Assets			
Restricted cash and cash equivalents	6.1	3,236,710	2,596,766
Property, plant and equipment	4.1	445,353,708	414,560,865
Right-of-use assets	4.2	521,770	819,123
Intangible assets	4.3	95,320	105,952
Total Non-Current Assets		449,207,509	418,082,706
TOTAL ASSETS		499,425,798	464,109,179
LIABILITIES			
Current Liabilities			
Payables	5.3	7,537,494	6,643,144
Lease liabilities	6.2	370,797	366,296
Employee related provisions	2.1	21,768,849	20,764,769
Other current liabilities	5.4	5,068,879	7,484,192
Total Current Liabilities		34,746,019	35,258,401
Non-Current Liabilities			
Payables	5.3	-	-
Lease liabilities	6.2	180,386	478,117
Employee related provisions	2.1	4,441,719	4,800,088
Total Non-Current Liabilities		4,622,105	5,278,205
TOTAL LIABILITIES		39,368,124	40,536,606
NET ASSETS		460,057,674	423,572,573
EQUITY			
Contributed equity	8.7	484,917,305	477,390,734
Reserves	8.7	39,440,145	3,840,086
Accumulated surplus / (deficit)		(64,299,777)	(57,658,247)
TOTAL EQUITY		460,057,674	423,572,573

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

North Metropolitan TAFE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 \$	2020 \$
CASH FLOWS FROM STATE GOVERNMENT			
Grants and subsidies - Department of Training and Workforce Development		132,691,979	116,099,367
Capital appropriation - Department of Training and Workforce Development		-	-
Funds from other public sector entities		4,439,626	7,069,179
Total Net cash provided by State Government		137,131,605	123,168,546
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits		(130,371,323)	(123,119,458)
Supplies and services		(28,378,358)	(26,395,930)
Finance Cost		(19,647)	(25,980)
Grants and subsidies		(1,734)	(20,363)
GST payments on purchases		(3,363,938)	(3,281,067)
GST payments to taxation authority		-	-
Other payments		(13,230,858)	(12,940,241)
Receipts			
Fee for service		16,984,696	15,497,866
Student fees and charges		22,931,852	26,632,157
Ancillary trading		689,224	558,176
Commonwealth grants and contributions		-	-
Interest received		193,625	358,819
GST receipts on sales		326,691	355,603
GST receipts from taxation authority		3,029,629	2,973,988
Other receipts		682,145	871,643
Net cash provided by/(used in) operating activities		(130,527,997)	(118,534,787)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments			
Purchase of non-current physical assets		(2,001,121)	(2,377,833)
Capital Contribution		-	-
Receipts			
Proceeds from sale of non-current physical assets		823	12,125
Capital Contribution		600,000	-
Net cash provided by/(used in) investing activities		(1,400,297)	(2,365,708)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments			
Principal elements of lease payments		(376,098)	(328,195)
Other repayments		-	-
Receipts			
Proceeds from borrowings		-	-
Other proceeds		-	-
Net cash provided by/(used in) financing activities		(376,098)	(328,195)
Net increase (decrease) in cash and cash equivalents		4,827,213	1,939,857
Cash and cash equivalents at the beginning of period		40,041,258	38,101,401
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	6.1	44,868,470	40,041,258

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

North Metropolitan TAFE
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2021

		Contributed Equity	Reserves	Accumulated Surplus / (Deficit)	Total Equity
	Notes	\$	\$	\$	\$
Balance at 1 January 2020		472,405,231	295,608	(48,664,190)	424,036,649
Surplus/(deficit)				(8,994,057)	(8,994,057)
Other comprehensive income	8.7		3,544,478	-	3,544,478
Total comprehensive income for the period		-	3,544,478	(8,994,057)	(5,449,579)
Transactions with owners in their capacity as owners:	8.7				
Capital appropriations		-	-		-
Other contributions by owners		4,985,503	-		4,985,503
Total		4,985,503	-	-	4,985,503
Balance at 31 December 2020		477,390,734	3,840,086	(57,658,247)	423,572,573

Balance at 1 January 2021		477,390,734	3,840,086	(57,658,247)	423,572,573
Changes in accounting policy or correction of prior period errors			-	-	-
Restated balance at 1 January 2021		477,390,734	3,840,086	(57,658,247)	423,572,573
Surplus/(deficit)				(6,641,530)	(6,641,530)
Other comprehensive income	8.7		35,600,059	-	35,600,059
Total comprehensive income for the period		-	35,600,059	(6,641,530)	28,958,530
Transactions with owners in their capacity as owners:	8.7				-
Capital appropriations		600,000	-		600,000
Other contributions by owners		6,926,571	-		6,926,571
Total		7,526,571	-	-	7,526,571
Balance at 31 December 2021		484,917,305	39,440,145	(64,299,777)	460,057,673

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

North Metropolitan TAFE
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2021

		Contributed Equity	Reserves	Accumulated Surplus / (Deficit)	Total Equity
	Notes	\$	\$	\$	\$
Balance at 1 January 2020		472,405,231	295,608	(48,664,190)	424,036,649
Surplus/(deficit)				(8,994,057)	(8,994,057)
Other comprehensive income	8.7		3,544,478	-	3,544,478
Total comprehensive income for the period		-	3,544,478	(8,994,057)	(5,449,579)
Transactions with owners in their capacity as owners:	8.7				
Capital appropriations		-	-		-
Other contributions by owners		4,985,503	-		4,985,503
Total		4,985,503	-	-	4,985,503
Balance at 31 December 2020		477,390,734	3,840,086	(57,658,247)	423,572,573

Balance at 1 January 2021		477,390,734	3,840,086	(57,658,247)	423,572,573
Changes in accounting policy or correction of prior period errors			-	-	-
Restated balance at 1 January 2021		477,390,734	3,840,086	(57,658,247)	423,572,573
Surplus/(deficit)				(6,641,530)	(6,641,530)
Other comprehensive income	8.7		35,600,059	-	35,600,059
Total comprehensive income for the period		-	35,600,059	(6,641,530)	28,958,530
Transactions with owners in their capacity as owners:	8.7				-
Capital appropriations		600,000	-		600,000
Other contributions by owners		6,926,571	-		6,926,571
Total		7,526,571	-	-	7,526,571
Balance at 31 December 2021		484,917,305	39,440,145	(64,299,777)	460,057,674

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

North Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1 Basis of preparation

North Metropolitan TAFE (NM TAFE) is a WA Government entity and is controlled by the State of Western Australia, which is the ultimate parent. NM TAFE is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

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

These annual financial statements were authorised for issue by the Managing Director of NM TAFE on 4th March 2022.

Statement of compliance

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

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

The *Financial Management Act 2006* and the Treasurer's Instructions (the Instructions) take precedence over AAS. Several AASs are modified by the Instructions to vary application, disclosure format and wording. Where modification is required and has had a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

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

NM TAFE's financial position has not been materially impacted by the COVID-19 pandemic during 2021.

This is not likely to be the case in 2022 as case numbers increase and student's training is disrupted due to contracting COVID-19 or a need to isolate. As a consequence withdrawals are likely to be higher than normal in 2022. In comparison to the 2021 year Covid-19 may have a notable but short-lived adverse effect on the College's human resources, in particular due to an expected increase in personal leave. At this point in time management has not fully assessed or quantified the COVID 19 related financial impacts for the remainder of 2022.

Judgements and estimates

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

Contributed equity

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

2 Use of our funding

Expenses incurred in the delivery of services

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

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

NOTES TO THE FINANCIAL STATEMENTS

2.1(a) Employee benefits expenses

	2021	2020
Employee benefits	119,434,112	113,471,642
Termination benefits	638,558	214,078
Superannuation - defined contribution plans	11,751,822	10,830,645
Total employee benefits expenses	131,824,492	124,516,366
Add: AASB 16 Non-monetary benefits		
Provision of vehicle benefits	38,839	26,246
Less: Employee contributions	(12,336)	(16,454)
Net employee benefits expenses	131,850,995	124,526,158

Employee benefits: include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave, and non-monetary benefits (such as medical care, housing, cars and free or subsidised goods or services) for employees.

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

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

AASB 16 Non-monetary benefits: non-monetary employee benefits, that are employee benefits expenses, predominantly relate to the provision of Vehicle and Housing benefits are measured at the cost incurred by the NM TAFE.

Employee Contributions: this line item includes contributions made to NM TAFE by employees towards employee benefits that have been provided by NM TAFE. This includes both AASB-16 and non-AASB 16 employee contributions.

2.1(b) Employee related provisions

	2021	2020
Current		
<u>Employee benefits provision</u>		
Annual leave	4,382,909	4,273,104
Long service leave	15,926,486	15,108,531
Deferred salary scheme	158,336	152,246
Purchased leave	15,476	2,399
	20,483,207	19,536,280
<u>Other provisions</u>		
Employment on-costs	1,285,642	1,228,489
Total current employee related provisions	21,768,849	20,764,769
Non-current		
<u>Employee benefits provision</u>		
Long service leave	4,178,030	4,515,060
	4,178,030	4,515,060
<u>Other provisions</u>		
Employment on-costs	263,689	285,028
Total non-current employee related provisions	4,441,719	4,800,088
Total employee related provisions	26,210,568	25,564,857

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

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

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

Long service leave liabilities: Unconditional long service leave provisions are classified as current liabilities as NM TAFE does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because NM TAFE has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

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

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

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

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

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

Employment on-costs provisions

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

2021	2020
1,513,517	1,432,223
749,079	817,287
(713,265)	(735,993)
1,549,331	1,513,517

Key sources of estimation uncertainty - long service leave

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

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

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

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

2.2 Grants and subsidies

Recurrent

Scholarships for students

Total grants and subsidies

2021	2020
1,734	20,363
1,734	20,363

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

2.3 Other expenditure

	2021	2020
Supplies and services		
Consumables and minor equipment	8,467,966	7,150,122
Communication expenses	496,711	582,017
Utilities expenses	3,829,264	3,826,276
Consultancies and contracted services	17,582,568	16,755,835
Minor works	1,091,492	541,475
Repairs and maintenance	211,474	278,833
Rental Cost	664,198	353,611
Travel and passenger transport	77,460	81,708
Advertising and public relations	139,962	179,117
Staff professional development activities	289,700	217,483
Software licence expense	1,174,150	1,102,278
Insurance expense	774,741	758,260
Supplies and services - other	610,473	498,440
Total supplies and services expenses	35,410,159	32,325,455
Other expenses		
Audit fees	180,000	176,500
Building maintenance	3,735,106	3,422,327
Expected credit losses expense	154,396	494,303
Employment on-costs	8,696,722	8,803,158
Donations	7,352	223
Student prizes and awards	1,457	4,418
Losses and write-offs	51,261	(11)
Other	413,131	99,472
Total other expenses	13,239,425	13,000,391
Total other expenditure	48,649,583	45,325,845

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

Rental expenses include:

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

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

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

Expected credit losses is an allowance of trade receivables and is measured at the lifetime expected credit losses at each reporting date. NM TAFE has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note 5.1. Movement in the allowance for impairment of trade receivables.

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

Asset Revaluation:

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

3 Our funding sources

How we obtain our funding

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

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

3.1 Income from State Government

Grants and subsidies received during the period:

Grants and subsidies

Delivery and Performance Agreement (DPA)

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

2021	2020
131,881,937	113,808,620
2,942,310	2,506,569
134,824,247	116,315,189

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

Department of Training and Workforce Development

- Corporate systems support

- Marketing and publications

- Human resources and industrial relations support

- Other

Other Government (State Solicitor's Office)

5,377,425	5,189,382
223,642	20,571
82,446	87,742
810,788	703,011
43,185	61,008
6,537,486	6,061,713

3.1d Income from other public sector entities

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

Fee for service - Government (other than DTWD)

International Division Fees - State Government

3,639	-
170,828	282,662
4,198,120	6,786,517
4,372,587	7,069,179

Total income from State Government

145,734,319	129,446,081
-------------	-------------

Grants and subsidies is recognised as income when the performance obligations are satisfied

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

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

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

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

3.2 User charges and fees

Fee for service

Fee for service - general

Fee for service - Commonwealth Government

International fees

Higher education

Total fee for service

2021	2020
3,207,177	2,494,467
14,939,236	13,272,642
211,494	277,264
-	428,024
18,357,908	16,472,398

Student fees and charges

Tuition fees

Enrolment and Resource fees

Recognition of prior learning (RPL) fees

Incidental fees

Other College fees

Total student fees and charges

16,938,589	20,349,561
4,765,375	4,283,088
141,228	95,411
31,498	20,991
102,624	88,369
21,979,313	24,837,420

NOTES TO THE FINANCIAL STATEMENTS

Ancillary trading

Liveworks (not a trading activity)

Other Ancillary Revenue

Total ancillary trading**Total user charges and fees**

629,851	511,846
59,372	46,330
689,224	558,176
41,026,445	41,867,994

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

3.3 Trading profit

	2021	2020
Bookshop		
Sales	149	334,129
Cost of Sales:		
Opening Inventory	(74,476)	(169,314)
Purchases	-	(182,179)
Disposals / transfers on closure of the bookshop	74,476	-
	-	(351,493)
Closing Inventory	-	74,476
Cost of Goods Sold	-	(277,017)
Total trading profit/(loss) - Bookshop	149	57,112
Total Trading profit/(loss)	149	57,112
Closing Inventory comprises:		
Current Inventories		
At cost	-	74,476
Total current inventory trading activities	-	74,476
Provision for obsolete stock trading activities	-	(4,799)
Total current inventories	-	69,677

Sales

Revenue is recognised from the sale of goods and disposal of other assets when the significant risks and rewards of ownership transfer to the purchaser and can be measured reliably.

Inventories

Inventories are measured at the lower of cost and net realisable value. Costs are assigned by the method most appropriate for each particular class of inventory, with the majority being measured on a first in first out basis.

Inventories not held for resale are measured at cost unless they are no longer required, in which case they are measured at net realisable value.

3.4 Interest revenue

	2021	2020
Interest revenue	189,115	267,098

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

3.5 Other revenue

	2021	2020
Employee contributions	12,336	16,454
Rental and facilities fees	516,938	345,828
Other direct grants and subsidy revenue	-	39,728
Copyright and royalties revenue	176	303
Sponsorship and donations revenue	148,042	59,593
Miscellaneous revenue	196,769	95,036
Total other revenue	874,261	556,940

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

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

3.6 Gains/(Losses)**Net proceeds from disposal of non-current assets**

	2021	2020
Buildings	-	-
Motor vehicles, caravans and trailers	823	-
Plant, furniture and general equipment	-	12,125
Computers and communication network	-	-
Total proceeds from disposal of non-current assets	823	12,125

Carrying amount of non-current assets disposed

Buildings	-	(40,424)
Motor vehicles, caravans and trailers	-	-
Plant, furniture and general equipment	(1,009)	(5,081)
Computers and communication network	-	(1,986)

Net gains/(losses)

(185)	(35,365)
--------------	-----------------

Other gains/(loss)

Gain/(loss) arising from lease arrangements	(459)	(2,032)
Gain/(loss) arising from changes in fair value - buildings	-	2,485,415

Other gains/(losses)

(459)	2,483,383
--------------	------------------

Total gains/(losses)

(644)	2,448,018
--------------	------------------

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

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

4 Key assets**Assets utilised for economic benefit or service potential**

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

	Notes
Property, plant and equipment	4.1
Right-of-use assets	4.2
Intangible assets	4.3

4.1 Property, plant and equipment

	Land	Buildings	Buildings under construction	Motor vehicles, caravans and trailers	Plant, furniture and general equipment	Computer equipment, communication network	Works of art	Total
Year ended 31 December 2021	\$	\$	\$	\$	\$	\$	\$	\$
1 January 2021								
Gross carrying amount	98,110,000	307,671,160	2,893,513	103,116	6,006,367	2,082,720	2,326,536	419,193,411
Accumulated depreciation	-	-	-	(67,355)	(3,052,316)	(1,512,874)	-	(4,632,546)
Accumulated impairment losses	-	-	-	-	-	-	-	-
Carrying amount at start of period	98,110,000	307,671,160	2,893,513	35,761	2,954,050	569,846	2,326,536	414,560,865
Additions	-	4,330,426	941,876	-	2,748,262	786,017	6,338	8,812,919
Transfers (a)	-	2,350,911	(2,893,513)	-	133,915	408,686	-	-
Other disposals	-	-	-	-	-	-	-	-
Revaluation increments/(decrements)	-	35,600,059	-	-	-	-	-	35,600,059
Impairment losses (b)	-	-	-	-	(44,682)	-	-	(44,682)
Depreciation	-	(12,393,947)	-	(5,187)	(873,358)	(302,962)	-	(13,575,454)
Carrying amount 31 December 2021	98,110,000	337,558,609	941,876	30,574	4,918,188	1,461,587	2,332,873	445,353,708
Gross carrying amount	98,110,000	337,596,426	941,876	94,960	8,888,544	3,277,424	2,332,873	451,242,103
Accumulated depreciation	-	(37,817)	-	(64,386)	(3,925,674)	(1,815,837)	-	(5,843,713)
Accumulated impairment losses	-	-	-	-	(44,682)	-	-	(44,682)

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

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

Initial recognition

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

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

NOTES TO THE FINANCIAL STATEMENTS

Subsequent measurement

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

Land is carried at fair value.

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

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

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

Land and buildings were revalued as at 01 July 2021 by Landgate. The valuations were performed during the year ended 31 December 2021 and recognised at 31 December 2021. In undertaking the revaluation, fair value was determined by reference to market values for land: \$2,370,000 (2020: \$2,370,000) and buildings: \$200,000 (2020: \$200,000). For the remaining balance, fair value of buildings was determined on the basis of comparison with market evidence for land with low level utility (high restricted use land).

Revaluation model:

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

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

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

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

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

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

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

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

4.1.1 Depreciation and impairment

Charge for the period

Depreciation

	2021	2020
Buildings	12,393,947	12,374,360
Motor vehicles, caravans and trailers	5,187	2,892
Plant, furniture and general equipment	873,358	787,292
Computers and communication network	302,962	204,514
Total depreciation for the period	13,575,454	13,369,057

Impairment

	2021	2020
Plant, furniture and general equipment	44,682	-
Total depreciation for the period	44,682	-

All surplus assets at 31 December 2021 have either been classified as assets held for sale or written-off.

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

NOTES TO THE FINANCIAL STATEMENTS

Finite useful lives

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

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

Asset	Useful life:
Building	40 years
Motor vehicles, caravans and trailers	3 to 20 years
Plant, furniture and general equipment	3 to 20 years
Computer equipment and communication network	3 to 15 years

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

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

Impairment

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

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

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

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

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

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

4.2 Right-of-use assets

	2021	2020
Buildings	267,437	546,588
Vehicles	254,333	272,534
Net Carrying Amount:	521,770	819,123

Additions to right-of-use assets during the 2021 financial year were \$89,328 (2020: \$31,285).

NOTES TO THE FINANCIAL STATEMENTS

Initial recognition

Right-of-use assets are measured at cost including the following:

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

This includes all leased assets other than investment property ROU assets, which are measured in accordance with AASB 140 'Investment Property'.

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

Subsequent measurement

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

Depreciation and impairment of right-of-use assets

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

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

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

The following amounts relating to leases have been recognised in the statement of comprehensive income:

	2021	2020
Buildings	279,151	273,294
Vehicles	99,630	106,396
Total right-of-use asset depreciation	378,781	379,691
Lease interest expense	19,647	25,980

The total cash outflow for leases in 2021 was \$376,098 (2020: \$328,195).

NM TAFE's leasing activities and how these are accounted for:

NM TAFE has leases for vehicles and office accommodations.

NM TAFE recognises leases as right-of-use assets and associated lease liabilities in the Statement of Financial Position.

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

4.3 Intangible assets

	Computer software and licences	Work in progress (internally developed software)	Total
Year ended 31 December 2021			
1 January 2021			
Cost	-	105,952	105,952
Accumulated amortisation	-	-	-
Accumulated impairment loss	-	-	-
Carrying amount at start of period	-	105,952	105,952
Additions	4,850		4,850
Transfers	105,952	(105,952)	-
Amortisation expense	(15,482)	-	(15,482)
Carrying amount at 31 December 2021	95,320	-	95,320

Initial recognition

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

NOTES TO THE FINANCIAL STATEMENTS

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

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

Acquisitions of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$50,000 or more that comply with the recognition criteria as per AASB 138.57 (as noted above), are capitalised.

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

Costs incurred in the research phase of a project are immediately expensed.

Subsequent measurement

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

4.3.1 Amortisation and impairment

Computer software and licences

2021	2020
15,482	-

As at 31 December 2021 there were no indications of impairment to intangible assets.

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

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

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

Computer software ^(a)	3 to 5 years
Licenses	3 to 5 years
Internally developed software	3 to 5 years

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

Impairment of intangible assets

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

5 Other assets and liabilities

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

	Notes
Receivables	5.1
Other assets	5.2
Payables	5.3
Other liabilities	5.4

5.1 Receivables

Current

	2021	2020
Receivables - Trade	493,587	1,442,679
Receivables - Students	818,730	1,710,520
Allowance for impairment of receivables	(393,260)	(632,907)
Accrued revenue	5,417,625	3,533,234
GST receivable	537,071	479,745
Other receivables	132	-
Total current	6,873,886	6,533,271
Balance at end of period	6,873,886	6,533,271

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

NOTES TO THE FINANCIAL STATEMENTS

5.2 Other assets

	2021	2020
Current		
Prepayments	1,665,398	1,893,172
Other	47,246	85,861
Total current	1,712,644	1,979,033
Balance at end of period	1,712,644	1,979,033

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

5.3 Payables

	2021	2020
Current		
Trade payables	53,541	72,930
Accrued expenses	3,732,098	3,557,721
Accrued salaries and related costs	3,739,401	3,004,804
Paid parental leave payable	12,454	7,690
Total current	7,537,494	6,643,144
Balance at end of period	7,537,494	6,643,144

Payables are recognised at the amounts payable when NM TAFE becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 30 days.

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

The accrued salaries suspense account (see Note 6.1 Cash and cash equivalents) consists of amounts paid annually from NM TAFE appropriations for salaries expense, into a Treasury suspense account to meet the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26 pay days. No interest is received on this account.

5.4 Other liabilities

	2021	2020
Current		
Income received in advance ^(a)	2,901,656	3,783,853
Grants and advances (provision for under-delivery in Government funded courses)	824,675	2,802,462
Grants and advances other	403,956	354,142
Monies/deposits held in trust ^(b)	938,593	543,506
Other current liabilities	-	230
Total current	5,068,879	7,484,192
Balance at end of period	5,068,879	7,484,192

^(a) Includes unspent funds provided under the VET Student Loan arrangements not yet allocated to student enrolments and income received in advance from students.

^(b) Includes donated funds for use by the College for student scholarships or awards, student hire deposits and student prepayments for 2022 course enrolments.

6 Financing

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

	Notes
Cash and cash equivalents	6.1
Lease liabilities	6.2
Finance costs	6.3
Commitments	6.4

NOTES TO THE FINANCIAL STATEMENTS

6.1 Cash and cash equivalents**Current**

Cash and cash equivalents

Cash On Hand

Cash At Bank

Total cash and cash equivalents

Restricted cash and cash equivalents current

DPA funds due to DTWD ^(a)Capital works program ^(b)Specific Purpose funds ^(c)Other ^(d)**Total current****Non-current**Restricted cash 27th pay (non-current) ^(e)**Total non-current**

Balance at end of period

	2021	2020
	7,737	12,030
	37,580,786	31,673,228
	37,588,523	31,685,258
	1,012,244	2,802,462
	1,908,298	2,213,358
	564,493	543,801
	558,201	199,613
	4,043,237	5,759,234
	41,631,760	37,444,492
	3,236,710	2,596,766
	3,236,710	2,596,766
	44,868,470	40,041,258

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

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

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

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

^(e) Monies held for the unfunded 27th Pay, this is due for payment in 2025.

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

6.2 Lease liabilities

Current

Non-current

Balance at end of period

	2021	2020
	370,797	366,296
	180,386	478,117
	551,183	844,413

Initial measurement

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

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

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised);
- payments for penalties for terminating a lease, where the lease term reflects the College exercising an option to terminate the lease.

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

Periods covered by extension or termination options are only included in the lease term by NM TAFE if the lease is reasonably certain to be extended (or not terminated).

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

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

NOTES TO THE FINANCIAL STATEMENTS

Subsequent measurement

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

6.3 Finance costs

	2021	2020
Finance costs		
Lease interest expense	19,647	25,980
Finance costs expensed	19,647	25,980

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

6.4 Commitments**6.4.1 Capital commitments**

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

Within 1 year

Balance at end of period

	2021	2020
	858,458	1,167,125
Balance at end of period	858,458	1,167,125

The totals presented for capital commitments are GST inclusive.

6.4.2 Other expenditure commitments

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

Within 1 year

Later than 1 year and not later than 5 years

Balance at end of period

	2021	2020
	1,674,830	4,100,710
	224,877	2,350,985
Balance at end of period	1,899,706	6,451,695

The totals presented for capital commitments are GST inclusive.

7 Financial Instruments and Contingencies

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

	Notes
Financial Instruments	7.1
Contingent assets	7.2.1
Contingent liabilities	7.2.2

7.1 Financial Instruments

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

	2021	2020
Financial assets		
Cash and cash equivalents	37,588,523	31,685,258
Restricted cash and cash equivalents	7,279,947	8,356,000
Financial assets at amortised cost (a)	6,336,815	6,053,526
Total financial assets	51,205,285	46,094,784
Financial liabilities		
Financial liabilities measured at amortised cost (b)	7,537,494	6,643,144
Lease Liabilities	551,183	844,413
Total financial liabilities	8,088,677	7,487,557

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

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

7.2 Contingent assets and liabilities

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

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

NOTES TO THE FINANCIAL STATEMENTS

7.2.1 Contingent assets

NM TAFE has no contingent assets.

7.2.2 Contingent liabilities

NM TAFE is continuing to assess the application of the Long Service Leave Act 1958 for casual employees. The current assessment is an estimated maximum liability of \$450,960. This liability has not been deemed material.

There are no material contingent liabilities at year end that have not been completely and adequately disclosed in the notes to the financial statements.

8 Other disclosures

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

	Notes
Events occurring after the end of the reporting period	8.1
Key management personnel	8.2
Related parties	8.3
Related bodies	8.4
Affiliated bodies	8.5
Remuneration of auditors	8.6
Equity	8.7
Supplementary financial information	8.8
Explanatory statement (Controlled Operations)	8.9

8.1 Events occurring after the end of the reporting period

In 2022 a new Automotive Training Centre is due to begin construction at the College's Kendrew campus. As a result, two existing sheds will need to be demolished to make way for this new building. In accordance with Treasurer's Instruction 954 no impairment was recognised in 2021's figures for this. This will, however, have the financial impact in 2022 of decreasing Property Plant and Equipment by \$376,000 with an equivalent adjustment being made to the Asset Revaluation Reserve in Equity.

8.2 Key management personnel

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

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

Compensation of Members of the Accountable Authority	2021	2020
Compensation Band (\$)		
270,001 - 280,000	1	1
20,001 - 30,000	1	1
1 - 10,000	9	10
Compensation of Senior Officer		
Compensation Band (\$)		
200,001 - 210,000	1	2
190,000 - 200,000	1	1
180,001 - 190,000	-	2
170,001 - 180,000	1	1
160,001 - 170,000	1	1
150,001 - 160,000	1	-
130,001 - 140,000	1	-
90,001 - 100,000	1	1
60,001 - 70,000	2	1
40,001 - 50,000	2	-
0 - 10,000	1	-
Total compensation of key management personnel	1,668,441	1,796,249

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

NOTES TO THE FINANCIAL STATEMENTS

8.3 Related parties

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

Related parties of NM TAFE include:

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

Material transactions with other related parties

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

8.4 Related bodies

NM TAFE has no related bodies.

8.5 Affiliated bodies

NM TAFE has no affiliated bodies.

8.6 Remuneration of auditors

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

	2021	2020
Auditing the accounts, financial statements, controls and key performance indicators	180,000	176,500

8.7 Equity**Contributed equity**

	2021	2020
Balance at start of period	477,390,734	472,405,231
<i>Contributions by owners</i>		
Capital appropriation	600,000	-
<i>Transfer of net assets from other agencies</i>		
Transfer of assets from other government agencies	6,926,571	4,985,503
Total contributions by owners	484,917,305	477,390,734
Transfer of debit balance in contributed equity to accumulated surplus	-	-
Balance at the end of period	484,917,305	477,390,734

Asset revaluation surplus

Balance at start of period	3,840,086	295,608
Net revaluation increments / (decrements)		
Buildings	35,600,059	3,544,478
Works of art	-	-
Balance at end of period	39,440,145	3,840,086

8.8 Supplementary financial information**(a) Write-offs**

During the financial year, \$436,013 (2020: \$695,606) of debts due to NM TAFE were written off, \$4,587 (2020: \$429,450) was written off from the asset register, \$6,630 (2020: Nil) in Inventory and \$43 (2020: Nil) in Cash was written off under the authority of:

	2021	2020
The accountable authority	197,773	1,125,056
The Minister	249,500	-
	447,273	1,125,056

(b) Losses through theft, defaults and other causes

	2021	2020
Losses of public money and public and other property through theft or defaults	1,399	2,220
Amounts recovered	(1,184)	(2,233)
	215	(13)

8.9 Explanatory statement (Controlled Operations)

All variances between estimates (original budget) and actual results for 2021, and between the actual results for 2021 and 2020 are shown below. Narratives are provided for key major variances, which are generally greater than: 10% and 1% of Prior Period Total Cost of Services for the Statement of Comprehensive Income and Statement of Cash flows, and are greater than 10% and 1% of Total Estimated Assets for the Statement of Financial Position.

8.9.1 Statement of Comprehensive Income Variances

Variance Note	Estimate 2021	Actual 2021	Actual 2020	Variance between estimate and actual	Variance between actual results for 2021 and 2020
	\$	\$	\$	\$	\$
Expenses					
Employee benefits expense	138,080,661	131,824,492	124,516,366	(6,256,169)	7,308,126
Supplies and services	35,365,142	35,410,159	32,325,455	45,017	3,084,704
Grants and subsidies	20,000	1,734	20,363	(18,266)	(18,629)
Finance cost	25,906	19,647	25,980	(6,259)	(6,332)
Other expenses	13,410,461	13,239,425	13,000,391	(171,036)	239,034
Cost of sales	-	-	277,017	-	(277,017)
Loss on disposal of non-current assets	17,500	185	35,365	(17,315)	(35,180)
Loss on disposal of lease arrangements	-	459	2,032	459	(1,573)
Depreciation and amortisation expense	13,572,078	13,969,717	13,748,748	397,639	220,969
Total cost of services	200,491,748	194,465,818	183,951,716	(6,025,930)	10,514,103
Income					
Fee for service	A, 1 14,145,855	18,357,908	16,472,398	4,212,053	1,885,510
Student fees and charges	2 23,987,780	21,979,313	24,837,420	(2,008,467)	(2,858,107)
Ancillary trading	649,919	689,224	558,176	39,305	131,048
Sales	-	149	334,129	149	(333,980)
Commonwealth grants and contributions	-	-	-	-	-
Interest revenue	275,000	189,115	267,098	(85,885)	(77,984)
Other revenue	1,114,085	874,261	556,940	(239,824)	317,321
Total revenue	40,172,639	42,089,969	43,026,161	1,917,330	(936,193)
Gains					
Gain on disposal of non-current assets	-	-	-	-	-
Other gains	3 -	-	2,485,415	-	(2,485,415)
Gain on disposal of lease arrangements	-	-	-	-	-
Total gains	-	-	2,485,415	-	(2,485,415)
Total income other than income from State Government	40,172,639	42,089,969	45,511,577	1,917,330	(3,421,608)
NET COST OF SERVICES	160,319,109	152,375,849	138,440,139	(7,943,260)	13,935,711
Income from State Government					
Grants and subsidies	4 129,798,046	134,824,247	116,315,189	5,026,201	18,509,058
Resource Received	5,015,319	6,537,486	6,061,713	1,522,167	475,773
Income from other public sector entities	5 5,445,122	4,372,587	7,069,179	(1,072,535)	(2,696,593)
Total income from State Government	140,258,487	145,734,319	129,446,081	5,475,832	16,288,238
SURPLUS/(DEFICIT) FOR THE PERIOD	(20,060,622)	(6,641,530)	(8,994,057)	13,419,092	2,352,528
OTHER COMPREHENSIVE INCOME					
Items not reclassified subsequently to profit or loss					
Changes in asset revaluation surplus	-	35,600,059	3,544,478	35,600,059	32,055,581
Total other comprehensive income	-	35,600,059	3,544,478	35,600,059	32,055,581
TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD	(20,060,622)	28,958,530	(5,449,579)	49,019,152	34,408,109

NOTES TO THE FINANCIAL STATEMENTS

Major Estimate and Actual (2021) Variance Narratives

(A) The estimates projected a reduction in this activity due to ongoing international border closures. An increase in the number of clients being eligible to enrol in Adult Migrant Education programs as a result of legislative changes resulted in an additional revenue for 2021.

Major Actual 2021 and Comparative (2020) Variance Narratives

(1) An increase in the delivery of Adult Migrant Education programs as a result of legislative changes resulted in an additional \$1.4 million in revenue for 2021. There was also an increase in the delivery of commercial short courses in 2021 as the previous year was impacted due to campus closures in Term 2 due to COVID-19.

(2) The Lower Fee Local Skills initiative, first implemented from July 2020 in response to COVID was expanded to additional courses in 2021 resulting in lower student course fees being generated. This was matched to increased government funding (see note 4 below).

(3) In 2020 the reversal of previous decrements on building valuations resulted in a gain recognised in the accounts. For 2021 these gains are recognised as equity through the Asset Revaluation Reserve.

(4) An additional \$18 million in state government funding was received in 2021, this was a result of the College increasing the delivery of student curriculum hours, additional monies for the reduction in student course fees (see note 2 above) and special funding to support student work placements at aged and health care providers.

(5) With the continued closure of the international borders due to COVID, there was a significant decrease in International student enrolments at the College throughout 2021.

NOTES TO THE FINANCIAL STATEMENTS

8.9.2 Statement of Financial Position Variances

Variance Note	Estimate 2021	Actual 2021	Actual 2020	Variance between estimate and actual	Variance between actual results for 2021 and 2020
	\$	\$	\$	\$	\$
ASSETS					
Current Assets					
Cash and cash equivalents	17,505,389	37,588,523	31,685,258	20,083,134	5,903,265
Restricted cash and cash equivalents	3,092,270	4,043,237	5,759,234	950,967	(1,715,997)
Receivables	7,234,856	6,873,886	6,533,271	(360,970)	340,615
Inventories	-	-	69,677	-	(69,677)
Other current assets	2,114,342	1,712,644	1,979,033	(401,698)	(266,390)
Non-current assets classified as held for transfer	-	-	-	-	-
Contract assets	-	-	-	-	-
Other financial assets	-	-	-	-	-
Total Current Assets	29,946,857	50,218,289	46,026,473	20,271,432	4,191,816
Non-Current Assets					
Restricted cash and cash equivalents	3,151,448	3,236,710	2,596,766	85,262	639,944
Receivables	-	-	-	-	-
Property, plant and equipment	406,408,280	445,353,708	414,560,865	38,945,428	30,792,843
Right of Use Assets	550,036	521,770	819,123	(28,266)	(297,352)
Intangible assets	25,350	95,320	105,952	69,970	(10,632)
Contract assets	-	-	-	-	-
Other non-current assets	-	-	-	-	-
Total Non-Current Assets	410,135,114	449,207,509	418,082,706	39,072,395	31,124,803
TOTAL ASSETS	440,081,971	499,425,798	464,109,179	59,343,827	35,316,619
LIABILITIES					
Current Liabilities					
Payables	8,126,114	7,537,494	6,643,144	(588,620)	894,349
Lease Liabilities	355,645	370,797	366,296	15,152	4,501
Employee related provisions	19,526,836	21,768,849	20,764,769	2,242,013	1,004,080
Contract liabilities	-	-	-	-	-
Other current liabilities	4,933,102	5,068,879	7,484,192	135,777	(2,415,313)
Total Current Liabilities	32,941,697	34,746,019	35,258,401	1,804,322	(512,382)
Non-Current Liabilities					
Payables	-	-	-	-	-
Lease liabilities	208,796	180,386	478,117	(28,410)	(297,731)
Employee related provisions	4,863,819	4,441,719	4,800,088	(422,100)	(358,369)
Contract liabilities	-	-	-	-	-
Other non current liabilities	-	-	-	-	-
Total Non-Current Liabilities	5,072,615	4,622,105	5,278,205	(450,510)	(656,100)
TOTAL LIABILITIES	38,014,312	39,368,124	40,536,606	1,353,812	(1,168,482)
NET ASSETS	402,067,659	460,057,674	423,572,573	57,990,015	36,485,101
EQUITY					
Contributed equity	484,660,909	484,917,305	477,390,734	256,396	7,526,571
Reserves	295,609	39,440,145	3,840,086	39,144,536	35,600,059
Accumulated surplus / (deficit)	(82,888,859)	(64,299,777)	(57,658,247)	18,589,082	(6,641,530)
TOTAL EQUITY	402,067,659	460,057,674	423,572,573	57,990,015	36,485,101

Major Estimate and Actual (2021) Variance Narratives

(A) The budget estimates assumed stable land and building values over the period. The valuations provided by Landgate in 2021 showed large increases in values across all the College's building assets.

Major Actual 2021 and Comparative (2020) Variance Narratives

(1) The most recent valuations of College buildings provided by Landgate increased the College's building values significantly over 2020's values.

NOTES TO THE FINANCIAL STATEMENTS

8.9.3 Statement of Cash Flows Variances

	Variance Note	Estimate 2021	Actual 2021	Actual 2020	Variance between estimate and actual	Variance between actual results for 2021 and 2020
		\$	\$	\$	\$	\$
CASH FLOWS FROM STATE GOVERNMENT						
Grants and subsidies - DTWD	1	129,798,046	132,691,979	116,099,367	2,893,933	16,592,612
Capital appropriation - DTWD		-	-	-	-	-
Funds from other public sector entities	2	5,445,122	4,439,626	7,069,179	(1,005,496)	(2,629,553)
Total Net cash provided by State Government		135,243,168	137,131,605	123,168,546	1,888,437	13,963,059
CASH FLOWS FROM OPERATING ACTIVITIES						
Payments						
Employee benefits expense		(136,667,989)	(130,371,323)	(123,119,458)	6,296,666	(7,251,865)
Supplies and services		(30,291,201)	(28,378,358)	(26,395,930)	1,912,843	(1,982,428)
Finance Cost		-	(19,647)	(25,980)	(19,647)	6,333
Grants and subsidies		(20,000)	(1,734)	(20,363)	18,266	18,629
GST payments on purchases		(3,741,717)	(3,363,938)	(3,281,067)	377,779	(82,871)
GST payments to taxation authority		-	-	-	-	-
Other payments	A	(15,438,829)	(13,230,858)	(12,940,241)	2,207,971	(290,617)
Receipts						
Fee for service	3, B	13,762,213	16,984,696	15,497,866	3,222,483	1,486,831
Student fees and charges		23,992,598	22,931,852	26,632,157	(1,060,746)	(3,700,305)
Ancillary trading		649,919	689,224	558,176	39,305	131,048
Commonwealth grants and contributions		-	-	-	-	-
Interest received		275,000	193,625	358,819	(81,375)	(165,194)
GST receipts on sales		595,243	326,691	355,603	(268,552)	(28,912)
GST receipts from taxation authority		3,140,035	3,029,629	2,973,988	(110,406)	55,641
Other receipts		1,251,377	682,145	871,643	(569,232)	(189,498)
Net cash used in operating activities		(142,493,351)	(130,527,997)	(118,534,787)	11,965,354	(11,993,211)
CASH FLOWS FROM INVESTING ACTIVITIES						
Payments						
Purchase of non-current physical assets		(2,425,000)	(2,001,121)	(2,377,833)	423,879	376,712
Capital Contribution		-	-	-	-	-
Receipts						
Proceeds from sale of non-current physical assets		-	823	12,125	823	(11,302)
Capital Contribution		-	600,000	-	600,000	600,000
Net cash provided by investing activities		(2,425,000)	(1,400,297)	(2,365,708)	1,024,703	965,410
CASH FLOWS FROM FINANCING ACTIVITIES						
Payments						
Principal elements of lease		(400,288)	(376,098)	(328,195)	24,190	(47,903)
Net cash provided by/(used in) financing activities		(400,288)	(376,098)	(328,195)	24,190	(47,903)
Net increase (decrease) in cash and cash equivalents		(10,075,471)	4,827,213	1,939,857	14,902,684	2,887,356
Cash and cash equivalents at the beginning of period		33,824,578	40,041,258	38,101,401	6,216,680	1,939,857
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD		23,749,107	44,868,470	40,041,258	21,119,363	4,827,213

NOTES TO THE FINANCIAL STATEMENTS

Major Estimate and Actual (2021) Variance Narratives

(A) The estimates included adjustment payments for Insurance as a result of increasing workers compensation claims over the last 3 years. In 2021 the actual value of workers compensation claims for prior years were lower than originally projected by Riskcover resulting in lower overall payments.

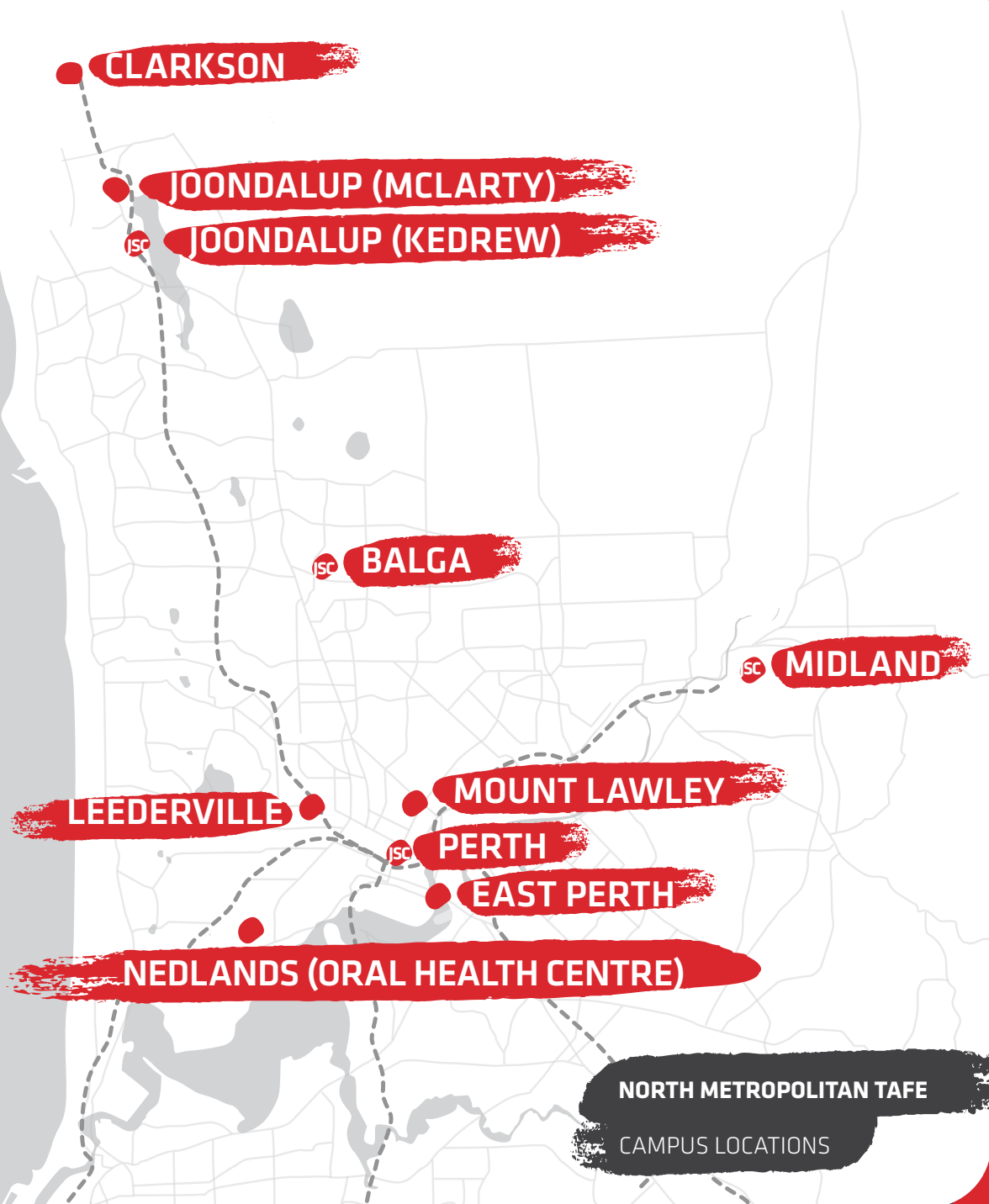
(B) The Section 40 estimates assumed that the ongoing closure of international borders would have a significant impact on the delivery of the Adult Migrant Education program. A change in eligibility for access to the program resulted in increased receipts from the Commonwealth in 2021 than originally projected.

Major Actual 2021 and Comparative (2020) Variance Narratives

(1) The College received increased state government funding as a result of the Lower Fees Local Skills initiative, with the program being expanded to include additional courses in 2021.

(2) The ongoing closure of the international borders due to COVID for the entirety of 2021 had an ongoing impact on International Student numbers and the funding received from DTWD as a result.

(3) The recovery of Fee For Services activities in 2021 is partially attributed to the minimal interruption to delivery due to campus closures, compared to the loss of activity for an entire term in 2020.



RT0: 52786

1300 300 822 | enquiry@nmtafe.wa.edu.au | northmetrotafe.wa.edu.au

North Metropolitan TAFE acknowledges the Aboriginal peoples of Western Australia as traditional custodians of the lands and waters. We particularly acknowledge the Noongar Whadjuk people on whose land NMTAFE operates. We honour their wisdom, cultures, languages and communities and pay respect to the Elders past and present.

As part of our Disability Access and Inclusion Plan this document is available in alternative formats upon request, including electronic format (USB, CD, emailed) hardcopy (standard and large print) audio format and on the North Metropolitan TAFE website.