



North
Metropolitan

2024

NORTH METROPOLITAN TAFE

ANNUAL REPORT



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Acknowledgment

North Metropolitan TAFE (NMTAFE) acknowledges and pays respect to the Whadjuk people of the Noongar Nation, the traditional custodians of the lands on which our campuses are located. We stand on the ancient foundations of a culture rich in wisdom, knowledge, and connection to the land and water that has sustained generations for millennia.

We acknowledge Elders both past and present, and value the contribution of Aboriginal and Torres Strait Islander peoples within our organisation. In the spirit of reconciliation and with a shared commitment to education, we honour the legacy of the past and the promise of a future, where the stories, wisdom, and knowledge of over 60,000 years continues to enrich our collective learning experience.

This year, we launched our 2025-2026 Reconciliation Action Plan (RAP), continuing our commitment to fostering strong, respectful relationships with Aboriginal and Torres Strait Islander peoples. This plan reflects our dedication to creating meaningful opportunities, promoting cultural awareness, and embedding reconciliation into every aspect of our organisation.

We support the Uluru Statement from the Heart, and embrace its invitation to walk alongside Aboriginal people, united in an educational journey towards a better future for all Australians.



The design of this annual report is inspired by the artwork 'Bidee' (pictured left), created by NMTAFE staff and Aboriginal artist Brody Campbell.

Bidee (path) depicts personal journeys and the broader landscape and imitates how NMTAFE influences both.

Bidee is a combination of new and traditional art. The photograph of Noongar boodjar is overlaid with digital yet traditional style of art. The artwork has vibrant colours that symbolises NMTAFE's energy, knowledge, creativity, and growth.

The yarning circles represent NMTAFE's campuses, each unique yet united by a shared purpose. Travel lines, like life's journeys, crisscross to show the diverse directions, guiding individuals to new horizons.

Bidee is a tribute that captures NMTAFE's impact. It tells stories of exploration, embraces various paths, and highlights the blend of nature, training, growth, and creativity. It encourages everyone to learn, grow, and journey together.



"Bidee"
Brody Campbell, 2023

Statement of Compliance

To the Hon Amber-Jade Sanderson MLA, Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara.

In accordance with section 63 of the *Financial Management Act 2006*, we hereby submit for your information and presentation to Parliament, the Annual Report for North Metropolitan TAFE for the reporting period ended 31 December 2024.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006* and the *Vocational Education and Training Act 1996*.

The financial statements comply with Australian Accounting Standards – Simplified Disclosures issued by the Australian Accounting Standards Board.



A stylized, handwritten signature in black ink.

Dr Mara West
Chair, Governing Council
North Metropolitan TAFE
17 March 2025



A stylized, handwritten signature in black ink.

Michelle Hoad
Managing Director
North Metropolitan TAFE
17 March 2025

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Message from the Governing Council Chair and Managing Director

Kaya and Wandju,

We are delighted to share our 2024 Annual Report, which highlights a year of remarkable achievements and exciting advancements transforming vocational education and training (VET) in Western Australia. This year, we achieved a record-breaking milestone by delivering the highest number of student curriculum hours since NMTAFE's inception. Our performance was over 10 per cent greater, marking an extraordinary year of growth and success.

A record number of Fee-Free TAFE training initiatives has enabled us to prioritise and ensure training is accessible to all West Australians. We have expanded our training delivery across growing sectors through close collaboration with state entities and industry stakeholders, ensuring our offerings remain relevant and impactful in the dynamic skills landscape.

Significant State Government investment, guided by a comprehensive Strategic Infrastructure Plan developed to address future labour market and training requirements, has driven transformative infrastructure advancements across campuses. The \$21.3 million specialist Electric Automotive Vehicle Training Centre in Joondalup opened its doors in 2024, showcasing a forward-thinking approach to digitised vehicle maintenance, training in the maintenance of electric vehicles, and state-of-the-art training equipment. Meanwhile, the newly constructed Future Skills Workshops in Balga set a new benchmark in training for smart building and emerging construction technologies. Among its highlights is the groundbreaking Future Trades Workshop—one of the first facilities of its kind in the nation—designed to equip learners with skills for the industries of tomorrow.

Growth in the clean energy sector was matched by scaling up of our capacity in the provision of training places, and progress in the installation of wind turbines to support our suite of energy programs.

Supported by extensive research and planning, our Sustainability Strategy and Action Plan reflects our intention to monitor and reduce our footprint on the environment. The NMTAFE Emissions Tracking and Reporting System was created to support sustainability efforts. Several energy efficiency initiatives are underway, including an energy metering and monitoring system, a pilot trial of new air conditioning technology, and new recycling programs.

The 2025-2026 RAP was officially launched, marking a significant milestone in the College's continuing commitment to building strong and respectful relationships with Aboriginal and Torres Strait Islander peoples. This plan serves as a roadmap for creating a more inclusive and culturally respectful environment for all students and staff. With a focus on improving educational outcomes for Aboriginal and Torres Strait Islander students, the RAP embeds principles of reconciliation into everything we do at NMTAFE. Through these efforts, it aims to strengthen connections, create pathways for success for all students, and contribute to a more equitable and empowered future for everyone.

The College Lecturer Industry Placement (CLIP) program remains highly valued by staff and industry partners. This program offers lecturers the chance to immerse themselves in current industry practices, allowing them to bring these valuable insights back to NMTAFE to better prepare the future workforce. This year, the program has facilitated many lecturer placements, significantly enhancing lecturer knowledge with up-to-date industry practices and enriching the learning environment. Since it began in 2022, the CLIP program has successfully facilitated hundreds of lecturer placements.

The NMTAFE Jobs and Skills Centres (JSCs) and the Enhanced Aboriginal and Engagement (EAE) team made significant strides in supporting career, training, and employment guidance to our stakeholders. The JSCs attended school events, delivered employability workshops, and assisted employers in posting job vacancies. They supported Aboriginal and Torres Strait Islander clients and provided employment advice to employers as required. The EAE team focused on providing culturally safe career advice, training opportunities for Aboriginal and Torres Strait Islander students and worked with local schools and community organisations to empower at-risk youth.

Outstanding achievements of staff and students were celebrated, showcasing their exceptional contributions that received both state and national recognition. Scholarships were awarded to female apprentices through the State Government funded Women In Non-Traditional Trades (WiNTT) scholarship to help reduce the financial barriers women often face in training and upskilling, driving an impressive 85 per cent increase of WiNTT apprentices.

This year we welcomed Professor Rowena Harper, Dr Shaun Ridley and Mr Hoosein Ismail to our Governing Council. We also bid farewell to Mr David Nicholson and Professor Arshad Omari and thank them for their invaluable contribution to NMTAFE as Governing Council members.

Finally, we express our heartfelt appreciation to our dedicated staff, students, Governing Council members, and industry partners for their steadfast support and commitment. Your collaboration has been instrumental in our journey of transforming lives, fortifying industry, and enriching our community.



Dr Mara West
Chair, Governing Council
North Metropolitan TAFE
17 March 2025



Michelle Hoad
Managing Director
North Metropolitan TAFE
17 March 2025

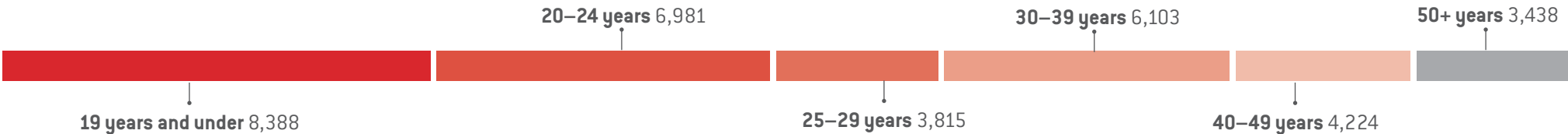
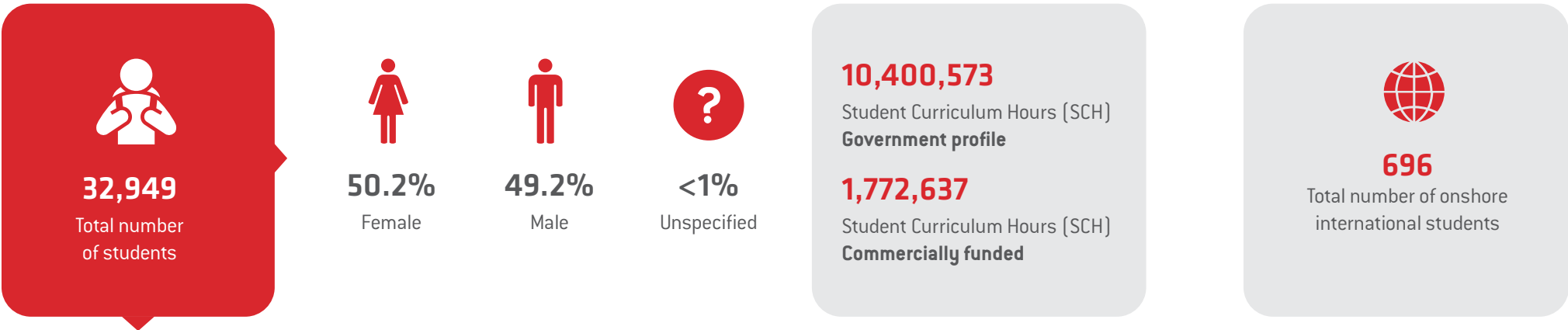
Executive Summary



Emma Cairns - Nursing Lecturer
*TAFE Directors Australia (TDA) Silver award in the
Head of Leadership category*
[Hear Emma's story](#)

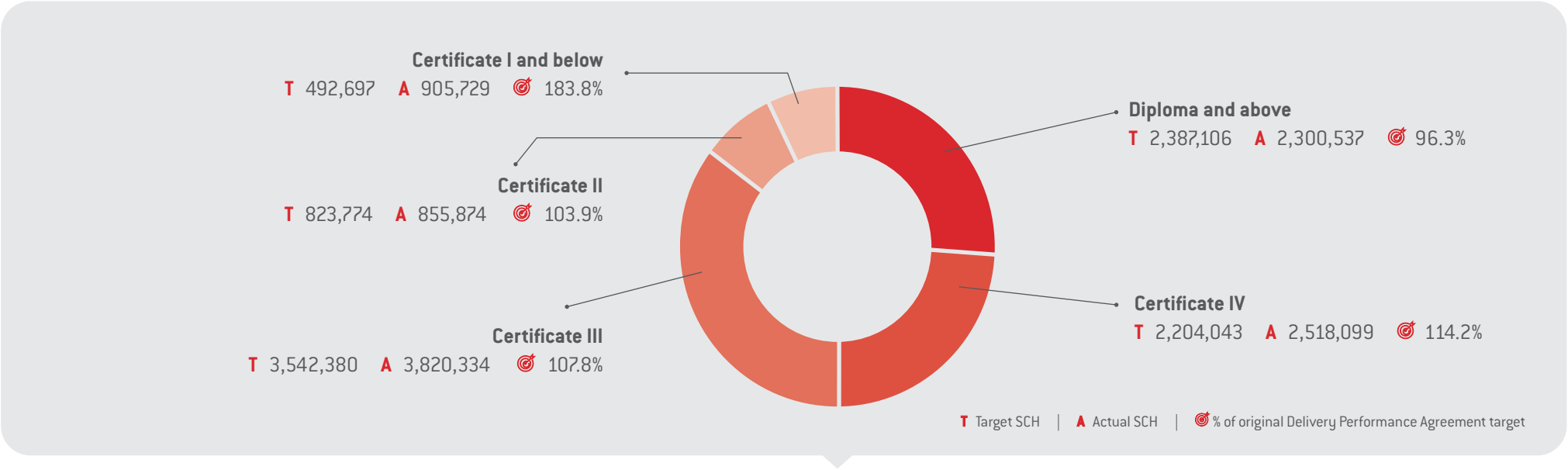
Agency Performance Overview

Student numbers in detail

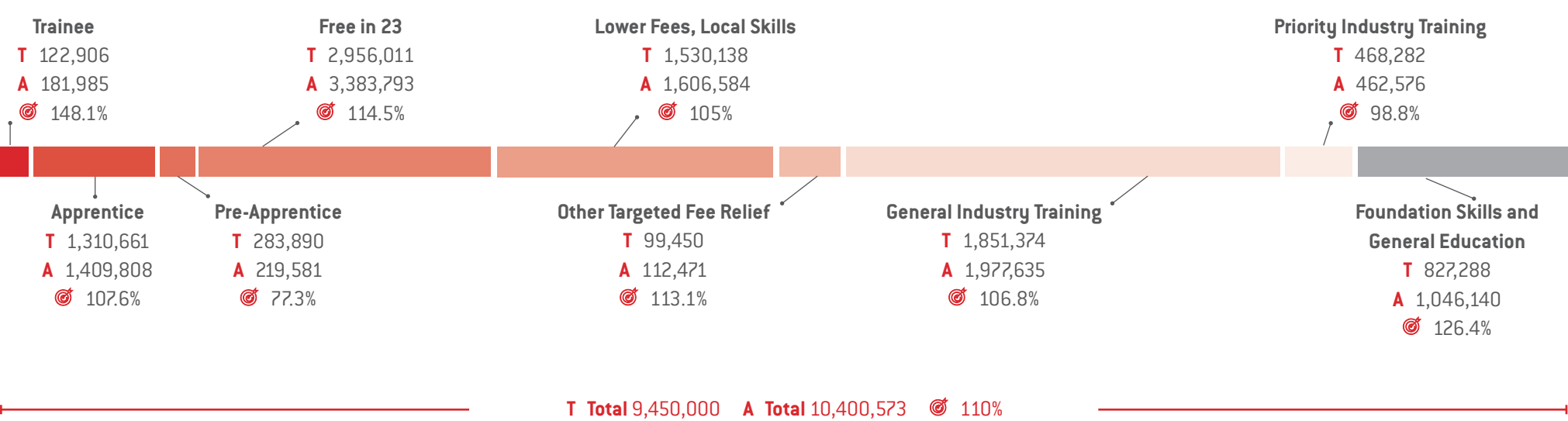


Total 32,949

Profile funded SCH by qualification level



Profile funded SCH by Priority group



Staff Highlights



Dr Mara West | Governing Council Chair

2024 Western Australian of the Year Awards, Aboriginal Award Finalist, recognising the remarkable contribution Dr West has made to champion positive change for Aboriginal peoples.



Johannes Reinhart | Photography Lecturer

Ilford Orloff Awards – Sony Portrait Best Print, Ilford Overall Best Print and Camera Electronic Izzy Orloff Award.



Njalikwa Chongwe | Ceramics Lecturer and Technician

Award of Excellence from the World Craft Council.



Tam Nguyen | Cookery Lecturer

Represented Australia at the IKA Culinary Olympics - The Australian Team - awarded bronze and silver medals **AND** Western Australian Training Awards – Western Australian Trainer of the Year finalist.



Corrie Ramsay | Clinical Facilitator

Allied Health Assistant of the year.



Emma Cairns | Nursing Lecturer

TAFE Directors Australia (TDA) Silver award in the Head of Leadership category **AND** Western Australian Training Awards – Western Australian Trainer of the Year semi-finalist.



Elena Smirnova | Library Technician

FA Sharr Award Winner 2023 (announced 2024).

Student Highlights



Ivan Tarakanov | Diploma of Screen and Media (Film & Television)

Council of International Students WA (CISWA)
International VET Student of the Year Award Winner.



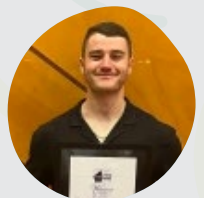
Emily Dean | Certificate III in Carpentry

Master Builders Apprentice Awards Most Outstanding First Year Carpentry and Joinery Apprentice Winner **AND** Master Builders Apprentice Awards Most Outstanding Female Apprentice Winner **AND** Master Builders Apprentice Awards Most Outstanding First Year Apprentice of the Year.



Caleb Gray | Certificate III in Glass and Glazing

Australian Glass and Window Association (AGWA) Awards
WA State apprentice of the year - Winner (stage 5).



Jared Colwell | Certificate III in Wall and Floor Tiling

Master Builders Apprentice Awards Most Outstanding Second Year Tiling Apprentice Winner **AND** Master Builders Apprentice Awards Most Outstanding Second Year Apprentice of the Year.



Cooper Foxcroft | Certificate III in Wall and Floor Tiling

Master Builders Apprentice Awards Most Outstanding Third Year Tiling Apprentice Winner **AND** Master Builders Apprentice Awards Most Outstanding Third Year Apprentice of the Year Finalist.



Tingting Cai | Certificate IV in Business

Western Australian Training Awards – Western Australian Cultural Diversity Training Award Winner.



Jacob Dixon | Certificate III in Wall and Floor Tiling

Global Skills Challenge – Silver Medal **AND** Master Builders Apprentice Awards Most Outstanding Third Year Tiling Apprentice Finalist.



Jessie Smith | Advanced Diploma of Graphic Design

The World Can Wait – Road Safety Campaign Winner.

Student Highlights (cont.)



Connor Smith | Certificate III in Glass and Glazing

Master Builders Apprentice Awards Most Outstanding Third Year Glazing Apprentice Winner **AND** Australian Glass and Window Association (AGWA) Awards - Commercial apprentice of the year - winner (stage 5).



Raymee Rethuan | Certificate III in Cabinet Making

Western Australian Cabinet Making Awards
Apprentice of the Year.



Torres Skene | Advanced Diploma of Graphic Design

Perth Advertising Design Club (PADC) Skulls Awards
Digital Experience - Winner.



Hannah Fujinami | Advanced Diploma of Applied Fashion Design

Art and Design Sweep the Design Institute of Australia
Graduate of the Year Awards – USE – Vocational Winner.



Bonnie Machell | Advanced Diploma of Interior Design

Art and Design Sweep the Design Institute of Australia
Graduate Of The Year Awards – PLACE – Vocational Winner.



Riva Rann | Certificate III in Glass and Glazing

Australian Glass and Window Association (AGWA) Awards
Rising Star – winner (stage 3).



Annabelle Watling | Advanced Diploma of Creative Product Development

Ilford Orloff Awards - NMTAFE Student of the Year **AND**
NMTAFE Student Best Print.

Student Highlights (cont.)



Lee Skewes | Certificate III in Glass and Glazing

Australian Glass and Window Association (AGWA) Awards - Rising Star – winner (stage 4).



Samin Zare | Advanced Diploma Creative Product Development (Photography)

The Australian Education Union “The Heart of TAFE” National Photography Winner **AND** Winner State School Teachers Union of WA (SSTUWA) National TAFE photography competition.



Larissa Kazakoff | Certificate III in Carpentry

Master Builders Apprentice Awards Most Outstanding Second Year Carpentry Apprentice Winner **AND** Master Builders Apprentice Awards Most Outstanding Second Year Apprentice of the Year Finalist.



Bronte Maddren | Advanced Diploma of Graphic Design

Art and Design Sweep the Design Institute of Australia Graduate of the Year Awards – INTERACT – Vocational Winner.



Ruby Grady-Hard | Certificate III in Wall and Floor Tiling

Master Builders Apprentice Awards Most Outstanding First Year Ceramic Tiling Apprentice Winner **AND** Master Builders Apprentice Awards Most Outstanding First Year Apprentice of the Year Finalist.



Phillip Sutton | Certificate III in Glass and Glazing

Australian Glass and Window Association (AGWA) Awards Residential apprentice of the year – winner (completed).

2024 NMTAFE Ambassadors



Top row (left to right): Simon Ashby - Cabinet Making | Tim Fausten - Information Technology | Akadia Smith - Horticulture and Sustainability | Ella Roche - Children's Services | Carmen Ward - Business | Ivan Tarakanov - Screen and Media | **Bottom row (left to right):** Emma Cairns - Nursing (Lecturer) | Mr Hoosein Ismail (Governing Council) | Dr Mara West (Chair, Governing Council) | Emily Everett - Sport and Recreation | Michelle Hoad (NMTAFE Managing Director) | Juliana dos Santos de Paula - Events | Tingting Cai - Business | Tam Nguyen - Patisserie (Lecturer) | **Not pictured:** Nathan McGann - Mental Health | Lilly Kunum - Mining



Top row (left to right): Antoinette Jackson - Painting & Decorating | Lachlan Gelavis - Cyber Security
Bottom row (left to right): Mitchell Rigney - Jewellery | Lewis Italiano - Cabinetmaking | Kai Baharthah-King - Cyber Security | Jacob Dixon - Wall & Floor Tiling



NMTAFE shone on the global stage as six outstanding graduates represented Australia in the prestigious Skillaroo's team at the 47th WorldSkills International Competition in Lyon, France. Adding to this incredible achievement, three NMTAFE lecturing staff joined the ranks of experts from 70 countries to judge the competition. Among the standout achievements, Jacob Dixon earned a Medallion for Excellence in Wall and Floor Tiling, and Mitchell Rigney received a Medallion for Excellence in Jewellery. Kai Baharthah-King and Lachlan Gelavis excelled in Cyber Security, placing 13th in the world.

Our Story



Delivering future skills for WA's construction industry
Future Skills Training Centre at Balga Campus.

Discover how NMTAFE is shaping the future of the
construction industry.

Our Story

NMTAFE is Western Australia's largest TAFE College, proudly serving the community through nine campuses and delivering over 350 courses across 70 diverse industries. As a driving force in vocational education, NMTAFE aligns with key State Government priorities, including the *State Training Plan*, *Diversify WA*, *State STEM Strategy*, *WA TAFE Digital Vision and Roadmap*, *Mobilising WA's Future: Young People in vocational education and training*, *WA Innovation Strategy*, and *WA International Education Recovery and Renewal Plan*.

Collaborating closely with the industry stakeholders, the State Training Board and the Department of Training and Workforce Development (DTWD), we identify workforce needs and address critical skill gaps across various sectors. This informs the meticulous design of our training programs, which equip students with future-ready expertise and prepare them to meet the demands of a dynamic and evolving workforce.

NMTAFE is at the forefront of innovation, launching cutting-edge projects and facilities to enhance training delivery and address emerging industry needs. Highlights in 2024 include:

- **Leading the Charge: Electric Automotive Vehicle Training Centre in Joondalup.** A hub for groundbreaking technologies, this centre specialises in leading edge automotive technology to upskill existing automotive workers to work safely on new vehicle technology and empowering the next generation of automotive professionals to support the transformation of this rapidly changing industry.
- **Building Skills for WA: Balga's Construction Skills Innovation Hub Balga.** This state-of-the-art facility features smart building technologies, advanced classrooms and computer laboratories significantly expanding our training capacity while providing students with modern learning environments. In the bespoke Future Trades Workshop students will learn on digital and electrical simulation spaces for smart home automation. Computer laboratories are linked to advanced, high-value workshop equipment elsewhere on campus; and all new classrooms are designed to be digitally enabled and flexible, setting us up for the many years ahead.

- **Midland Campus Expansion.** Additional workshop spaces and upgraded equipment, including advanced manufacturing equipment such as CNC enabled plasma, water and laser cutters and, collaborative welding robot (Cobot) now support the rising demand for these skills in engineering apprenticeships.
- **Horticulture Environmental Training Laboratories at Joondalup.** Equipped with state-of-the-art digital microscopes and advanced technological tools that support students in studying biosecurity practices. These cutting-edge microscopes enable detailed analysis, enhancing students' understanding of plant health, pest management, and ecological restoration, ensuring they are well-prepared for industry challenges.
- **KeP Water Operations Laboratory at East Perth.** Featuring a reverse osmosis plant, this dedicated laboratory provides hands-on training in water operations. NMTAFE hosted the Water Industry Operations Association (WIOA) Open Day, bringing together professionals from across the sector.



- **Digital Transformation.** As part of our NMTAFE Digital Roadmap, campuses now feature Meta Quest headsets, VR learning content, and artificial intelligence teaching tools. Over 1,000 staff members participated in professional development sessions aimed at enhancing digital delivery.
- **Participation in Industry Advisory Groups.** NMTAFE collaborates closely with industry stakeholders to ensure its curriculum meets evolving industry and workforce demands. Across all areas of our training delivery our industry advisory groups provide valuable input to the ongoing development and continuous improvement of our training product design and offerings. Externally, NMTAFE staff from across the College participate in state and national industry and stakeholder engagement forums.
- **Supporting training nationwide.** NMTAFE supported the establishment of the WA Clean Energy Skills National Centre of Excellence. Additionally, the College actively collaborates with other Centres of Excellence across Australia, fostering a network of innovation and expertise.
- **Advancing International training and strengthening global partnerships.** Internationally, NMTAFE has contributed to ongoing collaboration in skills development and fostering global partnerships, and has participated at the Australia-India Skills Partnership Summit in Delhi and Chennai, fostering collaboration between Australia and India in VET, and in representing Australia at the 4th Annual Brunei Darussalam–Indonesia–Malaysia–Philippines East ASEAN Growth Area (BIMP-EAGA) Technical and Vocational Education and Training (TVET) Conference in Kuching, Malaysia.

- **Innovative initiatives and collaboration.** In partnership with the City of Joondalup, NMTAFE introduced *Isabella*, a humanoid robot, to provide Diploma in Information Technology (Games and Intelligent Systems) students with hands-on programming experience while supporting the city's innovation and tourism initiatives through event appearances in collaboration with tourism students.
- **Commitment to inclusivity and community.** NMTAFE launched the Queer Peers initiative, promoting a supportive environment for LGBTQIA+ staff across the College.





Koolark Mentors

See how the Koolark Centre helps
Aboriginal Torres Strait Islander
students achieve their training goals

Operational Structure

Governing Council Members

The Governing Council oversees NMTAFE's strategic operations and business affairs, in accordance with the *Vocational Education and Training Act 1996*. Membership of the Governing Council is by Ministerial appointment due to their expertise in a range of industries and specialties.

The Ministerial appointments to NMTAFE Governing Council took place in July 2024. We are pleased to announce:

- Dr Mara West was reappointed to the position of Chair
- Mr Adam Sofoulis was reappointed as a member
- New members welcomed: Dr Shaun Ridley, Professor Rowena Harper and Mr Hoosein Ismail

NMTAFE expresses a very warm thank you and farewell to two Governing Council members, Professor Arshad Omari and Mr David Nicholson. Professor Arshad Omari has been a Governing Council member since the college commenced in 2016. Mr David Nicholson has been a Governing Council member for the past three years.



Dr Mara West (Chair)

Mara is the Operations Manager at Telethon Kids Institute's Kulungu Aboriginal Unit and boasts extensive experience in education and training for Aboriginal communities in both government and private sectors.

Passionate about fostering employment, child and family well-being, and mentoring young Aboriginal researchers, she chairs various committees and holds an Honorary Doctorate from Murdoch University for her 40-year commitment to Aboriginal Affairs.



Ms Cheryl Robertson (Deputy Chair)

Cheryl brings diverse expertise in Executive Leadership, Management Consulting, and Business Development to her role on council. With a history of leadership in ICT companies, startups, and SMEs, she is a seasoned board director and Fellow of the Australian Institute of Company Directors. Cheryl advocates for lifelong learning, diversity, and inclusion.



Ms Michelle Hoad

Over the last 25 years Michelle has held numerous senior roles in the vocational education and training sector providing leadership to the development of Western Australian workforce capability. Working with diverse client groups in regional and metropolitan Western Australia, Michelle has partnered across government and the private sector to maximise training opportunities and outcomes to meet industry needs and student career aspirations.

Governing Council Members (cont.)



Ms Amy Barrett-Lennard

As a dynamic leader, Amy has brought vision and vitality to arts organisations across Australia. Amy is currently Programs Manager at the Aboriginal Art Centre Hub of WA and has previously been Director of the Perth Institute of Contemporary Arts, Director of Linden Centre for Contemporary Art in Melbourne and Curator of the Goldfields Art Centre Gallery in Kalgoorlie-Boulder. Having served as President of Contemporary Art Organisations Australia and on numerous art-related boards and panels, Amy champions inclusivity and innovation in relation to governance and strategy for creative industries training in Western Australia.



Dr Irene Ioannakis

A dedicated educator at her core, Irene brings a lifelong commitment to vocational education and training. With the depth and breadth of 40 years of expertise in VET, secondary and tertiary education, and human resources, Irene provides strong leadership and oversight to quality training delivery. Key roles include Deputy Chief Commissioner at the Australian Skills Quality Authority and senior executive positions in oil and gas, automotive, mining, manufacturing, and professional services.



Dr Craig McLure

Craig is the Head of Grain Technology at CBH Group.

His professional career spans the academic, biotechnology, management consulting, telecommunications, and agriculture industries with extensive experience in Strategy, Technology, Transformation, Innovation and Governance.

Craig holds a PhD from the University of Western Australia, an MBA from Melbourne Business School and is a Graduate of the Australian Industry of Company Directors.



Mr Kieran Ryan

Kieran, Indigenous People Strategy Manager at BP, is a proud Yamatji man with a diverse career spanning not for-profit, mining, corporate, and government sectors. His roles in youth, vocational education, employment, and policy demonstrate a passion for advocating and actively contributing to positive change for Aboriginal and Torres Strait Islander communities. Kieran is currently Chair of North Metropolitan TAFE's Aboriginal Employment, Education and Training Committee.

Governing Council Members (cont.)



Mr Adam Sofoulis

Adam is currently the General Manager, Group Finance at Bunnings and serves as the lead of the G100's External Reporting Board Committee. He is a Fellow of the Chartered Accountants Australia and New Zealand, with an extensive career including senior positions at Wesfarmers, the Office of the Auditor General of Western Australia, and Deloitte. Adam is a member of the North Metropolitan TAFE's Governance and Risk Committee and previously served on both the North Metropolitan TAFE's Finance and Audit Committee since its inauguration and Central TAFE's Finance and Risk Management Committee.



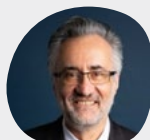
Dr Sheralee Tamaliunas

Sheralee, Acting Assistant Director General Clinical Excellence at the Department of Health WA, brings extensive expertise in health, workforce, education, policy, and research. As a clinician, she held key leadership roles and serves on boards and advisory positions. Sheralee has a PhD from the University of Notre Dame Australia and is passionate about growing and supporting workforce and its culture through education.



Mr David Nicholson (until July 2024)

David, Shire of Gnowangerup's CEO, with extensive C-Level experience in Finance, Aged Care, and Mining, holds an Executive MBA and is a CPA Fellow. He serves on the Board of Relationships Australia WA and has numerous governance roles in education, regional development, and the arts, showcasing his diverse leadership background.



Professor Arshad Omari (until July 2024)

Arshad is the Senior Deputy Vice-Chancellor of Edith Cowan University and has a diverse research and teaching background covering a range of disciplines including Architecture and Design, Computer Science, Interactive Media, Communications, the Internet and Online Learning. Arshad brings extensive experience in strategic planning, and academic governance and holds Bachelor of Architecture and Doctor of Philosophy degrees from the University of Western Australia.

Governing Council Members (cont.)



Professor Rowena Harper (from July 2024)

Rowena is ECU's Deputy Vice-Chancellor (Education), with a portfolio that includes Library, the Centre for Learning and Teaching, Student Administration, and Employability.

Professor Harper's experience spans over 20 years of practice, research and professional service in higher education. She has taught in arts and humanities, enabling education and academic language and learning. She has also led services in the areas of learning support, staff development, curriculum innovation, and learning technologies. She is a former President of the Association for Academic Language and Learning (AALL), and co-founder of the International Consortium of Academic Language and Learning Developers (ICALLD).

As an active researcher, Professor Harper is perhaps best known for her work in academic integrity. She has also researched in educational development in digital learning environments, and English language and communication development.



Mr Hoosein Ismail (from July 2024)

Hoosein is presently the founder and director RegalBiz Bookkeeping and Accounting Services. Hoosein is a registered Tax Practitioner with the Tax Practitioners Board (TPB), with previously held senior roles at the University of Cape Town (South Africa), Mighty River Power (New Zealand) and Lend Lease in Australia.

From the struggles of apartheid in South Africa to his work with communities and WA state government agencies, Hoosein's contribution for his advocacy for Human Rights was featured at an exhibition in Fremantle by the United Nations.



Dr Shaun Ridley (from July 2024)

Shaun has more than 30 years' experience empowering organisations to advance their strategic direction, proactively manage change, and develop the potential of their people.

His former senior roles at the Australian Institute of Management in Western Australia have given him unrivalled access to hundreds of organisations across multiple industries. He has delivered programs throughout Australia and in the USA, Indonesia, Brunei and Malaysia.

He has served as the Chair of the national Business Services Industry Reference Committee, Chair of John XXIII College and Deputy Chair of the FAPSTC Training Council.

Shaun has completed his Doctor of Business Administration with a research focus on the practical aspects of organisational leadership.

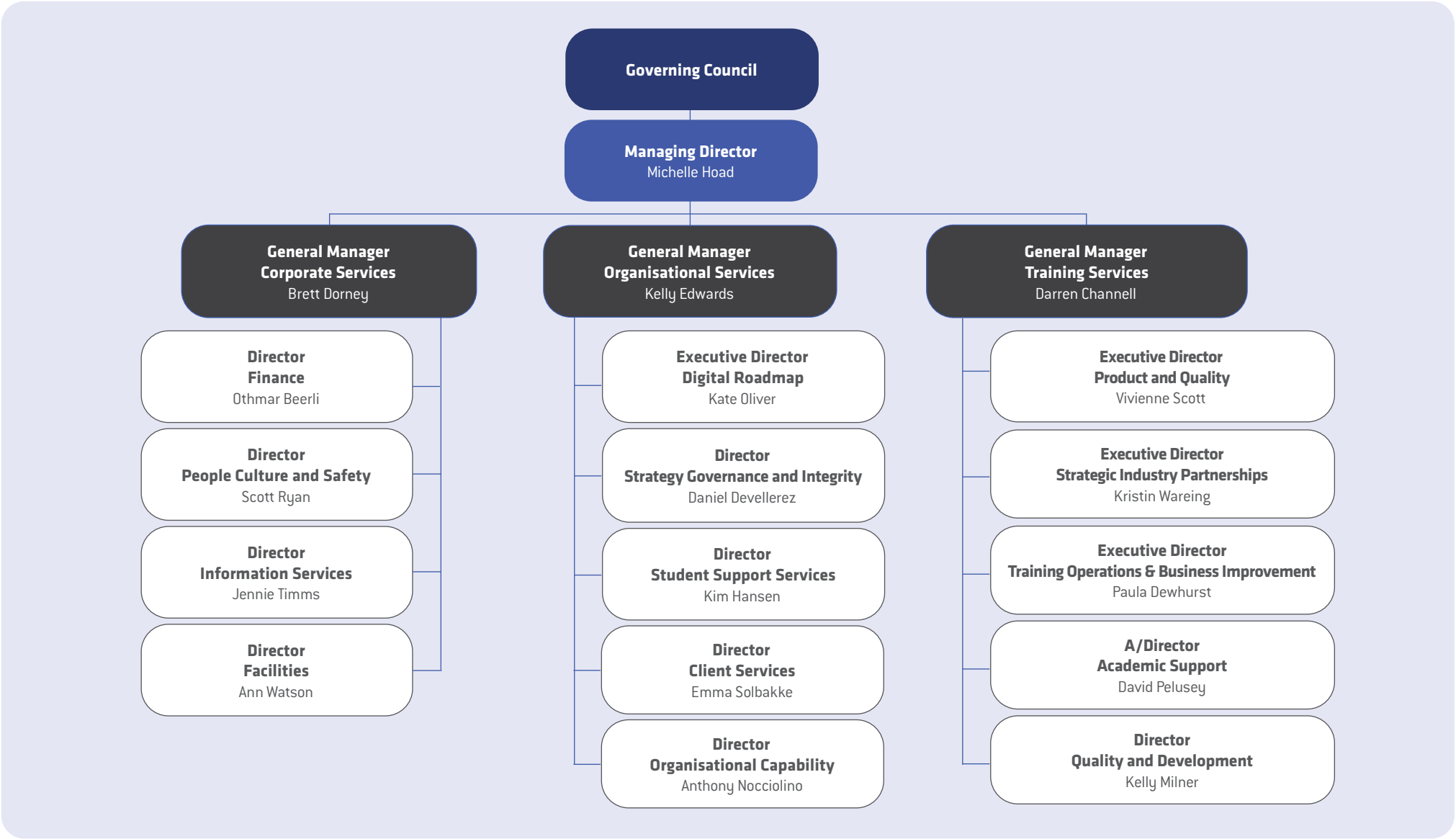
Organisational Structure



Electric Automotive Vehicle Training Centre
Joondalup (Kendrew) campus
See how NMTAFE is leading the charge in
[electric and hybrid vehicle training](#)

Responsible Minister

In 2024, North Metropolitan TAFE was responsible to the Hon Simone McGurk MLA, Minister for Training and Workforce Development; Water; Industrial Relations and the Hon Hannah Beazley MLA, Minister for Local Government; Youth; Minister Assisting the Minister for Training and Workforce Development.



Performance Management Framework



Water Industry Operations
Kep Water Operations Laboratory
East Perth campus
[Take a virtual tour of this campus](#)

Performance Management Framework

The College's strategic plan and operational focus reflects the Government Goal: *Future Jobs and Skills: Grow and diversify the WA economy, create jobs and support local skills development*. Our mission is to nurture participation, productivity and aspirations for our learners, our industry and our community. We are driven by our vision of *"Transforming lives; strengthening industry and community"*. This is a passion we all share.

In 2024 NMTAFE demonstrated the relationship between broader government goals and our objectives by delivering the following:

- government-funded and commercial, fee-for-service training programs
- apprenticeships and traineeships
- nationally accredited training courses and responsive and flexible skill sets focused on industry needs
- partnerships with industry to build capability and support future workforce skills requirements
- career, employment and workforce services through our JSCs, engaging with communities, industry and individuals
- science, technology, engineering and mathematics (STEM) opportunities to attract, support and retain participation by under-represented groups



Outcome Based Management Framework

The Department of Treasury's Outcome Based Management (OBM) Framework is a mandatory requirement, for all State Government Agencies and describes how outcomes, services and Key Performance Indicators (KPIs) are used to measure system performance. The outcome-based management framework remained unchanged in 2024.

Shared Responsibilities with Other Agencies

NMTAFE receives funding from the State Government through a resource agreement (Delivery and Performance Agreement) with DTWD. NMTAFE reports to DTWD on outcomes under that agreement.



Agency Performance



Midland campus

A specialist METRONET Trades Training Centre offering training for the technical and support skills needed in rail car manufacturing and METRONET maintenance.

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

Spotlight on Training Success

Highlights in Apprenticeships and Employment Based Training



88.2%

Student Satisfaction Rate



Delivered **1,591,793** SCH

111% of target

NMTAFE continues to drive excellence in apprentice and employment-based training through strong and strategic industry partnerships. Our programs span a wide range of fields including fabrication, automotive, energy, engineering, manufacturing, construction, and culinary arts.

- Apprentice training experienced significant growth, particularly in the electrical sector, with an increase in new apprenticeships and recommencements, alongside many apprentices completing their training. Our focus has been on unlocking capacity through continuous recruitment of lecturers, supporting their training with additional equipment, and demonstrating our responsiveness to the substantial increase in industry demand.
- A new \$21.3 million Electric Automotive Vehicle Training Centre opened in Joondalup, supporting training in electric and hybrid vehicle maintenance.
- Partnerships were strengthened with Apprenticeship Connect Australia Providers and key sectors, including the residential construction industry and BHP's FutureFit Academy, supporting the commencement of new apprentices and trainees in mining operations.
- Initiatives focused on supporting Aboriginal and Torres Strait Islander apprentices, trainees, and WiNTT. Scholarships were awarded to female apprentices under the State Government funded WiNTT initiative, resulting in a notable increase in participation in non-traditional trades and an overall rise in active training contracts for women.
- Improvements were made to the management and delivery of apprenticeship programs, with updates ensuring streamlined systems that meet the needs of employers, apprentices, and stakeholders. A refreshed website and improved course information pages provided greater accessibility for learners.
- The block release training format for individuals in the resource sector has stood out as a major benefit for dual apprenticeship students in commercial cookery and patisserie.
- In collaboration with DTWD, we successfully established new dental apprenticeship opportunities in regional areas, significantly enhancing access to professional training and career development.



Highlights in Free and Lower Fee Delivery

Fee Free



Delivered **3,383,793** SCH
114.5% of target

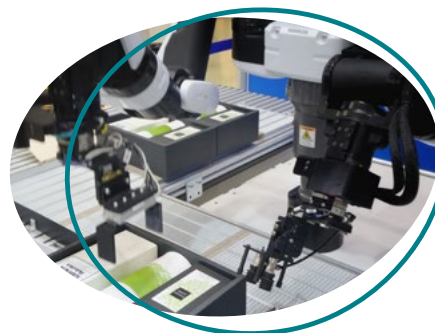
Lower Fees, Local Skills



Delivered **1,606,584** SCH
105% of target

The WA Government's Fee Free and Lower Fees, Local Skills training initiative, spanning 130 courses, is strengthening the workforce and addressing priority industry needs in areas such as early childhood education and care, healthcare, aged and disability care, technology and digital skills, hospitality and tourism, building and construction, agriculture, and defence.

- Thousands of students have embraced the fee-free training opportunities across NMTAFE's campuses, fuelling their career aspirations in various industries. At the Balga campus, home to the state-of-the-art Construction Skills Innovation Hub, building and construction apprentices and students, are building skills that support workforce capacity for Western Australia's sustained housing sector.
- Meanwhile, the Midland campus is evolving into a high-tech renewables trade training centre, attracting students eager to develop their skills in this growing sector.
- New skill sets in Artificial Intelligence, Programmable Logic Controllers for Industrial Robotics, CAD, and 3D Printing have been introduced, along with the Certificate IV in Information Technology, Games, and Intelligent Systems, to meet technological advancements and industry demands.
- Networking, a rapidly expanding sector within IT and closely associated with cyber security, is significantly bolstered by our comprehensive Certificate IV in IT (Networking) program. This program offers both onsite and online training options, catering to diverse learning needs and ensuring that students are well-equipped to meet the demands of this dynamic field.
- The Digital Workplace Job Ready program is offered under NMTAFE's Koomba Birdal (Big Spark) initiative for Aboriginal and Torres Strait Islander students. Participants are supported by NMTAFE's Koolark Centre and the JSCs.
- The Diploma of School Age Education and Care was delivered to help organisations meet licensing requirements.



Driving Innovation in Priority Industries



Delivered **462,576** SCH
98.8% of target

Ongoing investment in industry training drives economic growth, fills skills gaps, creates job opportunities, fosters innovation, and secures the future workforce. NMTAFE continues to deliver training that meets the evolving demands of key sectors.

- Industry collaboration shapes training programs, with Industry Advisory Groups identifying workforce needs. Recently delivered programs include Electronics and Communications Engineering, Aviation (Remote Pilot), Water Operations, Auto Electrical, Sustainable Energy, Rail Infrastructure, and various automotive skill sets.
- The Energy portfolio established partnerships with RIO Network Control, Blue Tongue in Rail, and Horizon, focusing on renewable energy, hydrogen, and standalone power systems. To meet the evolving skill demands of the energy transition, we have strengthened pathways and collaborations in wind, solar, hydrogen, standalone power, and battery energy storage system. Training innovations are in development and include smart home automation, VR content for radio communications, and a robotics and manufacturing initiative.
- A Robotics and Manufacturing Flagship Steering Committee was formed to expand workforce capacity in automation and robotics.
- A partnership with the City of Joondalup enabled Information Technology (Games and Intelligent Systems) students to program *Isabella*, a humanoid robot featured at city events.
- The Future Chef Job Ready program, developed with WA hospitality leaders, combines training and work placement in a four-week format, with Adult Migrant English Program (AMEP) students also participating.
- The pilot Certificate IV in Housing was completed to address workforce demands in the sector.
- Partnerships with Future Skills Organisation (FSO) and Financial Administration and Professional Services Training Council (FAPSTC) ensured industry alignment, with NMTAFE hosting FSO at the Perth campus to discuss the future of VET sector training.



Building Our General Industry Training Options



Delivered **1,977,635** SCH
106.8% of target

General industry training plays a crucial role in enhancing workforce skills across diverse sectors, ensuring long-term success and sustainability. NMTAFE continues to deliver programs tailored to meet the needs of students and industry.

- Night classes provided greater flexibility in courses such as Cabinetmaking, Upholstery, Bricklaying Handyman, Wall and Floor Tiling Handyman, Supervisor Construction, and Upholstery Introduction.
- Training expanded with skill sets in Industrial Sewing for adult migrant women, Migrant Plumbing gap training, Vehicle Wrapping, Vinyl Sign Production, Digital Print Application, and Cabinet Making Machining Techniques.
- Leadership skill sets were introduced for aged care staff, alongside an online Diploma of Human Resource Management.
- TAFE+ offers a diverse range of short courses, skill sets, and qualifications across various industries, enabling individuals to pursue their studies while maintaining their current employment. TAFE+ addressed market demands by providing flexible professional courses tailored to various industry bodies including options in project management, Microsoft Excel, training and assessment, legal writing, live sound, electronic music, and digital distribution.
- Online workshops supported tradespeople transition into subcontractor or self-employed roles, covering business setup, risk management, finance, and bookkeeping.
- Film, screen, and media students gained real-world experience by contributing to the production of The Twelve (Australian TV series).
- Arriflex Certified training was introduced with newly acquired Arriflex cameras, reinforcing NMTAFE's reputation as WA's premier film training provider. The White House at Perth Campus was fully upgraded into a versatile film set.
- New certifications in health and fitness included Certificate III in Sport, Aquatics, and Recreation (Traineeship), Certificate III in Hospital or Health Services Pharmacy Support, and Certificate II in Health Support Services.
- Certificate III in Animation and Game Art introduced an entry pathway for aspiring creatives.
- Certificate III in Makeup Services students provided makeup and hairdressing for hundreds of models at the QUO VADIS fashion event at the QV1 Building in Perth city.



Fostering Futures for Aboriginal and Torres Strait Islanders



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



88.4%
Student Satisfaction Rate



344 Qualifications issued that are Certificate II or above



Delivered
309,388 SCH

Prioritising training initiatives for Aboriginal and Torres Strait Islander peoples is vital for nurturing cultural respect, empowering communities, driving economic development, and ensuring social equity. By embedding these principles into our educational framework, NMTAFE is building a more inclusive and equitable future for Aboriginal and Torres Strait Islander peoples.

- Six Koomba Birdal (Big Spark) programs provided pathways to apprenticeships, advanced studies, and employment in fields like Business Administration, Light Vehicle Servicing, Rail Infrastructure, Sustainable Energy, Conservation, and Salon Assistant qualifications.
- Several graduates who completed the Digital Workplace Job Ready Program went on to secure 12-month traineeships.
- A Maternity Skill Set, in partnership with the WA Department of Health, trained Aboriginal enrolled nursing and health practitioner students in maternal and infant healthcare.
- A job-ready program with BHP focused on maintenance traineeships for Aboriginal people, especially women, addressing critical skills shortages in mining. Graduates can advance into training streams in electrical, processing, or fitting and turning.
- The Aboriginal Arts Worker Training Program, in collaboration with the Aboriginal Art Centre Hub of Western Australia, enhanced skills and sector knowledge for Aboriginal art workers in regional and remote WA. A key component was held on Nyiyaparli Country (Newman), hosted by Martumili Artists.
- The Dental Health Services sponsorship program was launched, supporting Aboriginal students to complete Certificate III in Dental Assisting in 2025.




Actions from our Reconciliation Action Plan (RAP)

Our RAP demonstrates our commitment to fostering strong relationships, inclusivity, and cultural recognition by working together with Aboriginal and Torres Strait Islander peoples. Through active engagement and support, we aim to bridge the gap and create pathways for success for Aboriginal and Torres Strait Islander students to help achieve their educational and employment aspirations.

- The 2025–2026 RAP was launched, alongside refreshed branding featuring 'Bidee' artwork by Brody Campbell, an NMTAFE Graphic Design Officer.
- Over 95 per cent of staff completed Aboriginal Cultural Awareness training.
- Aboriginal and Torres Strait Islander welcome artwork was installed at every campus entrance, and the new Water Operations Laboratory was named 'Kep' (Kep means water in the Noongar language) with the Aboriginal and Torres Strait Islander artwork highlighting the transition from Makuru to Djilba seasons, celebrating water's community significance and the connection of our campus site to the local water story.
- Aboriginal and Torres Strait Islander representation was increased on Industry Advisory Groups.
- NAIDOC Week included an exhibition and live project, 'Keep the Fire Burning! Blak, Loud & Proud', led by NMTAFE's Diploma of Event Management students, highlighting an Aboriginal and Torres Strait Islander culture.
- Staff, students, and the community gathered at Joondalup's Yellagonga Meeting Place to honour Aboriginal and Torres Strait Islander people's resilience during NAIDOC and Reconciliation Week.
- NMTAFE participated in Reconciliation WA's Walk for Reconciliation in Perth, reflecting the 2024 theme 'Now More Than Ever'.
- The Koomba Birdal program expanded at Midland Campus with a collaborative meeting space for students and the community.
- NMTAFE partnered with Fortescue Metals Group to host two VTECH program cohorts at the Koolark Centre, providing training, mentoring, and career pathways.
- Certificate III Early Education and Care students engaged with Djinda services, fostering cultural connections through immersive learning environments.
- Diploma of Event Management students launched a beverage developed by Aboriginal and Torres Strait Islander students using native WA plants.
- Webinars on cultural awareness and safety, produced by Kambarang Services, were promoted and distributed by the Training Accreditation Council (TAC).
- NMTAFE hosted the Nyoongah Community Aboriginal Corporation's AGM at the Yellagonga Meeting Place.




Inclusive Opportunities and Accessibility

 **3,263** students disclosed having a disability in Profile Funded Delivery

 Delivered **1,541,202** SCH

 **81.6%** Student Satisfaction Rate

 **1,335** qualifications issued that are Certificate II or above

NMTAFE is at the forefront of student mental health, accessibility, and inclusion. Long before these areas became formalised within the new standards for Registered Training Organisations (RTOs), groundwork was laid through the development of a robust framework and a focus on professional development for staff. This proactive approach has placed us well ahead of national requirements, demonstrating our strategic commitment to supporting students holistically.

Walking the talk on inclusivity and wellbeing, particularly for Aboriginal and Torres Strait Islander students with disability, a permanent Aboriginal and Torres Strait Islander Learning Support Advisor position was established. This advisor works with lecturers ensuring reasonable adjustments are made and creating culturally resonant learning environments. Additionally, the Accessibility and Learning Support team assisted over 1,000 students with tailored adjustments, assistive technology, and study resources. Initiatives under the Disability Access and Inclusion Plan (DAIP) have enhanced physical accessibility, improved classroom participation through ergonomic tools, and ensured courses remain inclusive and equitable.

To further drive digital inclusion through our Digital Roadmap, NMTAFE introduced Blackboard *Ally*, providing accessible course materials that offer flexible learning options and eliminate barriers to success.



Wellbeing Framework

NMTAFE is committed to the mental health and wellbeing of its staff and students, exemplifying a progressive approach to education that goes beyond academic excellence.

We launched a Mental Health and Wellbeing Hub, with resources and educational sessions, and over 550 staff and 140 students participated in awareness sessions. More than 60 staff completed the two-day Accredited Mental Health First Aid® program, expanding our capacity to support individuals experiencing a mental health crisis.

To enhance support, we introduced a streamlined Mental Health Emergency Response Process and Mental Health Referral Cards, connecting individuals to mental health services like the WA Mental Health Commission's Think Mental Health initiative and PeopleSense counselling.

Throughout the year, NMTAFE engaged in awareness events including:

- Neurodiversity Celebration Week
- World Schizophrenia Awareness Day
- Wear It Purple Day
- World Suicide Prevention Day
- R U OK? Day
- World Mental Health Day
- National Mental Health Week
- Movember
- International Day of Persons with Disabilities

We are also finalising our Wellbeing Framework to align with State and National Mental Health and Wellbeing Strategies, ensuring its effectiveness for our community.



Sparkling Curiosity - Career Taster Program (CTP)



57 activities developed covering all portfolios, delivered multiple times consisting of 266 activities delivered



81 schools participated



3,602 Year 9 students engaged with the CTP

NMTAFE remained a strong advocate for the Year 9 CTP, offering hands-on activities and immersive experiences to help students explore career and study pathways. The program bridges the gap between classroom learning and real-world opportunities, supporting informed subject selection for Year 10 to 12 students.

The introduction of 25 VR headsets added a new dimension to the WA Course in Early Career Discovery and other CTP activities. These headsets offered interactive career content, such as pizza preparation and barbering, while showcasing diverse study options and pathways.

Highlighting NMTAFE's commitment of showcasing diverse and emerging career opportunities that may not be top of mind for young people, participants explored Water Industry Operations by testing water samples for safety, gained hands-on skills in Glazing by cutting glass and learning about material properties, and experienced advanced technologies in Cabinet Making using CAD software and CNC routers. Stonemasonry encouraged creativity through stone carving, while a silent Auslan class introduced students to sign language through interactive games.

Career Curious Conversations engaged students with VR career exploration, campus tours, and mood board creation, while the Gore Makeup workshop offered an exciting look at special effects makeup, aligning with the State Government's \$233.5 million investment in its first-ever dedicated screen production facility and driving jobs growth in the Screen and Media sector.

NMTAFE understands the significant contribution underrepresented groups can make to a diverse and thriving workforce. In 2024, the CTP was designed to champion inclusion and diversity, tailoring opportunities to ensure accessibility and meaningful engagement for all participants. The program supported:

- 149 Aboriginal and Torres Strait Islander students
- 196 students with disabilities
- 303 neurodiverse students
- 305 students at educational risk



Sparkling Curiosity - Career Taster Program (cont.)

Cohort sizes were carefully managed, with tailored support enabling lecturers to address individual needs and foster a positive, inclusive environment. Activities were thoughtfully adapted to suit diverse abilities, ensuring every student could fully participate and build confidence.

The program also inspired female students to explore non-traditional career paths through hands-on experiences, boosting their confidence and sparking interest in industries where women are historically underrepresented.

Aboriginal and Torres Strait Islander vocational students from regional and rural WA were given access to opportunities often unavailable due to location. During their Careers Week trip to Perth, they visited NMTAFE's Perth campus, where they participated in a simulated mine experience, explored careers through VR, and engaged in career-focused activities. These initiatives empowered students from all backgrounds to uncover their potential and envision diverse career pathways.

Feedback from the thousands of students who participated in the CTP across 2024, highlighted the program's success, with 92.1 per cent rating the event four to five stars, 93.6 per cent finding it useful for future study and employment decisions, and 84.6 per cent gaining a clearer understanding of their options post-Year 12.



Career Taster Program (CTP)
See it in action.



Course in Early Career Discovery

Aligned with NMTAFE's strategic focus and digital roadmap, the Early Career Discovery Program embraced innovative tools like VR and online learning to engage Year nine students in self-awareness, career exploration, and future planning. In 2024, the program supported 17 schools and 324 students, helping young people make informed subject selections for Years 11 to 12 and explore post-secondary opportunities.

Immersive VR technology enabled students to explore careers in high-demand industries such as aged care and trades, helping them identify their interests and develop a deeper understanding of contemporary and emerging career pathways. Flexible online learning allowed schools to deliver the program on-site at times that suited their schedules, while NMTAFE provided assessment and support, ensuring a seamless and impactful experience for students.



Connecting Youth and Opportunity



13,715 students aged between 15-24 years
in Profile Funded Delivery



Delivered
5,715,013 SCH



Provided third party delivery
agreements with **11 schools**



2,400 students participated
in VETDSS courses in 2024

The CTP and Early Career Discovery Program lay the foundation for young people to explore a future in VET, guiding them into a focused pathways that align with workforce needs through VET Delivered to Secondary Students (VETDSS).

NMTAFE collaborated with hundreds of schools under VETDSS, enrolling thousands of students across a wide range of qualifications. With a focus on meeting WA's emerging job market needs, NMTAFE partnered with industry leaders, such as the Construction Training Fund, to offer targeted training in high-demand areas like plumbing and carpentry. We expanded VETDSS offerings in key sectors, including community services, media, animation, and fitness, preparing students for careers in industries like health, sport, and business.

In addition to enhancing our course offerings, we improved access to learning through initiatives like the Universal Design for Learning (UDL) course, helping lecturers better support neurodiverse students. Hundreds of secondary students participated in the Get Into Resources event, hosted by organisers at our East Perth campus. The event provided students with the chance to explore career pathways in WA's resources sector, while open days and information sessions connected students to opportunities in areas such as culinary arts, hospitality, business, events and tourism.



Jobs and Skills Centres (JSCs)

 **12,724** total client contacts for the calendar year 2024 and 20,705 services were supplied to those clients.

NMTAFE's JSCs connected job seekers with career opportunities and employers. The JSCs culturally inclusive approach, which respects and values diversity, provided tailored support to Aboriginal and Torres Strait Islander peoples, individuals with disability and those from diverse linguistic and cultural backgrounds. Through active engagement with local communities, schools, and businesses, the JSCs ensured better employment outcomes by linking individuals with training, apprenticeships, and job opportunities. Notably, the JSCs supported over 160 Aboriginal and Torres Strait Islander clients, providing more than 90 instances of Aboriginal employment advice to employers, and assisted with posting over 470 job vacancies on the free Jobs and Skills WA Jobs Board.

Key achievements for 2024 that reinforced the JSCs role as a crucial link between job seekers and employers include:

- Providing post-school guidance on training and employment pathways to Aboriginal students in Years 10 to 12
- Delivering over 50 employability workshops to individuals entering the workforce
- Conducting in-class workshops for over 140 student groups, including general career advice sessions
- Engaging with over 130 events, such as expos and career days, to inform students about training and employment options

The Enhanced Aboriginal and Engagement (EAE) team made significant strides in supporting Aboriginal and Torres Strait Islander students and youth within the Perth north metropolitan corridor. By providing culturally safe career advice, training opportunities, and career pathway planning, the EAE team has fostered positive outcomes for Aboriginal and Torres Strait Islander youth, helping them engage with education and pursue further training opportunities to reach their career goals.

Throughout the year, the EAE team worked extensively with local schools, youth centres, and community organisations such as Wungening, Noongar Outreach (At-Risk Youth), Y School Mirrabooka, Youth Futures, and Swan City Youth Centre. These partnerships involved conducting workshops and providing career guidance to at-risk youth, empowering them to participate in training and educational programs.

The team engaged with several schools, including Butler College, Aveley Secondary College, Governor Stirling Senior High School, and John Forrest Secondary College. These partnerships enabled the EAE team to provide students with the tools and guidance necessary to pursue education and career goals. The team also established connections with Aboriginal support foundations within schools, such as the Stars Foundation, Follow the Dream, and the Clontarf Academy, to further support students in their educational journey.

In 2024 the EAE team also played a key role in providing comprehensive support for Koomba Birdal students. This included:


- Assisting students with the application process, resume writing, job hunting, and interview preparation
- Offering one-on-one case management throughout the course to ensure students remained engaged and on track with their studies

The EAE team's efforts have significantly impacted student engagement and success. By building strong relationships with local schools, community organisations, and Aboriginal support foundations, the team has offered tailored support that addresses the unique needs of Aboriginal and Torres Strait Islander students. The team's dedication to providing career advice, resume writing support, and guidance throughout the application process has led to successful outcomes, including increased student enrolment in training programs and the successful completion of NMTAFE or Koomba Birdal courses.



Commonwealth Contracts

Adult Migrant English Program (AMEP)

 **3,096** students participated in AMEP

NMTAFE's AMEP provides language tuition to eligible adult migrants and refugees, contributing significant revenue to support services across the College. Students attending face-to-face classes can access free childcare for children under school age. In 2024, the program experienced a 15 per cent growth in student's participating compared with 2023. Encouragingly, over 450 students transitioned into more than 80 VET courses, which included over 150 students enrolling into English as a Second Language courses.

Thirteen AMEP students participated in a new trial program called Try-a-Trade. The initiative offered students a three-day hands-on course exploring three different trades: painting, bricklaying, and tiling.

The Food Fibre and Timber Industries Training Council (FFTITC) held an information session for AMEP students to connect them with potential careers in industrial sewing.

Our events students hosted several interactive events for AMEP students, providing valuable language practice opportunities. Additionally, an exhibition launch was held to celebrate an AMEP student's journey and showcase their art, in partnership with NMTAFE staff and the Ashiana Humanitarian Network.



Care Community

NMTAFE concluded its role as the lead agency for the WA Consortium (Care Community) under the Federal Government's Home Care Workforce Support Program, successfully recruiting 1,616 personal care workers, and greatly surpassing the target of attracting 1,400 personal care workers.

Highlights in 2024 include:

- 20 Care Providers engaging in Older Persons Mental Health First Aid, with 58 personal care workers attending workshops
- 32 personal care workers becoming accredited Mental Health First aiders
- Rural training sessions were held, including Aboriginal Mental Health First Aid workshops
- 60 candidates participated in the Care Community Job-Ready Recruitment Day, with workshops on resume writing and interview techniques hosted by the JSCs



Significant Issues Impacting the Agency

TAFE North
Metropolitan

PERTH
CAMPUS

Building
2



Jiel Enomoto, Diploma of Screen and Media -
Animation and Game Art
[Watch Jiel's journey of studying at NMTAFE](#)

→ Building 7 Media House
→ Building 4, 5 & 6 Art, Design & Media
→ Building 3 Classroom Facilities
↑ Building 2 Beauty Therapy
Engineering
Building and Architectural
Library
Koolart Centre
Princcell
International Student Centre

International Student numbers

Recent changes in migration policies are affecting the number of international students in Australia. There has been a noticeable decline in the number of study visas granted to international students due to the Commonwealth Government's initiatives to impose limits on international student admissions.

These policy changes have had a national impact on both the Higher Education and VET sectors, with the most significant decrease observed in the VET sector.

In collaboration with TAFE International WA, the college is actively monitoring policy changes. We remain committed to supporting international student opportunities in priority areas and exploring additional activities that align with the goals of Diversify WA moving forward.



Student Mental Health and Wellbeing

Like many educational institutions, NMTAFE is facing rising mental health challenges among its students. In response, our Mental Health and Wellbeing Framework outlines a strategic approach for the coming years, reinforcing our commitment to early, effective, and compassionate mental health and wellbeing support.

Guided by a vision to offer accessible, well-coordinated, and empathetic services, the framework is built on three foundational pillars:

- governance and leadership
- mental health promotion across NMTAFE
- engagement with industry and the wider community

This approach enables NMTAFE to adopt a multidisciplinary strategy, ensuring meaningful support for both students and staff in need.





Auslan, Perth campus

NMTAFE is the only college in WA that offers all levels of Auslan qualifications.

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

Disclosures and Legal Compliance

Certification of Financial Statements

For the reporting period ending 31 December 2024

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 reporting period ended 31 December 2024 and the financial position as at 31 December 2024.

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



Dr Mara West
Chair, Governing Council
North Metropolitan TAFE
17 March 2025



Michelle Hoad
Managing Director
North Metropolitan TAFE
17 March 2025



Ben Burges
Acting Chief Finance Officer
North Metropolitan TAFE
17 March 2025

Auditor General – Independent Auditor’s Report 2024



Auditor General

INDEPENDENT AUDITOR’S REPORT 2024 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 as at 31 December 2024, 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 material 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 2024 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer’s Instructions.

Basis for opinion

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

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

Responsibilities of the Governing Council for the financial statements

The Governing Council is responsible for:

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

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

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

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7th Floor Albert Facey House 469 Wellington Street Perth MAIL TO: Perth BC PO Box 8489 Perth WA 6849 TEL: 08 6557 7500

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 North Metropolitan TAFE are those policies and procedures established by the Governing Council to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the North Metropolitan TAFE are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 31 December 2024, and the controls were implemented as designed as at 31 December 2024.

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.

Page 2 of 5

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 2024 reported in accordance with the Financial Management Act 2006 and the Treasurer's Instructions (legislative requirements). 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 report of the North Metropolitan TAFE for the year ended 31 December 2024 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the TAFE's performance and fairly represent indicated performance for the year ended 31 December 2024.

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 Governing Council determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

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

Auditor General's responsibilities

As required by the Auditor General Act 2006, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion.

I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

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

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

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

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

Other information

The Governing Council is responsible for the other information. The other information is the information in the entity's annual report for the year ended 31 December 2024, but not the financial statements, key performance indicators and my auditor's report.

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

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

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

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

This auditor's report relates to the financial statements and key performance indicators of the North Metropolitan TAFE for the year ended 31 December 2024 included in the annual report on the TAFE's website. The TAFE's management is responsible for the integrity of the TAFE's website. This audit does not provide assurance on the integrity of the TAFE's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Grant Robinson
Assistant Auditor General Financial Audit
Delegate of the Auditor General for Western Australia
Perth, Western Australia
19 March 2025

Financial Statements

Statement of Comprehensive Income for the year ended 31 December 2024

	Notes	2024 (\$)	2023 (\$)
Cost of services			
Expenses			
Employee benefits expenses	2.1 (a)	171,479,766	150,238,107
Supplies and services	2.3	50,916,839	46,243,034
Grants and subsidies	2.2	1,987,333	555,826
Finance Cost	6.4	14,317	14,033
Other expenses	2.3	17,356,633	14,129,448
Loss on disposal of non-current assets	3.6	764	74,704
Depreciation and amortisation expense	4.1.1, 4.2, 4.3.1	17,300,955	16,527,561
Total cost of services		259,056,608	227,782,714
Income			
Fee for service	3.2	25,580,871	23,287,453
Student fees and charges	3.2	18,354,851	16,980,327
Ancillary trading	3.2	836,512	729,714
Commonwealth grants and contributions	3.3	800,222	2,426,275
Interest revenue	3.4	2,774,970	2,414,396
Other revenue	3.5	894,516	807,377
Total revenue		49,241,941	46,645,543
Gains			
Gain arising from changes in fair value - land	3.6	5,750,000	-
Total gains		5,750,000	-
Total income other than income from State Government		54,991,941	46,645,543
NET COST OF SERVICES		204,064,666	181,137,171
Income from State Government			
Grants and subsidies	3.1	173,459,196	155,103,103
Resources Received	3.1	9,467,930	9,186,589
Income from other public sector entities	3.1	5,917,904	4,799,125
Total income from State Government		188,845,030	169,088,817
SURPLUS/(DEFICIT) FOR THE PERIOD		(15,219,637)	(12,048,355)
Other comprehensive income			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus		32,813,914	12,887,638
Total other comprehensive income		32,813,914	12,887,638
TOTAL COMPREHENSIVE SURPLUS/ (DEFICIT) FOR THE PERIOD		17,594,277	839,283

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

Statement of Financial Position as at 31 December 2024

	Notes	2024 (\$)	2023 (\$)
Assets			
Current assets			
Cash and cash equivalents	6.1	35,218,858	32,701,303
Restricted cash and cash equivalents	6.1	15,400,263	12,370,941
Receivables	5.1	7,246,537	7,681,451
Other current assets	5.2	3,293,406	2,088,311
Total current assets		61,159,064	54,842,007
Non-current assets			
Restricted cash and cash equivalents	6.1	-	4,874,878
Property, plant and equipment	4.1	573,813,237	478,589,114
Right-of-use assets	4.2	324,896	241,204
Intangible assets	4.3	28,839	50,999
Total non-current assets		574,166,972	483,756,196
TOTAL ASSETS		635,326,036	538,598,203
Liabilities			
Current liabilities			
Payables	5.3	12,686,662	9,239,897
Lease liabilities	6.2	98,424	81,305
Employee related provisions	2.1 (b)	15,151,879	14,587,354
Other current liabilities	5.4	14,996,424	12,391,316
Total Current Liabilities		42,933,390	36,299,873
Non-current liabilities			
Lease liabilities	6.2	238,509	169,972
Employee related provisions	2.1 (b)	13,302,000	11,451,861
Total Non-Current Liabilities		13,540,509	11,621,833
TOTAL LIABILITIES		56,473,899	47,921,705
NET ASSETS		578,852,137	490,676,498
Equity			
Contributed equity		567,053,256	496,471,894
Reserves		119,999,636	87,185,722
Accumulated surplus / (deficit)		(108,200,755)	(92,981,118)
TOTAL EQUITY		578,852,137	490,676,498

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

Statement of Cash Flows for the year ended 31 December 2024

	Notes	2024 (\$)	2023 (\$)
Cash flows from State Government			
Grants and subsidies - Department of Training and Workforce Development		175,885,597	155,075,269
Funds from other public sector entities		5,897,904	4,799,125
Total Net cash provided by State Government		181,783,501	159,874,394
<i>Utilised as follows:</i>			
Cash flows from operating activities			
Payments			
Employee benefits expenses		(165,236,526)	(155,471,116)
Supplies and services		(42,174,873)	(37,575,018)
Finance cost		(14,317)	(14,033)
Grants and subsidies		(1,987,333)	(555,826)
GST payments on purchases		(5,428,545)	(5,045,996)
GST payments to taxation authority			
Other payments		(17,176,620)	(14,061,057)
Receipts			
Fee for service		25,798,641	22,853,261
Student fees and charges		19,138,259	18,032,727
Ancillary trading		836,512	729,714
Commonwealth grants and contributions		-	4,426,275
Interest received		2,678,899	2,024,537
GST receipts on sales		369,774	794,838
GST receipts from taxation authority		5,058,771	4,142,898
Other receipts		816,137	649,901
Net cash provided by/(used in) operating activities		(177,321,223)	(159,068,895)
Cash Flows from Investing Activities			
Payments			
Purchase of non-current physical assets		(6,733,579)	(7,636,557)
Receipts			
Proceeds from sale of non-current physical assets		5,876	8,193
Capital contribution		3,080,455	2,772,326
Net cash provided by/(used in) investing activities		(3,647,248)	(4,856,038)
Cash Flows from Financing Activities			
Payments			
Principal elements of lease payments		(143,034)	(176,429)
Net cash provided by/(used in) financing activities		(143,034)	(176,429)
Net increase (decrease) in cash and cash equivalents		671,998	(4,226,968)
Cash and cash equivalents at the beginning of period		49,947,123	54,174,091
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	6.1	50,619,121	49,947,123

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

Statement of Changes in Equity for the year ended 31 December 2024

	Notes	Contributed Equity (\$)	Reserves (\$)	Accumulated Surplus/(Deficit) (\$)	Total Equity (\$)
Balance at 1 January 2023		490,616,224	74,298,085	(80,932,764)	483,981,545
Surplus/(deficit)		-	-	(12,048,355)	(12,048,355)
Other comprehensive income		-	12,887,638	-	12,887,638
Total comprehensive income for the period		-	12,887,638	(12,048,355)	839,283
<i>Transactions with owners in their capacity as owners:</i>					
Capital appropriations		2,772,326	-	-	2,772,326
Other contributions by owners		3,083,344	-	-	3,083,344
Total		5,855,670	-	-	5,855,670
Balance at 31 December 2023		496,471,894	87,185,722	(92,981,118)	490,676,498
Balance at 1 January 2024		496,471,894	87,185,722	(92,981,118)	490,676,498
Surplus/(deficit)		-	-	(15,219,637)	(15,219,637)
Other comprehensive income		-	32,813,914	-	32,813,914
Total comprehensive income for the period		-	32,813,914	(15,219,637)	17,594,277
<i>Transactions with owners in their capacity as owners:</i>					
Capital appropriations		3,080,455	-	-	3,080,455
Other contributions by owners		67,500,908	-	-	67,500,908
Total		70,581,362	-	-	70,581,362
Balance at 31 December 2024		567,053,256	119,999,636	(108,200,755)	578,852,137

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

Notes to Financial Statements for the year ended 31 December 2024

1. Basis of preparation

North Metropolitan TAFE (NMTAFE) is a WA Government entity and is controlled by the State of Western Australia, which is the ultimate parent. NMTAFE is a not-for-profit entity (as profit is not its principal objective) 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 NMTAFE on 17 March 2025.

Statement of compliance

These general purpose financial statements comply with Australian Accounting Standards - Simplified Disclosures. The general purpose financial statements have been prepared in accordance with Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by Treasurer's instructions. Several of these are modified by Treasurer's instructions to vary application, disclosure, format and wording.

The *Financial Management Act 2006* and Treasurer's instructions are legislative provisions governing the preparation of financial statements and take precedence over Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board. 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. The balances and movements detailed are rounded which may result in discrepancies between totals and the sum of components.

Accounting for Goods and Services Tax (GST)

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

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

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

Judgements and estimates

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

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 transfer 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.

Comparative information

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

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

2. Use of our funding

Expenses incurred in the delivery of service

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

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

2.1 (a) Employee benefits expenses

	2024	2023
Employee benefits	154,444,818	135,534,721
Termination benefits	44,670	158,084
Superannuation - defined contribution plans	16,990,278	14,545,302
Total employee benefits expenses	171,479,766	150,238,107
Add: AASB 16 Non-monetary benefits		
Provision of vehicle benefits	22,387	22,807
Less: Employee contributions	(17,136)	(15,888)
Net employee benefits expenses	171,485,017	150,245,026

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 NMTAFE is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

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

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

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

2.1 (b) Employee related provisions

	2024	2023
Current		
Employee benefits provision		
Annual leave	4,962,578	4,473,165
Long service leave	9,225,652	9,188,604
Deferred salary scheme	242,205	165,296
Purchased leave	5,234	5,905
	14,435,669	13,832,970
Other provisions		
Employment on-costs	716,210	754,384
Total current employee related provisions	15,151,879	14,587,354
Non-current		
Employee benefits provision		
Long service leave	12,898,000	10,981,461
	12,898,000	10,981,461
Other provisions		
Employment on-costs	404,000	470,400
Total non-current employee related provisions	13,302,000	11,451,861
Total employee related provisions	28,453,879	26,039,215

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

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

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

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

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

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

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

Employment on-costs provisions

	2024	2023
Carrying amount at start of period	1,224,784	1,567,444
Additional / (reversals of) provisions recognised	444,962	591,149
Payments / other sacrifices of economic benefits	(549,536)	(933,809)
Total carrying amount at end of period	1,120,210	1,224,784

Key sources of estimation uncertainty - long service leave

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

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

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

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

2.2 Grants and subsidies

	2024	2023
Recurrent		
Scholarships and Community Care Grants	1,987,333	555,826
Total grants and subsidies	1,987,333	555,826

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

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

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

2.3 Other Expenditure

	2024	2023
Supplies and services		
Consumables and minor equipment	14,517,379	12,572,643
Communication expenses	303,854	569,864
Utilities expenses	4,926,368	4,454,979
Consultancies and contracted services	23,301,996	21,787,048
Minor works	2,543,616	2,152,810
Rental cost	612,276	676,056
Travel and passenger transport	147,835	177,147
Advertising and public relations	148,223	243,505
Staff professional development activities	456,322	342,583
Software licence expense	2,420,810	1,622,281
Insurance expense	987,764	894,774
Supplies and services - other	550,396	749,344
Total supplies and services expenses	50,916,839	46,243,034
Other expenses		
Audit fees	240,000	231,831
Building maintenance	5,084,168	3,927,109
Equipment repairs and maintenance	249,475	154,787
Expected credit losses expense	311,831	115,164
Employment on-costs	11,227,251	9,486,802
Student prizes and awards	226,593	140,848
Losses and write-offs	818	54,950
Other	16,497	13,149
Total other expenses	17,356,633	14,124,640
Total other expenditure	68,273,472	60,367,675

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:

- Short-term leases with a lease term of 12 months or less;
- Low-value leases with an underlying value of \$5,000 or less; and
- 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.

Building and infrastructure maintenance and equipment repairs and maintenance costs 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.

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

3. Our funding sources

How we obtain our funding

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

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

3.1 Income from State Government

	2024	2023
Grants and subsidies received during the period:		
Grants and subsidies		
Delivery and Performance Agreement (DPA)	170,232,466	151,508,005
Non-DPA Grants from Department of Training and Workforce Development (DTWD)	3,226,730	3,580,690
Other recurrent funds	-	14,407
	173,459,196	155,103,103
Services received free of charge from other State Government agencies during the period:		
Department of Training and Workforce Development		
- Corporate systems support	8,159,588	7,939,819
- Marketing and publications	281,000	358,358
- Human resources and industrial relations support	80,578	78,425
- Other	915,559	793,855
Other Government (State Solicitor's Office)	31,206	16,132
	9,467,930	9,186,589
Income from other public sector entities		
Fee for service - Government (other than DTWD)	115,558	122,268
International Division Fees - State Government	5,802,346	4,676,857
	5,917,904	4,799,125
Total income from State Government	188,845,030	169,088,817

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 NMTAFE has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when the NMTAFE received the funds.

3.2 User charges and fees

	2024	2023
Fee for service		
Fee for service - general	4,110,388	3,733,258
Fee for service - Commonwealth Government	21,059,549	19,258,941
International fees	410,934	295,254
Total fee for service	25,580,871	23,287,453
Student fees and charges		
Tuition fees	11,700,091	11,252,878
Enrolment and Resource fees	6,416,568	5,522,762
Recognition of prior learning (RPL) fees	52,492	37,906
Incidental fees	100,459	49,881
Other College fees	85,242	116,900
Total student fees and charges	18,354,851	16,980,327
Ancillary trading		
Liveworks (not a trading activity)	642,380	588,747
Other ancillary revenue	194,132	140,968
Total ancillary trading	836,512	729,714
Total user charges and fees	44,772,233	40,997,494

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

3.3 Commonwealth grants and contributions

	2024	2023
Commonwealth specific purpose grants and contributions	800,222	2,426,275
	800,222	2,426,275

For non-reciprocal grants, NMTAFE recognises revenue when the grant is receivable at its fair value as and when its fair value can be reliably measured.

Contributions of services are only recognised when a fair value can be reliably determined and the services would have been purchased if not donated.

3.4 Interest revenue

	2024	2023
Interest revenue	2,774,970	2,414,396

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

	2024	2023
Employee contributions 2.1 (a)	17,136	15,888
Rental and facilities fees	577,916	441,774
Sponsorship and donations revenue	140,076	248,486
Miscellaneous revenue	159,388	101,229
Total other revenue	894,516	807,377

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)

	2024	2023
Net proceeds from disposal of non-current assets		
Plant, furniture and general equipment	5,876	8,193
Total proceeds from disposal of non-current assets	5,876	8,193
Carrying amount of non-current assets disposed		
Buildings	-	(82,897)
Computers and communication network	(6,640)	-
Net gains/(losses)	(764)	(74,704)
Other gains/(loss)		
Gain/loss) arising from changes in fair value - land	5,750,000	-
Other gains/(losses)	5,750,000	-
Total gains/(losses)	5,749,236	(74,704)

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).

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.

4. Key assets

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

	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 (\$)	Motor vehicles, caravans and trailers (\$)	Plant, furniture and general equipment (\$)	Computer equipment, communications network (\$)	Works of art (\$)	Work in progress (\$)	Total (\$)
Year ended 31 December 2024								
1 January 2024								
Gross carrying amount	106,550,000	352,808,800	172,955	17,255,190	3,612,442	2,722,680	4,412,824	487,534,891
Accumulated depreciation	-	-	(99,107)	(6,694,225)	(2,107,763)	-	-	(8,901,095)
Accumulated impairment losses	-	-	-	(44,682)	-	-	-	(44,682)
Carrying amount at the start of period	106,550,000	352,808,800	73,849	10,516,283	1,504,679	2,722,680	4,412,824	478,589,114
Additions	-	-	50,632	4,445,880	340,569	12,773	69,486,037	74,335,890
Transfers ^(a)	-	69,870,094	-	-	932,951	-	(70,803,045)	-
Other disposals ^(b)	-	-	-	(51,247)	(25,100)	-	(433,860)	(510,207)
Revaluation increments/(decrements)	6,310,000	32,253,914	-	-	-	-	-	38,563,914
Depreciation	-	(14,424,662)	(16,416)	(2,339,659)	(384,739)	-	-	(17,165,476)
Carrying amount 31 December 2024	112,860,000	440,508,145	108,065	12,571,259	2,368,360	2,735,453	-	573,813,237
Gross carrying amount	112,860,000	440,508,145	223,587	21,599,354	4,835,762	2,735,453	2,661,956	585,424,257
Accumulated depreciation	-	-	(115,522)	(8,983,413)	(2,467,402)	-	-	(11,566,338)
Accumulated impairment losses	-	-	-	(44,682)	-	-	-	(44,682)

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

b. Professional and project management fees are included in the value of current use building assets under the current replacement cost as required by AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non- Financial Assets of Not-For- Profit Public Sector Entities.

Initial recognition

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

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

Subsequent measurement

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

Land is carried at fair value.

Buildings are carried at fair value (including project and management fees) 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 1 July 2024 by Landgate.

The valuations were performed during the year ended 31 December 2024 and recognised at 31 December 2024. In undertaking the revaluation, fair value was determined by reference to market values for land: \$2,800,000 (2023: \$2,700,000) and buildings: \$250,000 (2023: \$200,000).

In addition, for buildings under the current replacement cost, estimated professional and project management fees are included in the valuation of current use assets as required by AASB 2022-10 Amendments to Australian Accounting Standards - Fair Value Measurement of Non- Financial Assets of Not-For- Profit Public Sector Entities.

These valuations are undertaken annually to ensure that the carrying amount of the assets does not differ materially from their fair value at the end of the reporting period.

For the remaining balance, unobservable (level 3) inputs were used to determine the fair value.

As at 31 December 2024, there were no indications of impairment to property, plant and equipment.

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

Infrastructure	<p><i>Historical cost per cubic metre (M³)</i></p> <p>The costs of construction of infrastructure are extracted from financial records of NMTAFE and indexed by movements in construction costs by quantity surveyors.</p>
Land	<p>Fair value for restricted use land is determined by comparison with market evidence for land with low level utility. Relevant comparators of land with low level utility are selected by the Western Australian Land Information Authority (Valuation Services).</p>
Buildings	<p><i>Historical cost per square metre floor area (M²)</i></p> <p>The costs of constructing specialised buildings with similar utility are extracted from financial records of the Model Department, then indexed by movements in CPI.</p> <p><i>Consumed economic benefit/obsolescence of asset</i></p> <p>These are estimated by the Western Australian Land Information Authority (Valuation Services).</p>

Revaluation model:

- 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.
- 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 accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.
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).
- 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

	2024	2023
Depreciation		
Buildings	14,424,662	14,281,975
Motor vehicles, caravans and trailers	16,416	20,357
Plant, furniture and general equipment	2,339,659	1,736,691
Computers and communication network	384,739	289,325
Total depreciation for the period	17,165,476	16,328,348

As at 31 December 2024 there were no indications of impairment to property, plant and equipment.

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

Finite useful lives

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exception to this rule includes assets held for sale, land and investment properties.

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

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

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

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

Impairment

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

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

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for the class of asset.

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

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

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

4.2 Right-of-use-assets | Year ended 31 December 2024

	Vehicles	Total
Carrying amount at start of period	241,204	241,204
Additions	197,011	197,011
Depreciation	(113,319)	(113,319)
Net Carrying Amount as at end of period	324,896	324,896

Initial recognition

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

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

NMTAFE has leases for vehicles where the lease contracts are typically made for fixed periods up to 6 years.

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

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

Subsequent measurement

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

Depreciation and impairment of right-of-use assets

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

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

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

4.3 Intangible assets | Year ended 31 December 2024

	Computer software and licences	Total
1 January 2024		
Cost	110,802	110,802
Accumulated amortisation	(59,803)	(59,803)
Carrying amount at start of period	50,999	50,999
Amortisation expense	(22,160)	(22,160)
Carrying amount at end of period	28,839	28,839

Initial recognition

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

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

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

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

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

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

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

	2024	2023
Computer software	22,160	22,160

As at 31 December 2024 there were no indications of impairment to intangible assets.

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

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

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

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

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

Impairment of intangible assets

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

5. Other assets and liabilities

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

	Notes
Receivables	5.1
Other assets	5.2
Payables	5.3
Other liabilities	5.4

5.1 Receivables

	2024	2023
Current		
Receivables - Trade	383,928	511,159
Receivables - Students	1,958,519	1,452,568
Allowance for impairment of receivables	(649,244)	(437,174)
Accrued revenue	4,721,081	5,066,730
GST receivable	527,703	822,986
Other receivables	304,551	265,182
Total current	7,246,537	7,681,452
Total receivables at end of period	7,246,537	7,681,451

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

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

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

For trade receivables, NMTAFE recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. NMTAFE has established provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note 2.3 for the amount of ECLs expensed in this financial year.

5.2 Other assets

	2024	2023
Current		
Prepayments	3,293,218	2,083,485
Other	188	4,827
Total current	3,293,406	2,088,311
Total other assets at the end of period	3,293,406	2,088,311

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

	2024	2023
Current		
Trade payables	64,867	143,643
Accrued expenses	5,090,276	4,743,800
Accrued salaries and related costs	7,531,519	4,352,454
Total current	12,686,662	9,239,897
Total payables at the end of period	12,686,662	9,239,897

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

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

5.4 Other liabilities

	2024	2023
Current		
Income received in advance ^(a)	5,843,883	4,766,576
Grants and advances (provision for under-delivery in Government funded courses)	637,742	789,891
Grants and advances other	8,007,621	6,249,292
Monies/deposits held in trust ^(b)	507,178	585,557
Total current	14,996,424	12,391,316
Balance at end of period	14,996,424	12,391,316

^(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 course enrolments.

6. Financing

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

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

6.1 Cash and cash equivalents

	2024	2023
Current		
Cash and cash equivalents		
Cash On Hand	4,550	5,450
Cash At Bank	35,214,308	32,695,853
Total cash and cash equivalents	35,218,858	32,701,303
Restricted cash and cash equivalents current		
DPA funds due to DTWD ^(a)	3,825,441	4,375,272
Commonwealth specific purpose	1,199,778	4,069,378
Capital works program ^(b)	2,895,896	3,348,877
Restricted cash 27th pay ^(d)	5,910,382	-
Backpay salaries and the associated superannuation and payroll tax	1,429,761	-
Other ^(c)	139,005	577,414
	15,400,263	12,370,941
Total current	50,619,121	45,072,244
Non-current		
Restricted cash 27th pay ^(d)	-	4,874,878
Total non-current	-	4,874,878
Balance at end of period	50,619,121	49,947,123

^(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 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

	2024	2023
Not later than one year	98,424	81,305
Later than one year and not later than five years	222,389	164,969
Later than five years	16,120	5,497
	336,933	251,771
Current	98,424	81,305
Non-current	238,509	169,972
Balance at end of period	336,933	251,277

Initial measurement

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

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

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

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

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

Subsequent measurement

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

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

Lease expenses recognised in the Statement of Comprehensive Income

	2024	2023
Lease interest expense	14,317	14,033
Total lease expense	14,317	14,033

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

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

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

6.3 Assets pledged as security

	2024	2023
Right-of use asset vehicles	324,896	241,204
Total assets pledged as security	324,896	241,204

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

6.4 Finance costs

	2024	2023
Lease interest expense	14,317	14,033
Finance costs expensed	14,317	14,033

Finance cost is the interest component of lease liability repayments (State fleet vehicle leases) - see note 6.2.

6.5 Commitments

6.5.1 Capital commitments

	2024	2023
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	771,110	954,634
Balance at end of period	771,110	954,634

The totals presented for capital commitments are GST inclusive.

6.5.2 Other expenditure commitments

	2024	2023
Other expenditure commitments, contracted for at the end of the reporting period but not recognised as liabilities are payable as follows:		
Within 1 year	9,201,900	6,324,790
Later than 1 year and not later than 5 years	7,744,899	1,404,688
Later than 5 years	-	372,804
Total Other expenditure commitments	16,946,799	8,102,282

The totals presented for other expenditure commitments are GST inclusive.

7. Financial Instruments and Contingencies

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

	Notes
Financial instruments	7.1
Contingent assets and liabilities	7.2

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:

	2024	2023
Financial assets		
Cash and cash equivalents	35,218,858	32,701,303
Restricted cash and cash equivalents	15,400,263	17,245,819
Financial assets at amortised cost ^(a)	6,718,834	6,858,465
Total financial assets	57,337,955	56,805,588
Financial liabilities		
Financial liabilities measured at amortised cost ^(b)	12,686,662	9,239,897
Lease Liabilities	336,933	251,277
Total financial liabilities	13,023,596	9,491,174

^(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.

7.2.1 Contingent assets

NMTAFE has no contingent assets.

7.2.2 Contingent liabilities

The following contingent liabilities are excluded from the liabilities included in the financial statements:

Long Service Leave for Casual Employees

NMTAFE is continuing to assess the application of the *Long Service Leave Act 1958* for casual employees. Long service leave for entitled employees who have been engaged on a pure casual basis (\$0.4million) have been recognised. Long service leave for entitled employees for mixed mode (being employees who have worked across a mix of casual, fixed term and permanent employment) is estimated at \$1.4million. This has not been recognised as the amount can not be measured with sufficient reliability and accuracy and further guidance from Government Sector Labour Relations (GSLR) on entitlement and calculation methodology are being sought.

New Regulations for Welding Fumes

From 18 January 2024 the workplace exposure standard (WES) for welding fumes has been reduced from an 8-hour time weighted average of 5 mg/m³ to 1 mg/m³. NMTAFE is assessing the costs involved in complying with the new regulations which may include purchase of additional Personal Protective Equipment, training equipment, and/or upgrade/replacement of existing welding extraction systems. At this stage the costs have not been recognised in the financial statements as they are not able to be measured with sufficient reliability and accuracy.

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
Non-current assets classified as held for transfer	8.7
Supplementary financial information	8.8
Changes in accounting policy	8.9

8.1 Events occurring after the end of the reporting period

There were no significant events occurring after the reporting period.

8.2 Key management personnel

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

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

	2024	2023
Compensation of Members of the Accountable Authority		
Compensation Band (\$)		
340,001 - 350,000	1	-
260,001 - 270,000	-	1
20,001 - 30,000	1	1
1 - 10,000	10	7
Compensation of Senior Officer		
Compensation Band (\$)		
220,001- 230,000	1	-
210,001 - 220,000	1	1
200,001 - 210,000	1	2
190,001- 200,000	2	-
180,001 - 190,000	2	-
170,001 - 180,000	1	-
160,001 - 170,000	-	2
130,001-140,000	1	-
120,001 - 130,000	-	1
100,001 - 110,000	-	1
90,001 - 100,000	-	1
80,001 - 90,000	-	1
60,001- 70,000	1	-
30,001 - 40,000	-	1
1 -10,000	1	-
Short-term employee benefits	1,769,980	1,396,637
Post-employment benefits	218,006	166,480
Other long-term benefits	199,019	181,612
Total compensation of key management personnel	2,187,005	1,744,729

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

8.3 Related parties

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

Related parties of NMTAFE include:

- all cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other departments and statutory authorities, including related bodies included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities). Such transactions include services received free of charge from other State government agencies (note 3.1);
- 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 NMTAFE, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

8.4 Related bodies

NMTAFE has no related bodies.

8.5 Affiliated bodies

NMTAFE has no affiliated bodies.

8.6 Remuneration of auditors

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

	2024	2023
Auditing the accounts, financial statements, controls and key performance indicators	240,000	219,000

8.7 Non-current assets classified as held for transfer

NMTAFE has no non-current assets classified as held for transfer.

8.8 Supplementary financial information

(a) Write-offs

During the financial year, \$182,830 (2023: \$242,203) of debts due to NMTAFE were written off, \$360,200 (2023: \$100,274) was written off the asset register under the authority of:

	2024	2023
The accountable authority	543,030	342,477
	543,030	342,477

(b) Losses through theft, defaults and other causes

	2024	2023
Losses of public money and public and other property through theft or defaults	4,741	11,706
Amounts recovered	(4,741)	(11,706)
	-	-

(c) Forgiveness of debts

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

(d) Gifts of public property

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

8.9 Changes in Accounting Policy

The following standards are first applied for the reporting period ended on 31 December 2024:

- i. AASB 2020-1 - Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current
- ii. AASB 2022-5 - Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback
- iii. AASB 2022-6 - Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants
- iv. AASB 2022-10 - Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities
- v. AASB 2023-1 - Amendments to Australian Accounting Standards – Supplier Finance Arrangements
- vi. AASB 2023-3 - Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2
- vii. AASB 2024-1 - Amendments to Australian Accounting Standards – Supplier Finance Arrangements: Tier 2 Disclosures

9. Explanatory statement

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

All variances between estimates (original budget) and actual results for 2024, and between the actual results for 2024 and 2023 are shown below. Narratives are provided for key major variances which vary more than 10% from their comparative and that the variation is more than 1% of the following variance analyses for the:

1. Estimate and actual results for the current year:
 - » Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cash flows (i.e. \$2,296,314 being 1% of \$229,631,351)
 - » Total Assets of the annual estimates for the Statement of financial position (i.e. 5,723,444 being 1% of \$572,344,363)
2. For the previous year:
 - » Total Cost of Services of the previous year for the Statements of comprehensive income and Statement of cash flows (i.e. \$2,277,827 being 1% of \$227,782,714);
 - » Total Assets of the previous year for the Statement of financial position (i.e. \$5,385,982 being 1% of \$538,598,203)

9.1 Statement of Comprehensive Income Variances

	Variance Note	Estimate 2024 Note (1) (\$)	Actual 2024 (\$)	Actual 2023 (\$)	Variance between estimate and actual (\$)	Variance between actual results for 2024 and 2023 (\$)
Expenses						
Employee benefits expense	A, 1	154,396,676	171,479,766	150,238,107	17,083,090	21,241,658
Supplies and services	B, 2	44,785,000	50,916,839	46,243,034	6,131,839	4,673,804
Grants and subsidies		20,000	1,987,333	555,826	1,967,333	1,431,507
Finance cost		25,906	14,317	14,033	[11,589]	285
Other expenses	C, 3	13,828,336	17,356,633	14,129,448	3,528,297	3,227,184
Loss on disposal of non-current assets		17,500	764	74,704	[16,736]	[73,940]
Depreciation and amortisation expense		16,557,933	17,300,955	16,527,561	743,022	773,394
Total cost of services		229,631,351	259,056,608	227,782,714	29,425,257	31,273,894
Income						
Fee for service	D, 4	20,044,459	25,580,871	23,287,453	5,536,412	2,293,418
Student fees and charges		16,541,370	18,354,851	16,980,327	1,813,481	1,374,524
Ancillary trading		666,573	836,512	729,714	169,939	106,797
Commonwealth grants and contributions	E, 5	3,213,000	800,222	2,426,275	[2,412,778]	[1,626,053]
Interest revenue		1,625,000	2,774,970	2,414,396	1,149,970	360,574
Other revenue		921,784	894,516	807,377	[27,268]	87,139
Total revenue		43,012,186	49,241,941	46,645,543	6,229,755	2,596,399
Gains						
Other gains	F, 6	-	5,750,000	-	5,750,000	5,750,000
Total gains		-	5,750,000	-	5,750,000	5,750,000
Total income other than income from State Government		43,012,186	54,991,941	46,645,543	11,979,755	8,346,399
NET COST OF SERVICES		186,619,165	204,064,666	181,137,171	17,445,501	22,927,495
Income from State Government						
Grants and subsidies	G, 7	152,819,000	173,459,196	155,103,103	20,640,196	18,356,093
Resource received		8,435,147	9,467,930	9,186,589	1,032,783	281,341
Income from other public sector entities	H, 8	8,476,112	5,917,904	4,799,125	[2,558,208]	1,118,779
Total income from State Government		169,730,259	188,845,030	169,088,817	19,114,771	19,756,213
SURPLUS/(DEFICIT) FOR THE PERIOD		[16,888,906]	[15,219,637]	[12,048,355]	1,669,269	[3,171,282]
Other comprehensive income						
Items not reclassified subsequently to profit or loss						
Changes in asset revaluation surplus		-	32,813,914	12,887,638	32,813,914	19,926,276
Total other comprehensive income		-	32,813,914	12,887,638	32,813,914	19,926,276
TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD		[16,888,906]	17,594,277	839,283	34,483,183	16,754,994

Note: [1] These are annual estimates published for the financial year ended 31 December 2024.

Major Estimate and Actual (2024) Variance Narratives

- A. The Section 40 estimates did not provide for pay rises and increased student curriculum hours. Finalisation of award negotiations occurred late in 2024 and increase in employee benefits expense was not included in estimate.
- B. Supplies and Services expenditure was higher than Section 40 estimates as a result of increased student curriculum hours and training initiatives, inflationary pressures and recognition of outsourced delivery costs.
- C. Other expenses was higher than Section 40 estimates as a result of increased student curriculum hours, payroll tax, risk cover insurance premiums and ongoing maintenance costs.
- D. The Section 40 estimates anticipated a lower level of fee for service activity in the Adult Migrant Education program than eventuated for 2024.
- E. The Section 40 estimates assumed that Home Care Grant funding would be fully expended. The program is complete and unused funds will be refunded.
- F. The Section 40 estimates did not include revaluation gain arising from increase in the value of land.
- G. The Section 40 estimates provided for \$152.8M in initial DPA funding. With additional funding for pay rises, new training priorities and increased student curriculum hours actual funding provided by DTWD for 2024 was \$173.5M.
- H. The Section 40 estimates recognise DTWD grant revenue in this line, however the actuals include it under "Grant and subsidies".

Major Actual 2024 and Comparative (2023) Variance Narratives

- 1. Higher employment benefits expense in 2024 was due to increases in salary for both lecturing and non-lecturing following award negotiation in 2024. The College also employed additional staff for the increase in student demand.
- 2. Increases in Supplies and Services expenditure in 2024 was due to higher consumable and equipment expenditure as a result of higher levels of student delivery. Additional spending on computers, plant and furniture (\$1.6million) which contributed to the variance.
- 3. Other expenses was as a result of increased student curriculum hours, payroll tax, risk cover insurance premiums and ongoing maintenance costs.
- 4. Higher fee for service activity in 2024 was mainly attributable to increased student activity in the Adult Migrant Education Program (\$1.9million) and increases in short and customised courses (\$0.4million).
- 5. Lower Commonwealth grants and contributions is attributable to ending of the Home Care Grant funding program.
- 6. Gain in revaluation of land recognised as income to offset against prior years revaluation loss recognised as expense.
- 7. Increased Grants and Subsidies predominately through the Delivery Performance Agreement, are attributable to higher student demand and additional funding for pay rises and special projects for 2024.
- 8. Higher international student fees compared to FY2023.

9.2 Statement of Financial Position Variances

	Variance Note	Estimate 2024 Note (1) (\$)	Actual 2024 (\$)	Actual 2023 (\$)	Variance between estimate and actual (\$)	Variance between actual results for 2024 and 2023 (\$)
Assets						
Current assets						
Cash and cash equivalents		32,934,347	35,218,858	32,701,303	2,284,511	2,517,555
Restricted cash and cash equivalents		12,884,532	15,400,263	12,370,941	2,515,731	3,029,322
Receivables		6,045,770	7,246,537	7,681,451	1,200,767	(434,914)
Inventories		-	-	-	-	-
Other current assets		2,032,630	3,293,406	2,088,311	1,260,776	1,205,095
Non-current assets classified as held for transfer		-	-	-	-	-
Contract assets		-	-	-	-	-
Other financial assets		-	-	-	-	-
Total current assets		53,897,279	61,159,064	54,842,007	7,261,785	6,317,057
Non-current assets						
Restricted cash and cash equivalents		5,061,703	-	4,874,878	(5,061,703)	(4,874,878)
Receivables		-	-	-	-	-
Property, plant and equipment	A, 1	513,042,117	573,813,237	478,589,114	60,771,120	95,224,123
Right of Use Assets		270,104	324,896	241,204	54,792	83,692
Intangible assets		73,160	28,839	50,999	(44,321)	(22,160)
Contract assets		-	-	-	-	-
Other non-current assets		-	-	-	-	-
Total non-current assets		518,447,084	574,166,972	483,756,196	55,719,888	90,410,776
Total assets		572,344,363	635,326,036	538,598,203	62,981,673	96,727,833
Liabilities						
Current liabilities						
Payables		17,873,689	12,686,662	9,239,897	(5,187,027)	3,446,766
Lease Liabilities		107,323	98,424	81,305	(8,899)	17,119
Employee related provisions	B, 2	21,480,635	15,151,879	14,587,354	(6,328,756)	564,525
Contract liabilities		-	-	-	-	-
Other current liabilities		11,374,258	14,996,424	12,391,316	3,622,166	2,605,108
Total current liabilities		50,835,905	42,933,390	36,299,873	(7,902,515)	6,633,517
Non-current liabilities						
Payables		-	-	-	-	-
Lease liabilities		172,496	238,509	169,972	66,013	68,537
Employee related provisions	C, 2	4,667,228	13,302,000	11,451,861	8,634,772	1,850,139
Contract liabilities		-	-	-	-	-
Other non current liabilities		-	-	-	-	-
Total non-current liabilities		4,839,724	13,540,509	11,621,833	8,700,785	1,918,676
Total liabilities		55,675,629	56,473,899	47,921,705	798,270	8,552,193
Net assets		516,668,734	578,852,137	490,676,498	62,183,404	88,175,640
Equity						
Contributed equity	3	556,318,223	567,053,256	496,471,894	10,735,033	70,581,362
Reserves		74,298,083	119,999,636	87,185,722	45,701,553	32,813,914
Accumulated surplus / (deficit)		(113,947,572)	(108,200,755)	(92,981,118)	5,746,817	(15,219,637)
Total equity		516,668,734	578,852,137	490,676,498	62,183,403	88,175,640

Note: [1] These are annual estimates published for the financial year ended 31 December 2024.

Major Estimate and Actual (2024) Variance Narratives

- A. The Section 40 estimates were produced prior to Landgate asset revaluations. Assets were subsequently revalued higher.
- B. Interpretation of leave balances was changed after actuarial assessment, which occurred subsequent to S40 preparation. The adjustment is predominately offset between movements in current and non-current liabilities.
- C. Interpretation of leave balances was changed after actuarial assessment, which occurred subsequent to S40 preparation. The adjustment is predominately offset between movements in current and non-current liabilities.

Major Actual 2024 and Comparative (2023) Variance Narratives

- 1. Increases in the value of property, plant and equipment are attributed to asset revaluation and contribution by owners for capital work transfers at Joondalup campus and the Balga Specialist Teaching Block.
- 2. Variances in employee leave provisions is due to the actuarial assessment resulting in movement in provisions from “non current” to “current”.
- 3. Increase is due to contribution by owners for capital work transfers at Joondalup campus and the Balga Specialist Teaching Blocks.

9.3 Statement of Cash Flows Variances

	Variance Note	Estimate 2024 Note (1) (\$)	Actual 2024 (\$)	Actual 2023 (\$)	Variance between estimate and actual (\$)	Variance between actual results for 2024 and 2023 (\$)
Cash flows from State Government						
Grants and subsidies - DTWD	A, 1	152,819,000	175,885,597	155,075,269	23,066,597	20,810,328
Funds from other public sector entities	B	8,476,112	5,897,904	4,799,125	(2,578,208)	1,098,779
Total net cash provided by State Government		161,295,112	181,783,501	159,874,394	20,488,389	21,909,107
Cash flows from operating activities						
Payments						
Employee benefits	C, 2	(151,105,347)	(165,236,526)	(155,471,116)	(14,131,179)	(9,765,410)
Supplies and services	D, 3	(36,035,956)	(42,174,873)	(37,575,018)	(6,138,917)	(4,599,855)
Finance Cost		(10,000)	(14,317)	(14,033)	(4,317)	(285)
Grants and subsidies		(20,000)	(1,987,333)	(555,826)	(1,967,333)	(1,431,507)
GST payments on purchases		(3,841,717)	(5,428,545)	(5,045,996)	(1,586,828)	(382,549)
GST payments to taxation authority		0	-		(0)	-
Other payments	E	(13,667,675)	(17,176,620)	(14,061,057)	(3,508,945)	(3,115,563)
Receipts						
Fee for service	F, 4	19,329,431	25,798,641	22,853,261	6,469,210	2,945,380
Student fees and charges	I	16,546,188	19,138,259	18,032,727	2,592,071	1,105,532
Ancillary trading		666,574	836,512	729,714	169,938	106,797
Commonwealth grants and contributions	5	-	-	4,426,275	-	(4,426,275)
Interest received		1,625,000	2,678,899	2,024,537	1,053,899	654,362
GST receipts on sales		695,243	369,774	794,838	(325,469)	(425,064)
GST receipts from taxation authority		3,140,035	5,058,771	4,142,898	1,918,736	915,873
Other receipts		869,194	816,137	649,901	(53,057)	166,236
Net cash used in operating activities		(161,809,031)	(177,321,223)	(159,068,895)	(15,512,192)	(18,252,328)
Cash flows from investing activities						
Payments						
Purchase of non-current physical assets	G	(3,329,000)	(6,733,579)	(7,636,557)	(3,404,579)	902,978
Receipts						
Proceeds from sale of non-current physical assets		-	5,876	8,193	5,876	(2,317)
Capital Contribution	H	-	3,080,455	2,772,326	3,080,455	308,129
Net cash provided by investing activities		(3,329,000)	(3,647,248)	(4,856,038)	(318,248)	1,208,790
Cash flows from financing activities						
Payments						
Principal elements of lease		(114,334)	(143,034)	(176,429)	(28,700)	33,395
Net cash provided by/(used in) financing activities		(114,334)	(143,034)	(176,429)	(28,700)	33,395
Net increase (decrease) in cash and cash equivalents		(3,957,253)	671,996	(4,226,968)	4,629,249	4,898,964
Cash and cash equivalents at the beginning of period		54,837,835	49,947,123	54,174,091	(4,890,712)	(4,226,968)
CASH AND CASH EQUIVALENTS AT END OF PERIOD		50,880,584	50,619,121	49,947,123	(261,463)	671,998

Note: [1] These are annual estimates published for the financial year ended 31 December 2024.

Major Estimate and Actual (2024) Variance Narratives

- A. The Section 40 estimates provided for \$152.8M in initial DPA funding. With additional funding for pay rises, new training priorities and increased student curriculum hours, actual funding provided by DTWD for 2024 was higher.
- B. This line in Section 40 Estimate model groups " Other public Sector Entities and Non-DPA Revenue", whilst this model includes DTWD grant/NON-DPA revenue in "Grant and Subsidies - DTWD". DTWD Grants were \$3.2M in 2024.
- C. The Section 40 estimates did not provide for pay rises and increased student curriculum hours. Finalisation of award negotiations occurred late in 2024.
- D. Supplies and Services expenditure was higher than Section 40 estimates as a result of increased student curriculum hours and training initiatives, inflationary pressures and recognition of outsourced delivery costs.
- E. Other expenses was higher than Section 40 estimates as a result of increased student curriculum hours, payroll tax, risk cover insurance premiums and ongoing maintenance.
- F. The Section 40 estimates anticipated a lower level of fee for service activity in the Adult Migrant Education program than eventuated for 2024.
- G. The college has purchased additional equipment for new buildings that were approved at the time Section 40s were produced.
- H. In 2024 the college received funding for equipment building fit outs that were approved at the time Section 40s were produced.
- I. Section 40s were produced based on lower levels of student curriculum hours.

Major Actual 2024 and Comparative (2023) Variance Narratives

- 1. Increases in grants and subsidies are attributable to increased student demand and additional funding for pay rises and special projects contributed to the favourable variance in DPA funding for 2024 (\$18.7 million).
- 2. Higher employment benefits expense in 2024 was due to increases in salary for both lecturing and non-lecturing following award negotiation in 2024. The College also employed additional staff due to the increased student demand that eventuated in 2024.
- 3. Increases in Supplies and Services expenditure in 2024 was due to higher consumable and equipment expenditure as a result of higher levels of student delivery. Additional spending on computers, plant and furniture which contributed to the unfavourable variance.
- 4. Higher fee for service activity in 2024 was mainly attributable to increased student activity in the Adult Migrant Education Program and increased in short and customised courses.
- 5. Commonwealth Home Care Grants program was completed as a result funding ceased.



Simon Ashby

NMTAFE Ambassador and Finalist for
WA Apprentice of the Year 2024
Cabinet Making

[Hear Simon's story](#)

Audited Key Performance Indicators



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 2024.



Dr Mara West
Chair, Governing Council
North Metropolitan TAFE
17 March 2025



Michelle Hoad
Managing Director
North Metropolitan TAFE
17 March 2025

2024 Key Performance Indicators

Desired Outcome

The provision of Vocational Education and Training (VET) services to meet community and industry training needs.

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

Effectiveness indicators measure the achievement of vocational education and training in meeting community and industry needs. These indicators are:

- 1. Student satisfaction
- 2. Graduate satisfaction
- 3. Labour force status of graduates
- 4. Profile achievement

Efficiency indicators highlight how effectively NMTAFE utilises its resources to offer VET programs. NMTAFE has one efficiency indicator.

- 5. Delivery cost per student curriculum hour (SCH)

KPI 1 – Overall Student Satisfaction Rating

The overall student satisfaction rating is derived from the 2024 Student Satisfaction Survey, conducted by Wallis Social Research (Wallis) on behalf of DTWD between September and November 2024. This annual survey measures the extent to which students were satisfied with the training they received from NMTAFE. The satisfaction measure is based on the proportion of students who responded with 'satisfied' or 'very satisfied' (on a five-point scale) to the question, 'Overall, how satisfied were you with your course?'

In 2024, of the 19,169 NMTAFE students contacted, the number of students who participated reflected a 20.7% response rate. This year, NMTAFE's student satisfaction was 1% below target.

Table 1: Overall Student Satisfaction

	2024 Target	2024 Actual	2023 Actual	2022 Actual
North Metropolitan TAFE	85%	84%	86.6%	84.1%
Western Australia	-	84.7%	87.3%	85.7%

Notes

- 1. **Source:** DTWD, 2024 WA Student Satisfaction Survey.
- 2. **Derivation:** Standard error and margin of error are calculated on NET Satisfaction scores. Margin of error is calculated at the 95% confidence interval.
- 3. NMTAFE is waiting on the full report and data set be provided from DTWD, which is expected to be received March 2025 at which point the College will be able to conduct a full analysis and explanation of results.

KPI 2 – Graduate Achievement

Graduate achievement rate is obtained from the 2024 Student Outcomes Survey administered by the National Centre for Vocational Education Research (see Table 2).

The Student Outcomes Survey evaluates vocational students' employment and further study outcomes, as well as their training perceptions. The survey measures the extent to which NMTAFE Graduates have met their primary training objectives. The measure shows the proportion of graduates who indicate they had 'fully achieved' or 'partially achieved' their main reason for doing the training.

In 2024, of the 7,596 graduated students contacted, 2,484 responded (32.7% response rate). NMTAFE's graduate achievement was 2.7% above target, with 82.7% of respondents having achieved their main reason for doing the training.

Table 2: Graduate Achievement

2024 Target	2024 Actual	2023 Actual	2022 Actual
80%	82.7%	83.3%	85.4%

Notes

- Source:** NCVER National Student Outcome Survey (SOS), 2024. 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%.
- Comments:** Outcomes of students who completed their vocational education and training (VET) in Australia during 2023, using data collected in mid-2024. Students not in scope of this survey are international students, prison delivery and short courses.

KPI 3 – Graduate Destination

Graduate destination rate is also obtained from the 2024 Student Outcomes Survey (Table 3).

This measure shows the extent to which NMTAFE is providing relevant, quality training that enhances student employability. Graduate employment status measures the percentage of students who were employed, unemployed, or not in the labour force. This figure was determined by calculating the percentage of graduates in each category compared to the total number of valid survey responses.

In 2024, NMTAFEs graduate destination was above target, with 73.6% of respondents having found employment.

Table3: Graduate Destination

2024 Target	2024 Actual	2023 Actual	2022 Actual
70%	73.6%	75.6%	73.5%

Notes

- Source:** NCVER National Student Outcome Survey (SOS), 2024. 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 2023, using data collected in mid-2024. Students not in scope of this survey are international students, prison delivery and short courses.

KPI 4 – Achievement of College Profile

The achievement of college profile delivery reflects how effectively NMTAFE fulfills its targets set in the Delivery and Performance Agreement (DPA). This agreement outlines NMTAFE’s planned funded training delivery.

Profile Achievement is the measure that depicts the proportion of Student Curriculum Hours (SCH) achieved by the College, as agreed with DTWD for vocational training through the DPA.

In 2024, the Profile delivered by NMTAFE was above the original planned target of 9,450,000 SCH, resulting in an overall achievement of 110 per cent (see Table 4).

The College plans its delivery based on projected training demand, considering government objectives, labour market trends, and the requirements of individuals and the industry. The actual SCH delivered not only mirrors student training demand across occupations but also reflects shifts in policy and regulations. The continued rise in employment and demand for skilled workers in sectors such as construction, has led to an increased interest in Employment Based Training as businesses strive to enhance their workforce. The continuation of Fee-free courses, Lower Fees, Local Skills initiatives, and the introduction of skill sets has significantly contributed to the College’s SCH achievement against target.

Table 4: Profile Achievement

2024 Target	2024 Actual	2023 Actual	2022 Actual
100%	110%	101.5%	87%

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 NMTAFE

From 1 January to 31 December 2024, the College provided a specific number of Student Curriculum Hours (SCH) as part of its Delivery and Performance Agreement. Table 5 below details this data, categorised by main ANZSCO Groups and their respective subgroups.

Table 5: Achievement of Profile Delivery SCH by ANZSCO groups and subgroups

Department of Training and Workforce Development ANZSCO Groups	2024 Target Profile(SCH)	2024 Actual Profile (SCH)	2023 Actual Profile(SCH)	2022 Actual Profile (SCH)
11. Chief Executives, General Managers and Legislators	10,420	13,340	12,415	1,045
12. Farmers and Farm Managers	0	0	0	0
13. Specialist Managers	47,300	353,837	271,915	315,127
14. Hospitality, Retail and Service Managers	131,265	151,938	101,318	109,863
1. MANAGERS Total	188,985	519,115	385,648	426,035
21. Arts and Media Professionals	500,686	570,143	540,802	664,526
22. Business, Human Resource and Marketing Professionals	42,010	32,445	41,310	39,110
23. Design, Engineering, Science and Transport Professionals	435,040	46,625	59,820	53,925
24. Education Professionals	26,500	324,995	261,980	221,130
25. Health Professionals	34,100	20,200	31,530	36,645
26. ICT Professionals	545,013	189,810	122,740	74,750
27. Legal, Social and Welfare Professionals	38,570	840	3,635	2,095
2. PROFESSIONALS Total	1,621,919	1,185,058	1,061,817	1,092,181
31. Engineering, ICT and Science Technicians	1,038,643	1,662,117	1,438,357	1,199,915
32. Automotive and Engineering Trades Workers	348,920	400,468	312,681	299,347
33. Construction Trades Workers	481,636	533,068	480,780	397,463
34. Electro technology and Telecommunications Trades Workers	391,440	462,845	373,060	251,251
35. Food Trades Workers	143,101	174,240	143,623	126,370
36. Skilled Animal and Horticultural Workers	60,800	85,260	86,525	102,310
39. Other Technicians and Trades Workers	243,218	577,786	573,600	578,685
3. TECHNICIANS AND TRADES WORKERS Total	2,707,758	3,895,784	3,408,626	2,955,341
41. Health and Welfare Support Workers	1,139,801	1,165,481	1,240,945	1,117,292
42. Carers and Aides	1,185,100	1,398,743	1,204,357	1,068,264
43. Hospitality Workers	37,270	40,060	30,415	26,840
44. Protective Service Workers	0	0	0	962
45. Sports and Personal Service Workers	289,596	263,733	268,215	254,751
4. COMMUNITY AND PERSONAL SERVICE WORKERS Total	2,651,767	2,868,017	2,743,932	2,468,109

Department of Training and Workforce Development
ANZSCO Groups

	2024 Target Profile(SCH)	2024 Actual Profile (SCH)	2023 Actual Profile(SCH)	2022 Actual Profile (SCH)
51. Office Managers and Program Administrators	173,070	288,255	245,730	200,580
52. Personal Assistants and Secretaries	82,750	29,050	20,560	23,115
53. General Clerical Workers	160,170	173,885	191,495	137,585
54. Inquiry Clerks and Receptionists	0	0	0	60
55. Numerical Clerks	161,250	143,985	138,740	159,665
56. Clerical and Office Support Workers	0	0	0	0
59. Other Clerical and Administrative Workers	280,476	330,095	282,540	242,215
5. CLERICAL AND ADMINISTRATIVE WORKERS Total	857,716	965,270	879,065	763,200
61. Sales Representatives and Agents	0	0	0	11,770
62. Sales Assistants and Salespersons	0	10,560	18,990	16,763
6. SALES WORKERS Total	0	10,560	18,990	28,533
71. Machine and Stationary Plant Operators	115,020	165,770	126,806	120,489
72. Mobile Plant Operators	0	0	0	0
73. Road and Rail Drivers	0	0	0	0
74. Storepersons	0	2,160	20	4,515
7. MACHINERY OPERATORS AND DRIVERS Total	115,020	167,930	126,826	125,004
81. Cleaners and Laundry Workers	0	0	0	0
82. Construction and Mining Labourers	107,705	115,837	94,471	92,514
83. Factory Process Workers	86,800	152,305	70,734	77,202
84. Farm, Forestry and Garden Workers	38,110	33,121	37,902	38,529
85. Food Preparation Assistants	17,550	21,632	15,345	9,297
89. Other Labourers	218,472	129,939	189,549	170,590
8. LABOURERS Total	468,637	452,834	408,001	388,132
G. General Education	838,198	336,005	302,431	321,160
Total Profile Delivery	9,450,000	10,400,573	9,335,336	8,567,715

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.

KPI 5 – Delivery Cost per Student Curriculum Hour (SCH)

The cost per SCH provides insight into the average cost of delivering each SCH (Table 6) and is calculated using the total delivery costs as specified in the Financial Statements. The cost per SCH is the Total Cost of Services divided by total Student Curriculum Hours.

In 2024, NMTAFEs delivery cost per SCH was within the target specified in the 2024 Section 40 Estimates (Table 6).

It can also be noted that:

- a. The cost per SCH increased by 2.3% over 2023's figure
- b. Total cost of Services increased by \$31.3m (or 13.7%) over 2023's figure
- c. Total SCH delivered increased by 1.23m (11.2%) over 2023's figure
- d. Major cost increases were in employee expenses, supplies and services and grants and subsidies

Table 6: Overall delivery cost per student curriculum hours (SCH)

2024 Target	2024 Actual	2023 Actual	2022 Actual
\$21.46	\$21.28	\$20.81	\$22.00

Notes:

1. **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.

Music Performance Week

Leederville campus

Take a virtual tour of this campus



Other Statutory Information

Ministerial directions

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

No such directives were received by NMTAFE during the financial year.

Other financial disclosures

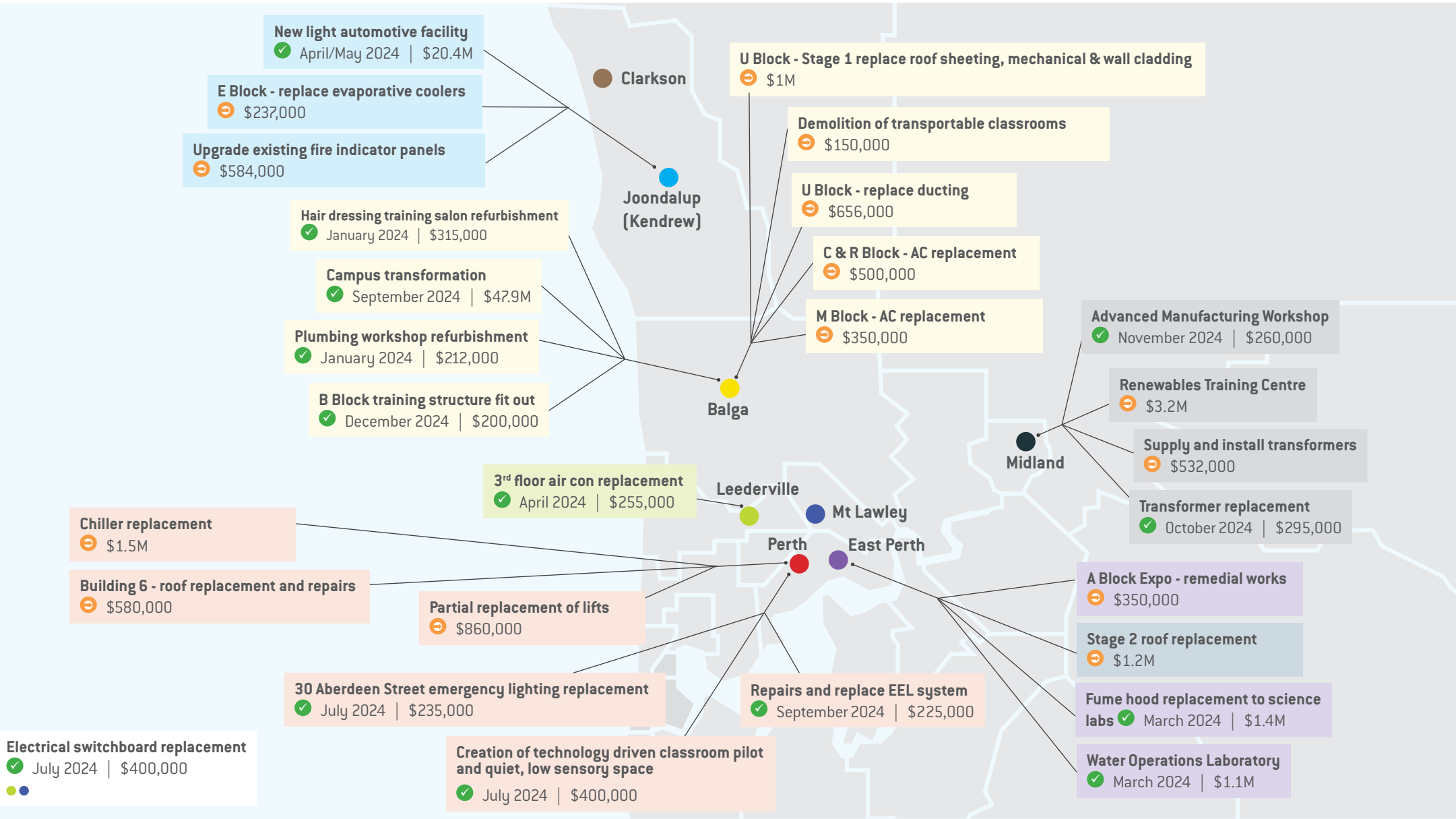
Pricing Policies of Services Provided

NMTAFE adheres to the DTWD's VET Fees and Charges Policy for all non-commercial enrolments. All commercial enrolments are charged out after the College completes a full costing, utilising the Commercial Costings template in accordance with the Department of Treasury's Costing and Pricing Governments Services.



Capital Works

✓ Completed in 2024 ⌚ In progress



Employment and Industrial Relations

Table 7: Staffing Profile

Staff Profile	2024	2023	2022
Number of full-time staff (permanent and contract)	894	816	813
Number of part-time staff (permanent and contract)	632	615	571
Number of casual staff	211	213	185
Total number of staff	1737	1644	1569
Academic Delivery (FTE)	906	847	794
Corporate Services and Support Services (FTE)	539	513	490
Total FTE	1445	1361	1284
Unattached/Redeployees	3	2	4

Note Workforce data taken from HRMIS. Information provided December 2024. FTE figures can vary across the year by +/- 10% due to training demand fluctuations.



Equal Employment Opportunity, Equity, Access and Diversity

NMTAFE is dedicated to fostering a diverse and inclusive workforce where all employees are valued and respected. The College strives to enhance diversity across all levels and promote a culture of belonging and inclusion.

In 2024, we actively pursued this commitment with targeted actions, including:

- Implementing recruitment initiatives to increase staff representation in diversity groups where targets have not been met. This includes rolling out the Aboriginal Employment Strategy and continuing the Alumni Diversity Group Recruitment initiative.
- Promoting the online Grievance, Complaints and Feedback Reporting portal, which provides a simple and safe mechanism for staff to raise concerns.
- Raising visibility and awareness of staff of diverse genders and sexualities through the implementation of the Queer Peers Network which promotes LGBTQIA+ initiatives, supports staff, creates a safe place for sharing information, raises awareness of issues, and connects our community at work.
- Promoting awareness, insight and inclusivity in the workplace of people who are from the Deaf community.
- Celebrating and acknowledging Aboriginal and Torres Strait Islander people through the development of a new RAP (2025-2026) and College wide participation in the Walk for Reconciliation and events during NAIDOC Week.
- Supporting and developing women in leadership through participation in Women's Leadership Events and professional development, including continued participation in the Public Sector Commission's Women in Executive Leadership Development Experience Program.
- The College Managing Director's participation in the CEOs for Gender Equity, reaffirming the commitment to reducing the gender wage gap through a comprehensive strategy focused on systemic changes in onboarding, promoting women into leadership roles and actively recruiting women into professionally isolated areas.
- Supporting and developing youth through participation in the School Based Traineeship Program.

From the results of both the Public Sector Census and the NMTAFE Staff Climate Survey 2023, we have commenced actions to enhance diversity and inclusion for the years ahead. These include initiating the review and development of a new Workforce Diversification and Inclusion Plan, engaging in the Solid Futures Aboriginal Traineeship Program, and implementing strategies to address the Gender Wage Gap. Ongoing policy reviews and updates to existing diversity plans remain focused on delivering meaningful outcomes that support staff and students from diverse backgrounds.

This year, training was provided across the College on:

- Gender and Sexual Diversity Inclusion
- Inclusive Workplaces
- Aboriginal Cultural Awareness including sessions specifically aimed at lecturing staff
- Developing customised Acknowledgements of Country by senior leaders
- EEO and Diversity
- Recruitment and Selection training



Table 8: Workforce Profile

	Aboriginal or Torres Strait Islander	Culturally and Linguistically Diverse	People with Disability	Women in SES	24 Years and under
NMTAFE Actual	2.17%	21.12%	4%	66.67%	3.03%
NMTAFE Target	2%	15.5%	5%	50%	4%
Number of new staff required to meet target	Achieved	Achieved	17	Achieved	17

Note This data was extracted from a monthly EEO report as at 16 December 2024. Please note the statistics in the above table are based on employees who provided a valid response to EEO questions.

Industrial Relations

Under the WA TAFE Lecturers' General Agreement 2021 and the Public Sector CSA Agreement 2022, the Joint Consultative Committee facilitated discussions and consultation on workplace issues. During the year, a new TAFE Lecturer's and Public Sector CSA Agreement was registered with the Western Australian Industrial Commission on 30 October 2024 (lecturers) and 23 December 2024 (CSA).

In 2024, four new disciplinary matters arose, and none were carried over from the previous year. Of these, one employee resigned prior to the conclusion of the disciplinary matter, and the three remaining cases are not yet concluded and have carried over to 2025.

Staff Development

NMTAFE is committed to nurturing the growth and expertise of our employees. We have implemented strategies aimed at cultivating a workforce that is not only highly skilled and professional but also resilient in the face of evolving business technologies and environmental changes.

In 2024, NMTAFE employees have benefited from a wide range of training opportunities including:

- Diversity, Access and Inclusion
- Leadership
- Digital Literacy
- Mental Health and Wellbeing
- Work Health and Safety (WHS)
- Continuous Improvement in eLearning Quality
- Integration of Generative Artificial Intelligence in VET
- Complaints Management
- Establishment of a Safe and Accountable Learning Environment
- Aspirant Principal Lecturer Program
- Auslan



Enrolled Nursing
Joondalup (McLarty) campus
[Take a virtual tour of this campus](#)



Governance Disclosures

Governance disclosures

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

There were no governance disclosures in terms of pecuniary or conflicts of interests, however Amy Barrett-Lennard noted her interim role with the Aboriginal Art Centre Hub of WA and Hoosein Ismail noted his role as a member of the community grants panel for the Office of Multicultural Interests (OMI).





Metal fabrication pre-apprenticeship
Clarkson campus

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

Other Legal Requirements

Unauthorised use of credit cards

WA Government purchasing cards can be issued by NMTAFE to employees where their functions warrant usage of this facility. These credit cards are not to be used for personal (unauthorised) purposes (i.e. a purpose that is not directly related to performing functions for the College). All credit card purchases are reviewed by someone other than the cardholder to monitor compliance.

During 2024, NMTAFE had seven instances where a purchasing card was used for personal purposes (Table 9). A review of these transactions confirmed they were immaterial and the result of honest mistakes, and no further action was deemed necessary as prompt notification and full restitution was made by the individuals concerned. These were not referred for disciplinary action.

Table 9: Unauthorised use of credit cards

Instances of use for personal purposes	7
Aggregate amount of personal use expenditure	\$179.24
Aggregate amount of personal use expenditure settled by a due date	\$177.76
Aggregate amount of personal use expenditure settled after the due date	\$1.48
Aggregate amount of personal use expenditure remaining unpaid at end of financial year	\$0
Number of referrals for disciplinary action instigated by the notifiable authority	None

Advertising, market research, polling and direct mail

Pursuant to the requirements of the *Electoral Act 1907*, section 175ZE, the following expenditures were incurred by, or on behalf of, the College in relation to advertising and marketing (Table 10).

Table 10: Expenditure for Advertising and Media Organisations

Class of organisation	Organisation	Amount ex GST
Advertising Agencies	Carat	-
Market Research Organisations	-	-
Polling Organisations	-	-
Direct Mail Organisations	Mailchimp	\$6,854.11
	Google Ads	\$44,238.02
	Google Cloud	\$1,169.87
	Facebook/Instagram	\$13,558.29
	Student Edge	\$4,545.45
Media Advertising Agencies	LinkedIn	\$250.00
	Peddle Perth	\$4,393.17
	Seek	\$3,039.22
	Spotify	\$681.82
	Poster Girls	\$1,230.00
Total expenditure		\$79,959.95

Public Sector Ethics, Integrity and Corruption Prevention

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

No Employment Standard claims were made in 2024.

The following activities were undertaken in 2024 to ensure compliance with public sector standards and ethical codes:

- A new Integrity and Accountability unit was established to ensure adherence to ethical standards by maintaining integrity reporting systems, investigating misconduct, enforcing policies, advising on disciplinary measures and providing related education and training to employees. It handles employee and student complaints, overseeing the investigation and resolution process to ensure efficiency and courtesy. The Unit's work promotes a culture of integrity and accountability within the College.
- Code of Conduct training was developed to support the new Code of Conduct.
- All employees have been notified that they are required to complete the Code of Conduct training by early 2025.
- Staff were reminded through the year of principles of behaviour in employee communications.
- The College has a Fraud and Corruption Control Policy and plan with actions that were implemented during 2024.
- People, Culture & Safety policies and procedures were reviewed and updated.
- Face-to-face Fraud, Corruption and Misconduct Prevention training was provided in 2024 to areas identified as potentially high risk.
- Leadership workshops were conducted in 2024 that focussed on ensuring greater awareness and strengthening management capability to respond to integrity issues.

As at 31 December 2024, 99% of permanent and contract staff had completed the online training module Accountable and Ethical Decision Making (AEDM).

Recordkeeping

In 2024, NMTAFE enhanced its recordkeeping practices in alignment with the *State Records Act 2000*. We focused on implementing 2023 audit report's recommendations, completing several and planning to address the remaining. A major achievement was the progress towards integrating the Content Manager Electronic Document Management System (EDRMS) with SharePoint, enabling seamless document access and real-time collaboration. We also invested in EDRMS tools to enhance business automation, workflow, and user-friendly records management.

Additionally, we implemented 'CEDRIC' file analysis software to ensure compliance with information classification, privacy, and records retention and disposal requirements. This software helps identify and dispose of ephemeral records and bulk import electronic files into the EDRMS, solidifying it as the source of truth for valuable records.

Our recordkeeping awareness activities, including training materials, news updates, targeted training sessions, campus clean-ups, and improved disposal procedures, have led to a 25 per cent increase in record capture into the EDRMS and a 50 per cent increase in user engagement with Content Manager.

Freedom of Information

This report highlights NMTAFE's compliance with the *Freedom of Information Act 1992* (FOI Act) for the period 1 January 2024 to 31 December 2024.

NMTAFE remains committed to transparency and accountability, processing 12 FOI applications all within the statutory timeframe of 45 days, with an average processing time of 15 days.

To support these efforts, NMTAFE updated our online FOI application tools and Information Statement to align with current values and business activities. Additionally, procedural documents and awareness sessions have been updated to ensure a single point of contact for information release matters, including privacy considerations.

Legislative Environment

NMATFE complies with the following legislation:

- *A New Tax System (Goods and Services tax) Act 1999 – Federal Register of Legislation*
- *Archives Act 1983 – Federal Register of Legislation*
- *Auditor General Act 2006*
- *Building Act 2011*
- *Children and Community Services Act 2004*
- *Children and Community Services Amendment Bill 2021*
- *Civil Liability Act 2002*
- *Classification (Publications, Films and Computer Games) Enforcement Act 1996*
- *Commercial Tenancy (Retail Shops) Agreements Act 1985*
- *Competition and Consumer Act 2010 – Federal Register of Legislation*
- *Copyright Act 1968 - Federal Register of legislation*
- *Corruption, Crime and Misconduct Act 2003*
- *Corporations Act 2001 – Federal Register of Legislation*
- *Disability Discrimination Act 1992 – Federal Register of Legislation*
- *Disability Services Act 1993*
- *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*
- *Fringe Benefits Tax Act 1986 – Federal Register of Legislation*
- *Higher Education Support Act 2003 – Federal Register of Legislation*
- *Industrial Relations Act 1979*
- *Integrity (Lobbyists) Act 2016*
- *Interpretation Act 1984*
- *Legal Deposit Act 2012*
- *Legal Deposit Regulations 2013 (WA)*
- *Library Board of Western Australia Act 1951*
- *Minimum Conditions of Employment Act 1993*
- *National Vocational Education and Training Regulator Act 2011 – Federal Register of Legislation*
- *Parliamentary Commissioner Act 1971*
- *Procurement Act 2020*
- *Public and Bank Holidays Act 1972*
- *Privacy Act 1988 – Federal Register of Legislation*
- *Public Health Act 2016*
- *Public Interest Disclosure Act 2003*
- *Public Sector Management Act 1994*
- *Racial Discrimination Act 1975 – Federal Register of Legislation*
- *Salaries and Allowance Act 1975*
- *School Education Act 1999*
- *Sex Discrimination Act 1984 – Federal Register of Legislation*
- *Spam Act 2003 – Federal Register of Legislation*
- *Standards for Registered Training Organisation (RTOs) 2015*
- *State Records Act 2000*
- *State Superannuation Act 2000*
- *Statutory Corporations (Liability of Directors) Act 1996*
- *Student Identifiers Act 2014 – Federal Register of Legislation*
- *Tertiary Education Quality and Standards Agency Act 2011 – Federal Register of Legislation*
- *VET Student Loans Act 2016 – Federal Register of Legislation*
- *Vocational Education and Training Act 1996*
- *Work Health and Safety Act 2020*
- *Workers' Compensation and Injury Management Act 2023*
- *Working with Children (Criminal Record Checking) Act 2004*



Individual Support (Ageing) training
Mt Lawley campus
[Take a virtual tour of this campus](#)

Government Policy Requirements

Occupational safety, health and injury management

NMTAFE is dedicated to ensuring the safety, health and wellbeing of our staff and students, rigorously adhering to the principles and compliance requirements of work, health and safety (WHS) and injury management legislation.

Our WHS governance structure includes a Governing Council Strategic WHS Sub Committee, made up of senior leadership with WHS oversight responsibilities, and 9 campus-based Safety Committees chaired by College Directors. The Sub Committee consists of Governing Council members, a Corporate Executive member (Chair), the chairs of the Campus Safety Committees (Directors), and other senior management representatives. This Committee met quarterly in 2024 to identify incident and hazard trends, address health and safety issues, and review the progress and outcomes of the Key Performance Indicators in the campus safety plans.

The College’s Campus Safety Committees convened quarterly in 2024 to proactively manage WHS issues, review and implement corrective actions to identified hazards and trends in incident report data and oversee Campus Safety Plan implementation.

Elected Health and Safety Representatives collaborate with management to review and investigate incidents and strengthen safety systems, policies and processes with support from the Safety and Injury Management Team and Campus Safety Committees.

Our injury management system offers robust support to all employees impacted by workplace injuries or illnesses, championing early and safe return to work in accordance with Workers’ Compensation and Injury Management legislation. This process also includes supporting non-compensable personal injury or illness that require assistance in returning to work.

New initiatives from our NMTAFE Safety team included:

- First Aid Awareness, Body Stressing Injuries, Slips, Trips and Falls and Employee Assistance Program dedicated hub sites
- Facilitated education sessions from guest speakers and specialists:
 - » Building Bridges, Not Barriers: Fostering Neurodiversity at Work
 - » Championing a culture of care and high performance
 - » Depression Awareness: Managing Depression with Confidence
 - » Improving performance through health
- Reduced travel requirements and increased the opportunity for staff to attend corporate uniform fittings at five NMTAFE sites

Table 11: OSH Performance against Targets

Measure	Actual results			Results against Target	
	2022	2023	2024	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	78.6%	76.9%	69.2%	Zero (0) or 10% improvement on the previous three (3) years	Target met.
Percentage of injured workers returned to work within (i) 13 weeks and (ii) 26 weeks	100%	87.5%	86.6%	Greater than or equal to 80% return	Target met. Early intervention vocational rehabilitation within the first 2–5 days has ensured return to work within 13 weeks target met.
	100%	100%	100%		
Percentage of managers and supervisors trained in work health and safety injury management responsibilities, including refresher training within 3 years	92%	98%	97%	Greater than or equal to 80% return	Target met. Online WHS Managers training is conducted via ELMO learning and continues for all new managers.

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.**

Progress in achieving WA's targets for preventing exposure to asbestos fibres

The Asbestos Management Plan outlines legislative requirements, identification of asbestos hazards, risk assessments and control measures in place, including the review of any identified asbestos containing materials adhering to the frequency recorded in the Asbestos Register.

- An Asbestos Register is held for all campuses. Registers are renewed by a competent person employed by a third-party contractor specialising in this area every two years.
- All contractors must sign-in via an electronic system which includes a checkbox for the person to confirm that they have reviewed the asbestos register prior to commencing works.
- The Programmed contract includes safety protocols for all contractors to follow in terms of the identification and management of Asbestos-Containing Materials (ACM).
- Online training modules explaining the types of asbestos, associated health risks and statutory requirements are available to all staff.

Board and committee remuneration

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

Table 12: Governing Council Remuneration

Position	Name	Type of remuneration	Period of membership	Gross remuneration 2024
Chair	Dr Mara West	Per Annum	1/07/2022 – 30/06/2026	\$28,995.57
Deputy Chair	Ms Cheryl Robertson	Per Annum	1/07/2018 – 30/06/2026	\$2,838.15
Member	Ms Amy Barrett-Lennard	Per Annum	1/07/2020 – 30/06/2026	\$1,969.11
Member	Professor Rowena Harper	Per Annum	01/07/2024 – 30/06/2027	\$492.83
Member	Dr Irene Ioannakis	Per Annum	1/07/2022 – 30/06/2025	\$2,459.73
Member	Mr Hoosein Ismail	Per Annum	01/07/2024 – 30/06/2027	\$1,478.49
Member	Dr Craig McLure	Per Annum	1/07/2019 – 30/06/2025	\$1,474.07
Member	Mr David Nicholson	Per Annum	19/11/2021 – 30/06/2024	-
Member	Professor Arshad Omari	Per Annum	1/07/2018 – 30/06/2024	\$490.62
Member	Dr Shaun Ridley	Per Annum	01/07/2024 – 30/06/2026	\$1,478.49
Member	Mr Kieran Ryan	Per Annum	1/07/2023 – 30/06/2026	\$1,476.28
Member	Mr Adam Sofoulis	Per Annum	1/07/2018 – 30/06/2027	\$2,459.73
Member	Dr Sheralee Tamaliunas	Per Annum	1/07/2022 – 30/06/2025	-
Total				\$45,613.07

WA Multicultural Plan

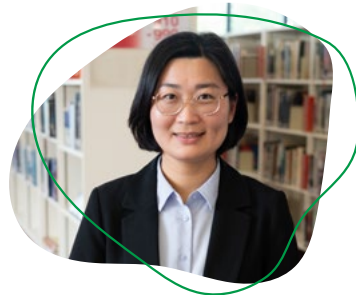
The Western Australian Multicultural Policy Framework (WAMPF) fosters inclusive and welcoming communities and ensures equitable participation in Western Australia's civic, social, economic, and cultural life. The College's 2024-2026 Multicultural Plan aligns with the WA Charter of Multiculturalism and demonstrates a strong commitment to diversity and inclusion.

Key achievements from 2024 include:

- Recognition at the State Training Awards: Students won the WA International VET Student of the Year and WA Cultural Diversity Training Awards, and also had finalists in WA International Student of the Year Award and WA Aboriginal and Torres Strait Islander of the Year Award.
- Over 95% of staff completed Discrimination & Equal Opportunity and Aboriginal Cultural Awareness training.
- AMEP participation grew by 15%.
- Diversity targets exceeded, with 15.5% of staff from culturally and linguistically diverse backgrounds.
- Collaboration with TAFE International WA and other agencies to engage international education agents and students through campus tours.
- Cultural events celebrated inclusivity, including Harmony Week and a Ramadan feast hosted by the multicultural IT team.
- Certificate III in Events students hosted the Cuppa Downunder event, giving AMEP students an opportunity to practice English in a supportive environment.

Substantive Equality

NMTAFE is committed to creating an inclusive and harmonious environment, where all its members are treated equitably and fairly and can reach their full potential with dignity and respect.





Recipient of a Women in Non-Traditional Trades Scholarship

See how this program is helping women improve economic participation and equality in the workforce.



Section 40 Estimates for 2025

Section 40 Estimates for 2025

In accordance with section 40 of the *Financial Management Act 2006* and Treasurer's Instructions 953 the annual estimates for the 2025 financial year are hereby included in the Annual Report. These estimates do not form part of the financial statements and are not subject to audit.

Financial Indicators (Ratios)

Ratio number	Ratios	Benchmark	2025 budget estimate
1a	Adjusted Operating Result (\$)	N/A	(\$2,263,941)
1b	Net Adjusted Operating Margin (as a % of total income)	+/-3%	-0.94%
2a	\$ Cost per SCH		\$22.10
	SCH		11,720,000
2b	Cost per SCH (% movement in \$ cost per SCH)	-2.5% – +5%	6.34%
3a	Working Capital	Metro: 1.0–1.25 Regional: 1.25–1.75	1.21
3b	Cash Ratio	Metro: 0.7–1.0 Regional: 1.0–1.5	0.93
4	Average Employee Entitlements Accrued (current) in weeks	Max. of 8 weeks	5.01
5	Sustainability of Cash Reserve in Days	25–45 days	62.55

Table 2 (a) 2025 S40 Submission - Statement of Comprehensive Income

	2025 budget estimate (\$)
Cost of services	
Expenses	
Employee benefits expense	177,606,601
Supplies and services	47,797,550
Depreciation and amortisation expense	18,257,933
Finance costs	25,906
Grants and subsidies	20,000
Loss on disposal of non-current assets	17,500
Cost of sales	0
Revaluation decrement	0
Other expenses	15,228,336
Total cost of services	258,953,826
Income	
Revenue	
Fee for service	26,044,459
Student charges and fees	17,595,370
Ancillary trading	666,573
Sales	0
Commonwealth grants and contributions	0
Interest revenue	2,625,000
Other revenue	921,784
Total revenue	47,853,186
Gains	
Gain on disposal of non-current assets	0
Other gains (Asset Revaluation Increment)	0
Total Gains	0
Total income other than income from State Government	47,853,186
Net costs of services	(211,100,640)
Income from State Government	
State funds	184,276,587
Assets assumed/(transferred)	0
Resources received free of charge	8,435,147
Royalties for regions	0
Total income from State Government	192,711,734
Surplus (deficit) for the period	(18,388,906)
Other comprehensive income	
Changes in asset revaluation reserve	0
Gains/(losses) recognised directly in equity	
Total comprehensive income for the period	(18,388,906)

Table 2 (b) 2025 S40 Submission - Statement of Financial Position

	2025 budget estimate (\$)
Assets	
Current assets	
Cash and cash equivalents	31,370,974
Restricted cash and cash equivalents	8,433,225
Inventories	0
Receivables	7,366,997
Other current assets	2,103,276
Other financial assets	0
Non-current assets classified as held for sale	0
Total current assets	49,274,472
Non-current assets	
Restricted cash and cash equivalents	465,628
Inventories	0
Receivables	0
Property, plant and equipment	540,528,131
Right of use assets	241,204
Intangible assets	50,999
Other non-current assets	0
Total non-current assets	541,285,962
Total assets	590,560,434
Liabilities	
Current liabilities	
Payables	5,562,423
Borrowings	81,305
Amounts due to the Treasurer	0
Provisions	17,100,354
Other current liabilities	11,096,316
Liabilities directly associated with non-current assets classified as held for sale	0
Total current liabilities	33,840,398
Non-current liabilities	
Payables	0
Borrowings	169,972
Provisions	11,451,861
Other non-current liabilities	0
Total non-current liabilities	11,621,833
Total liabilities	45,462,231
Net assets	545,098,203
Equity	
Contributed equity	586,884,411
Reserves	87,185,722
Accumulated surplus/(deficiency)	(128,971,930)
Total Equity	545,098,203

Table 2(c) 2025 S40 Submission - Statement of Cash Flows

	2025 budget estimate (\$)
Cash flows from State Government	
State funds	184,274,112
Capital contributions	0
Special purpose grant/cash transferred from DTWD	0
Royalties for Regions	0
Net cash provided by State Government	184,274,112
<i>Utilised as follows:</i>	
Cash flows from operating activities	
Operating payments	
Employee benefits	(183,464,587)
Supplies and services	(37,368,673)
Finance costs	(10,000)
Grants and subsidies	(20,000)
GST payments on purchases	(3,841,717)
GST payments to taxation authority	0
Cost of goods sold	0
Other payments	(15,067,675)
Operating receipts	
Fee for service	25,329,431
Student fees and charges	16,500,188
Ancillary trading	666,574
Commonwealth grants and contributions	0
Interest received	3,725,000
GST receipts on sales	695,243
GST receipts from taxation authority	3,140,035
Sale of goods	0
Other receipts	869,194
Net cash provided by/(used in) operating activities	(188,846,987)
Cash flows from investing activities	
Proceeds from sale of non-current physical assets	0
Purchase of non-current physical assets	(3,183,000)
Purchase/Sale of Investments	0
Investments in other current financial assets	0
Net cash provided by/(used in) investing activities	(3,183,000)
Cash flows from financing activities	
Proceeds from borrowings	0
Repayment of borrowings	0
Other proceeds	0
Other repayments	0
Finance lease repayment of principal	(112,167)
Net cash provided by/(used in) financing activities	(112,167)
Net increase/(decrease) in cash held and cash equivalents	(7,868,042)
Cash and cash equivalents at the beginning of the period	48,137,870
Cash and cash equivalents at the end of the period	40,269,827

Table 2(d) 2025 S40 Submission - Statement of Changes in Equity

	2025 budget estimate (\$)
Balance of equity at start of period	543,605,109
Contributed equity	
Balance at start of period	567,002,410
Capital contribution	19,882,000
Other contributions by owners	0
Distributions to owners	0
Balance at end of period	586,884,410
Reserves	
Asset revaluation reserve	
Balance at start of period	87,185,723
Changes in accounting policy or correction of prior period errors	0
Restated balance at start of period	87,185,723
Gains/(losses) from asset revaluation	0
Balance at end of period	87,185,723
Accumulated surplus (retained earnings)	
Balance at start of period	(110,583,024)
Changes in accounting policy or correction of prior period errors	0
Restated balance at start of period	(110,583,024)
Surplus/(deficit) or profit/(loss) for the period	(18,388,906)
Gains/(losses) recognised directly in equity	0
Balance at end of period	(128,971,930)
Balance of equity at end of period	545,098,203
Total income and expense for the period	(18,388,906)



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