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North Metropolitan TAFE **2025 Annual Report**

North Metropolitan TAFE

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

Acknowledgment of Country

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.

We support the Uluru Statement from the Heart and embrace its invitation to walk alongside Aboriginal peoples, 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 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

Cultural Warning

Aboriginal and Torres Strait Islander people are advised that the NMTAFE 2025 Annual Report may contain names, images, and artwork of people who have passed away.

NMTAFE acknowledges and respects Aboriginal and Torres Strait Islander cultural protocols regarding the representation of people who have passed away.

Statement of Compliance

For year ended 31 December 2025

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 financial year ended 31 December 2025.

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

Dr Mara West
Governing Council Chair
North Metropolitan TAFE
12 March 2026



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

Michelle Hoad
Managing Director
North Metropolitan TAFE
12 March 2026

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Message from the Governing Council Chair and Managing Director

Kaya and Wandju

The North Metropolitan TAFE (NMTAFE) 2025 Annual Report showcases the impact delivered for Western Australia (WA) during a year shaped by transformative growth, bold innovation, and forward-looking partnerships across industry and community.

In 2025 we continued to play a critical role in building the skilled workforce that supports jobs, industry resilience, and the delivery of the State's priorities – guided by a strong commitment to people, place and opportunity.

Throughout the year, our focus remained firmly on equipping Western Australians with the skills required to make more things locally, support WA's clean energy future, and strengthen the industries that underpin our economy. We continued to deliver inclusive, high-quality vocational education and training (VET) that empowers Western Australians to thrive in an evolving workforce and community.

By building workforce capability, strengthening industry-led partnerships, and expanding access to education and employment, NMTAFE reinforced its vital role in preparing people for work, improving industry productivity, and creating meaningful opportunities for individuals and communities across WA.



Dr Mara West
Governing Council Chair
North Metropolitan TAFE
12 March 2026



Michelle Hoad
Managing Director
North Metropolitan TAFE
12 March 2026

Executive Summary



Arabella Poole - Fitness
Winner, 2025 WA and Australian Vocational Student of the Year
[Hear Arabella's story](#)

Agency Performance Overview

Student numbers in detail



35,746

Total number of students

49.3%

Female

50.1%

Male

0.6%

Unspecified



10,032,955

Student Curriculum Hours (SCH) Government profile

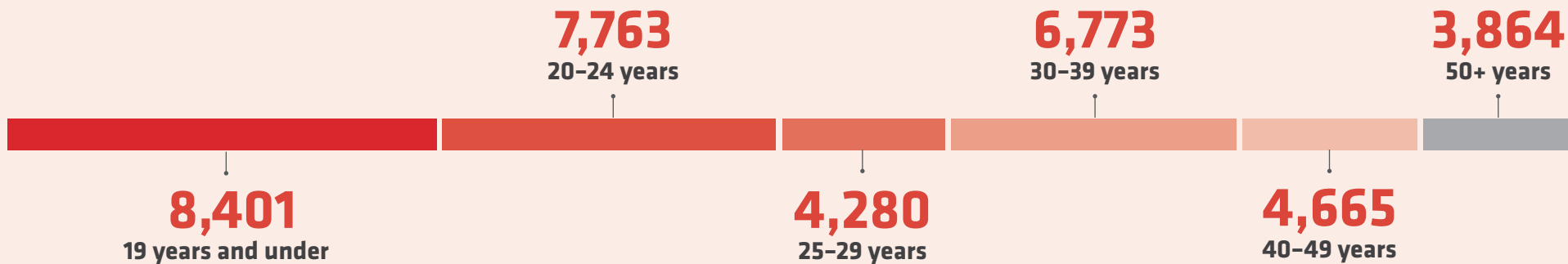
3,027,091

Student Curriculum Hours (SCH) Commercially funded

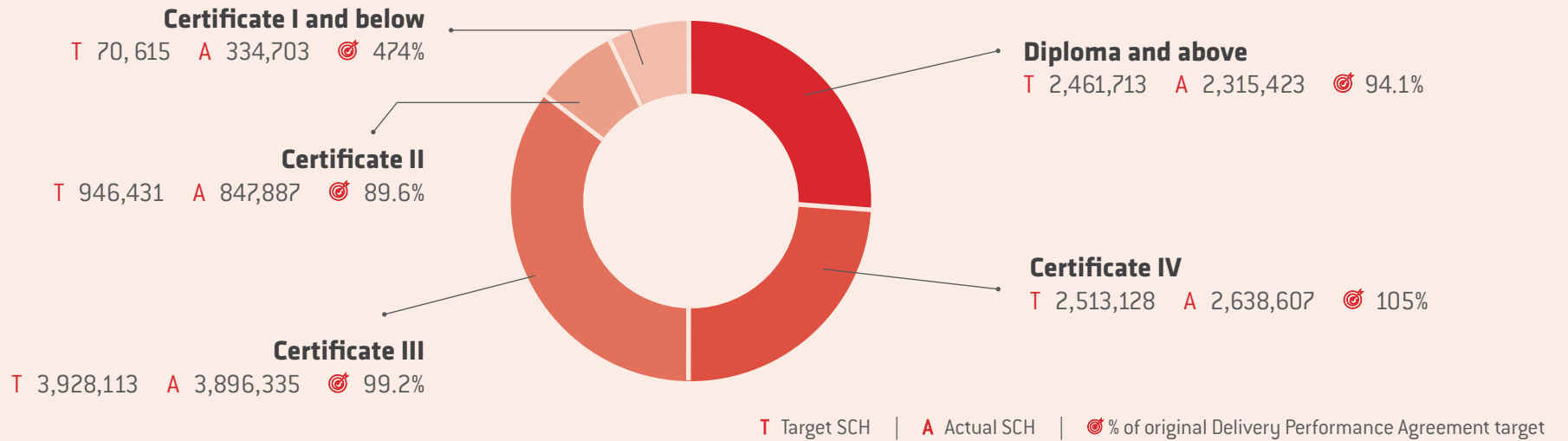


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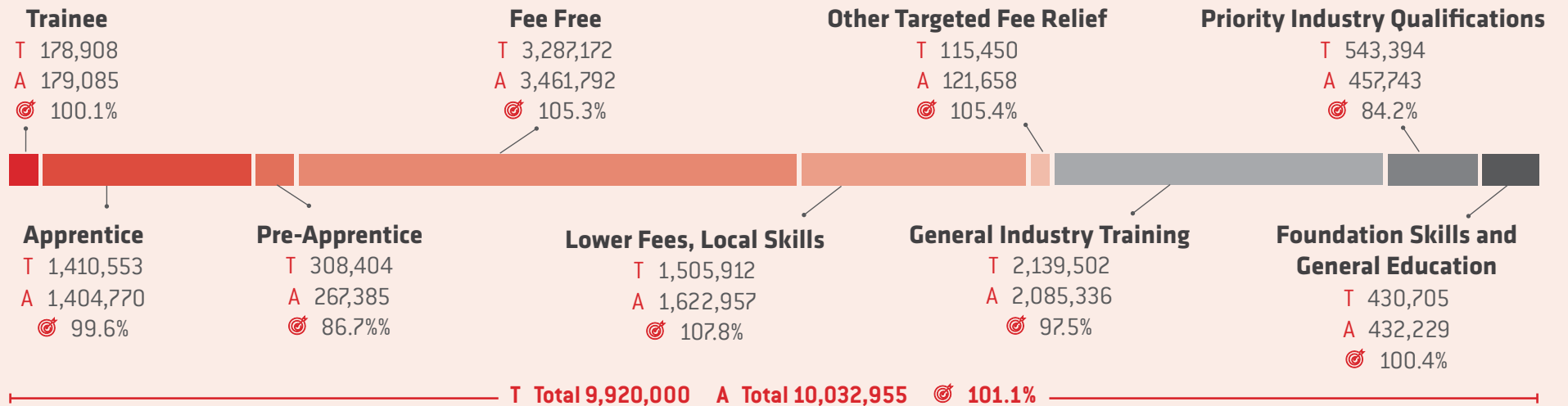
Total number of onshore international students



Profile funded SCH by qualification level



Profile funded SCH by priority group



Awards

College Highlights



1. **2025 Australian Information Security Association (AISA) Awards. Best STEM Promoter.** NMTAFE received the AISA Best STEM Promoter Award, recognising our programs that encourage students to pursue careers in science, technology, engineering and mathematics (STEM).
2. **Weld Australia 2025 Welding Excellence Award for Training and Education.** NMTAFE was awarded the Weld Australia Welding Excellence Award for Training and Education (WA), acknowledging our innovation, strong industry collaboration and commitment to quality in advanced manufacturing.



NMTAFE representatives in red ties from left to right (Stuart Graves, Anuar Idris, Darren Way and James Horton) receive the Welding Excellence Award for Training and Education

Governing Council and Staff Highlights



Dr Mara West – Governing Council Chair – 2025 Western Australian of the Year Awards, Aboriginal Award Winner, recognising her outstanding service and advocacy for Aboriginal people.



Dr Irene Ioannakis AM – Governing Council member – Appointed a Member of the Order of Australia in the 2025 King's Birthday Honours List.



Johannes Reinhart – Lecturer, Photography – 2025 Ilford Orloff Awards – WA Professional Photographer of the Year and Fine Art Photographer of the Year.



Allan Albrey – Lecturer, Heavy Fabrication – Weld Australia 2025 Welding Excellence Award – Training and Education, Individual Teacher (WA).

Student Highlights – Award Winners



Arabella Poole (Certificate IV in Fitness) – 2025 Australian Training Awards Vocational Student of the Year; 2025 WA Training Awards WA Vocational Student of the Year.



Amina Umer (Certificate III in EAL) – 2025 WA Training Awards WA Cultural Diversity Training Award.



Jessie Smith (Advanced Diploma of Graphic Design) – Multiple Design Institute of Australia 2025 Graduate of the Year awards (WA and Australian, INTERACT and CONVEY – Vocational); 7NEWS Young Achiever Awards Insurance Commission of WA Road Safety Advocate Award.



Elizabeth Leov (Certificate III in Plumbing) – National Association of Women in Construction Trainee, Apprentice or Student of the Year – Award of Excellence.



Jack Boyd (Diploma of Screen and Media) – International Student Broadcasting Championship Best Newcomer On-Air.



Kodi Miles (Certificate III in Cabinet Making and Timber Technology) – Women in Apprenticeships Awards, National Association of Women in Construction and Bunnings Trade Australia.



Jessie Smith (Graphic Design) with her Ambassador Award trophy



Gold Medals



Lachlan Basc (3D Digital Game Art)



Ariel Lane (Fitting)



Eoin John (Construction Steel Work)



Pearl Clayton (Signs and Graphics)

NMTAFE students and staff delivered strong results at the 2025 WorldSkills Australia National Championships in Brisbane, with 14 students receiving medals or Certificates of Excellence across a range of disciplines. Following the event, eight NMTAFE representatives were selected for the 2026 Team Australia Training Squad and were formally recognised at a Parliament House event as preparation begins for the International WorldSkills Competition in Shanghai, China.

2025 NMTAFE Ambassadors



Top row: Ariel Lane - CNC Machining | Eoin John - Fabrication

2nd row: El Mauger - Electronics & Communication | Kyen Graham - Engineering | Dave Bottcher - Community Services | Naomi Ivala - Early Childhood Education & Care (Lecturer)

3rd row: Melinda France - Education Support | Harrison Atkins - Sustainable Energy | Suzi Williamson - Clean Energy | Amina Umer - EAL | Jasmine Letchford - Tiling | Saba Farzam - Animation & Visual Effects

Bottom row: Jessie Smith - Graphic Design | Matt Jolliffe - IT & Cyber Security (Lecturer) | Samin Zare - Photography | Michelle Hoad - NMTAFE Managing Director | Arabella Poole - Fitness | Teresa Dierckx - Pathology Collection

Not pictured: Henry Trieu - Cookery & Patisserie | Tanya Beeson - Animation (Lecturer) | Munkh-Orgil Arslanbaatar - Business



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](#)

**Building
the Future
Workforce**

Building the Future Workforce

With more than nine campuses in the northern corridor, NMTAFE plays a central role in delivering accessible, high-quality training offering more than 350 courses spanning 70 industry areas.

Our work is firmly aligned with the State Government's priorities—advancing the *State Training Plan*, *Made in WA*, *Diversify WA*, the *State STEM Strategy*, the *WA TAFE Digital Vision and Roadmap*, *Mobilising WA's Future*, and the *WA Innovation Strategy*.

Guided by these priorities, we are focused on building a skilled, future-ready workforce that meets the needs of students, employers and industry. We continue to drive innovation, strengthen pathways into secure jobs, and support the State's economic growth and community wellbeing.

Our vision to transform lives, and strengthen industry and community is underpinned by four strategic and enduring aims:

- to increase **participation** in training (particularly from underrepresented groups)
- to improve **employability** through skills development
- to contribute to industry and community **productivity** with emerging and higher skills, and
- to nurture career **aspiration** through pathways into further study and employment

International students studying laboratory operations at East Perth campus



Koomba Birdal program student completing Health Support Services certificate

Strengthening Participation

NMTAFE continued to strengthen participation by providing culturally safe pathways, wraparound learner supports and accessible delivery models that reduced barriers to training and expanded access to affordable, inclusive learning across priority areas including IT, mining, community services, hospitality, tourism and METRONET.

Fee Free TAFE and expanded Lower Fees, Local Skills delivery supported increased engagement across these sectors, while targeted initiatives improved participation for underrepresented cohorts, including Aboriginal and Torres Strait Islander students, women entering non-traditional trades, people with disability and culturally and linguistically diverse students.

Fee Free TAFE Courses

8,299
STUDENTS

Fee Free TAFE qualifications in priority industry training areas

1,058
STUDENTS

Fee Free TAFE skillsets in priority industry training areas



Housing and Construction

996 STUDENTS



Advanced Manufacturing

306 STUDENTS



Essential Care Services

4,281 STUDENTS

Lower Fees, Local Skills TAFE Courses

3,981
STUDENTS

Lower Fees, Local Skills TAFE qualifications in priority industry training areas

472
STUDENTS

Lower Fees, Local Skills TAFE skillsets in priority industry training areas



Clean Energy

145 STUDENTS



Advanced Manufacturing

94 STUDENTS



Housing and Construction

339 STUDENTS



Essential Care Services

1,095 STUDENTS

Employability Outcomes

Employability outcomes were strengthened through engagement with industry to keep training responsive to current and emerging workforce needs, and consistent with State priorities including *Made in WA*, *Diversify WA*, the *State Training Plan*, and the *WA Skills and Workforce Action Plan*.

We partner closely with industry to ensure students develop the technical and employability skills required for successful completion and strong employment outcomes. In collaboration with Rio Tinto, we co-designed and delivered the Koomba Birdal Surface Extraction Operations Program, supporting 14 Aboriginal and Torres Strait Islander students through a joint delivery model with site visits and wraparound support. As a result, 10 students (71%) secured employment with Rio Tinto upon successful completion.

Job ready skills were supported through contemporary, industry-aligned curriculum and flexible delivery, alongside the expansion of the TAFE+ suite with 30 new skill sets and micro-credentials that responded to new technology training demand such as drones, 3D printing and Artificial Intelligence (AI), to increase the workforce capability of existing workers.

Connections between training and employment were further strengthened through apprenticeships, work integrated learning and Jobs and Skills Centre (JSC) services, supported by the *Recruiting Our Graduates* portal. More than 3,100 job alert notifications were issued to students via the *Recruiting Our Graduates* portal to NMTAFE JSC registered clients, strengthening links between employers and job ready graduates and reinforcing our commitment to delivering training that supports the skills and economic development of WA.

Koomba Birdal students attend the Surface Extraction Operations graduation at East Perth campus



Highlights



Launched *Recruiting Our Graduates* portal.



Over 30 new skills sets and micro-credentials and strengthening our TAFE+ offerings.



Modern Equipment Program (Stage 3, 2025): \$1.2 million invested in new equipment (electromechanical systems, telecommunications, virtual/augmented welding tools) for Advanced manufacturing training at Balga, Clarkson and Midland campuses.



Implemented VR enabled learning in rail, centrifugal pumps, radio communication towers and White Card with more to come.

Jobs and Skills staff assisting a client with career support



Workforce Productivity

NMTAFE strengthened workforce productivity by expanding delivery in high-demand areas, introducing skill sets in emerging technologies, and priority-based management of facilities, equipment and delivery models. Continuously evolving the suite of training products on offer, the delivery models and the allocation of resources, ensures training remains responsive to current and emerging workforce needs.

Capacity was increased through targeted upgrades under the TAFE Modern Equipment Program with technology-enabled delivery, and over \$1 million in industry-standard equipment enabling NMTAFE to respond at scale to new and emerging industries.

A major achievement was the launch of the Wind Tower Training Centre at Midland—part of the Renewable Energy Training Hub and supported by Commonwealth investment through the TAFE Technology Fund—boosting the sector’s capability to deliver specialised clean energy training in line with the development of the State’s public and private energy infrastructure.

In late 2025, preliminary work commenced to establish a metropolitan Heavy Vehicle Driver Training program consistent with the Government’s *Made in WA* commitment, with early planning undertaken alongside the Department of Training and Workforce Development (DTWD) and the Western Roads Federation, including site identification and preparatory work for future delivery. This initiative advances NMTAFE’s role in meeting priority workforce demands and supporting the State’s economic priorities.

Lecturer explaining safety procedures to student at the working at heights tower, Midland campus



Priority Industry Training

Profile funded delivery – Pre-Apprentice, Fee Free, Lower Fees, Local Skills, Other Targeted Relief, Priority Industry Qualifications



Students

15,688

(7%) ↑



Females

8,336

(4%) ↑

Aboriginal and Torres Strait Islander students



448

(5%) ↑



Students with disability

2,225

(19%) ↑

Note: Percentage change compared to 2024

Nurturing Aspirations

NMTAFE nurtures learner aspirations at every stage of their journey by strengthening clear, flexible pathways between vocational education and training, higher education and employment. Learners are supported to understand options through early pathway exposure and informed decision making, including youth focused initiatives such as Career Taster Programs (CTP), Early Career Discovery (ECD) and VET Delivered to Secondary Students (VETDSS).

Career counselling, pathway mapping and tailored guidance delivered through JSCs helped students and clients recognise their interests, potential and long-term career goals. Through this holistic approach, NMTAFE reinforced its role in empowering individuals to achieve meaningful careers and contribute to the State's long-term social and economic prosperity.

NMTAFE engaging with schools through a Horticulture CTP program at Joondalup (Kendrew) campus



Youth

Students aged between 15-24 years in profile funded delivery



14,619

(7%) ↑

ECD Students



379

(17%) ↑

CTP Students



4,411

(22%) ↑

VETDSS



2,427

(1%) ↑

Note: Percentage change compared to 2024

TAFE 125: Creativity in the City

NMTAFE is proud to have served as a creative hub for thousands of WA artists, designers and media producers. In 2025 we celebrated 125 years of contribution to the social, cultural and economic development of WA through [TAFE 125: Creativity in the City](#).

TAFE 125 was a year-long program of exhibitions and events that honoured our history and showcased the future of creative industries in WA. The celebrations acknowledged the College's origins in 1900 and its enduring role as a hub for artists, designers and media professionals, while recognising the cultural contributions of Aboriginal and Torres Strait Islanders that predate formal training.

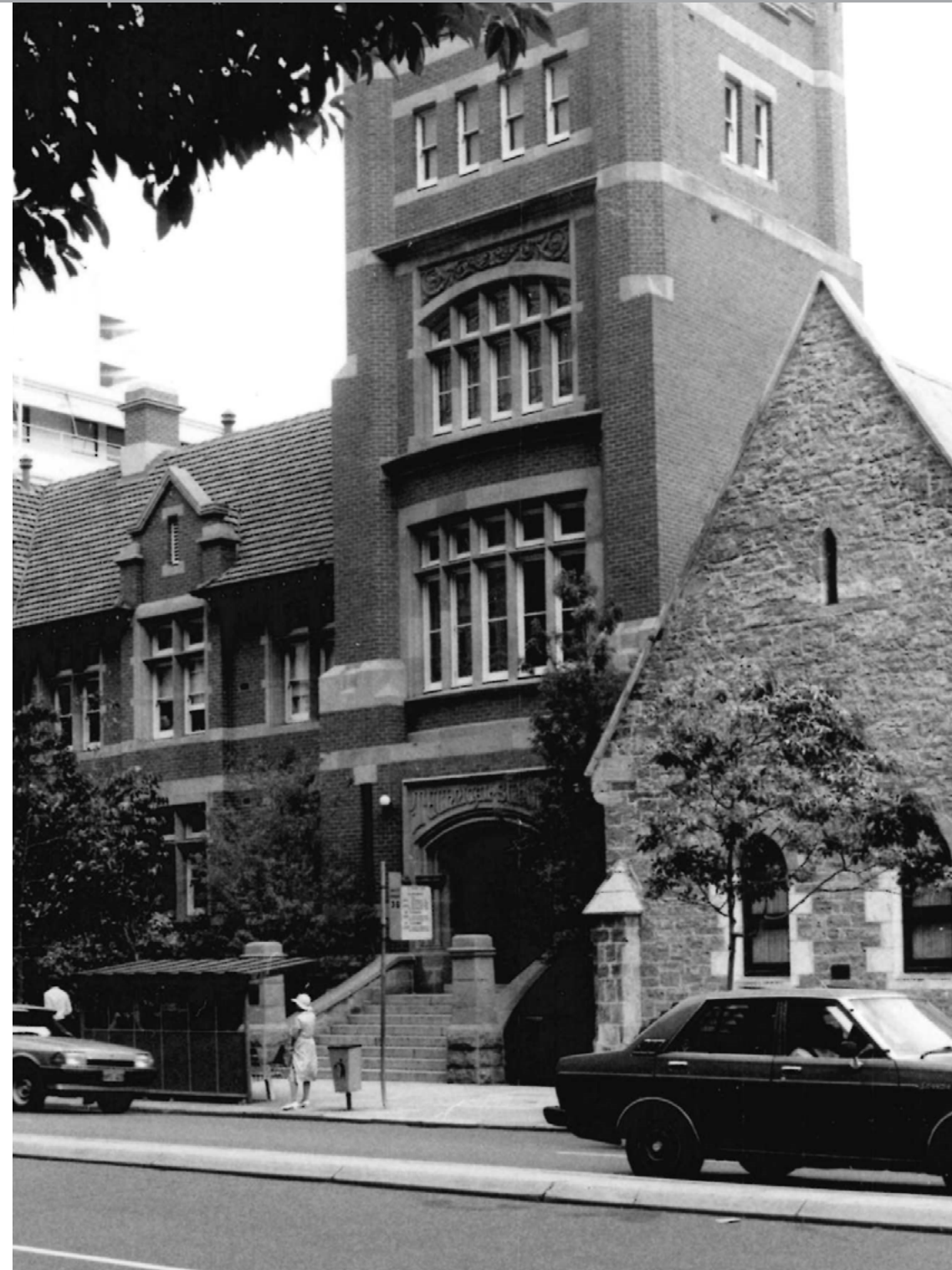
Throughout the year, Gallery Central hosted exhibitions such as *Artist. Teacher. 125 Years* and the *Graduate Exhibitions*, featuring works across visual arts, fashion, jewellery, photography, animation, and design. These events brought together alumni, staff and industry leaders, reinforcing NMTAFE's commitment to fostering innovation and professional excellence.

Gallery Central's Art Collection also received a National Library of Australia grant to complete a Significance Assessment of its 2,000-piece art collection. The independent assessment confirmed the collection as unique in WA, rare nationally, and of both state and national significance due to its provenance, connection to the evolution of TAFE, and representation of WA's distinct artistic history.

Celebrating our technical school origins, NMTAFE partnered with the City of Perth as part of the *Boorloo Heritage Festival*, a month-long celebration of Perth's built, cultural and natural heritage. Lecturers collaborated with industry partners and students to deliver live projects showcasing fashion, building design, jewellery and graphic design. A highlight of the festival was *TAFE to FAME: 125 Years of Art and Design in Perth*, an exhibition at Council House featuring works from NMTAFE's collection alongside prestigious private collections, celebrating the legacy and impact of TAFE in shaping Perth's creative industries.

By highlighting the achievements of generations of graduates and educators, NMTAFE reaffirmed its role in shaping WA's cultural and economic landscape and its dedication to supporting future creative talent. More than 2,000 creative industries students continue to study at our Perth, Leederville, Joondalup (Kendrew) and Midland campuses each day, learning in state-of-the-art facilities that reflect current industry and arts practice.

Perth Technical College, established in 1900, showcasing the origins of TAFE in the city





Images above and left showcase TAFE through time and celebration events across Perth city as part of TAFE 125: Creativity in the City



Film and TV Studio
Perth campus
Take a virtual tour of this campus

Operational Structure

Operational Structure

Enabling Legislation

NMTAFE was established under the *Vocational Education and Training Act 1996* on the 11 April 2016.

Responsible Ministers

For year ended 31 December 2025

Hon Simone McGurk MLA

Minister for Training and Workforce Development; Water; Industrial Relations
(1 January 2025 to 19 March 2025)

Hon Hannah Beazley MLA

Minister for Local Government; Youth; Minister Assisting the Minister for Training and Workforce Development
(1 January 2025 to 19 March 2025)

Hon Amber-Jade Sanderson MLA

Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara
(20 March 2025 to 31 December 2025)

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 2025 resulting in the reappointment of Dr Irene Ioannakis AM and Dr Craig McLure.

We would like to express a very warm thank you and farewell to Governing Council member Dr Sheralee Tamaliunas, who has been a Governing Council member for the past three years.



Dr Mara West (Chair)

Dr Mara West, a Yamatji Elder, is a respected cultural governance advisor and changemaker with a 50-year commitment to improving outcomes for Aboriginal communities.

At The Kids Research Institute Australia, she leads cultural governance in health research projects. In 2023, she joined the Clean Energy Skills National Centre of Excellence Advisory Board, and in 2025 received the Western Australian of the Year Award in the Aboriginal Category.



Ms Cheryl Robertson (Deputy Chair)

Cheryl brings extensive expertise in executive leadership, management consulting and business development to her council role. With a strong background in ICT companies, startups and SMEs, she is an experienced board director and a Fellow of the Australian Institute of Company Directors.



Ms Michelle Hoad (Managing Director)

Michelle has over 25 years' experience in senior roles within the VET sector, leading initiatives to strengthen WA's workforce capability. She has worked with diverse client groups across regional and metropolitan areas, partnering with government and industry to optimise training impact.



Dr Irene Ioannakis AM

Irene has devoted over 40 years to VET in Australia and internationally. Recognised in the King's Birthday 2025 Honours List with an Order of Australia, she has extensive experience across public and private sectors, including VET regulation in WA and nationally.

Governing Council Members (cont.)



Ms Amy Barrett-Lennard

Amy is a dynamic leader who has brought vision and vitality to arts organisations across Australia. Currently the Programs Manager at the Aboriginal Art Centre Hub of WA, she previously served as Director of the Perth Institute of Contemporary Arts, Linden Centre for Contemporary Art in Melbourne, and Curator at Goldfields Art Centre Gallery.



Professor Rowena Harper

Professor Rowena Harper is Deputy Vice-Chancellor (Education) at Edith Cowan University, overseeing Library, the Centre for Learning and Teaching, Student Administration and Employability. With more than 20 years in higher education, she has taught in arts, humanities and academic language and learning, and led curriculum innovation and learning technologies.



Mr Hoosein Ismail

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



Dr Craig McLure

Craig is Head of Grain Technology at CBH Group, with a career spanning academia, biotechnology, management consulting, telecommunications and agriculture. He brings extensive expertise in strategy, technology, transformation, innovation and governance.



Dr Shaun Ridley

Shaun brings over 30 years' experience helping organisations shape strategy, manage change and unlock workforce potential.

Formerly in senior roles at the Australian Institute of Management WA, he has worked with hundreds of organisations across diverse industries and delivered leadership programmes in Australia, the USA, Indonesia, Brunei and Malaysia.



Mr Kieran Ryan

Kieran, a proud Yamatji man, is Indigenous People Strategy Manager at BP. His career spans not-for-profit, mining and resources, corporate and government sectors, with roles focused on youth, VET, employment, procurement, policy and Aboriginal and Torres Strait Islander affairs.



Mr Adam Sofoulis

Adam is Chief Financial Officer at Covalent Lithium and a Fellow of Chartered Accountants Australia and New Zealand. His career includes senior roles at Bunnings, Wesfarmers, the Office of the Auditor General WA and Deloitte.



**Dr Sheralee Tamaliunas
(until 30 June 2025)**

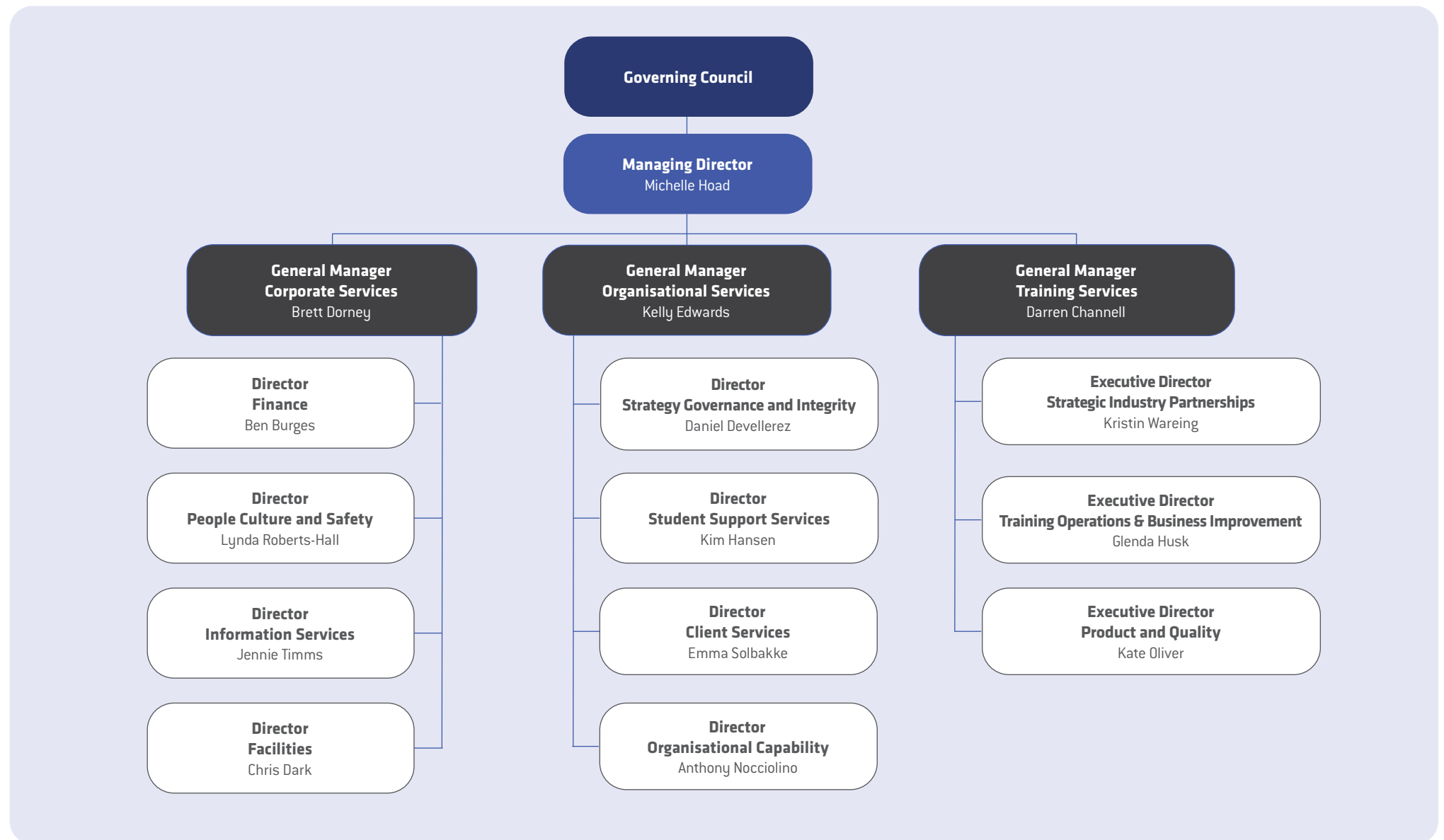
As Acting Assistant Director General, Clinical Excellence at the WA Department of Health, Sheralee provided extensive expertise in health, workforce, education, policy and research, with a strong background as a clinician and leader.



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

Organisational Structure

Organisational Chart



Performance Management Framework



Horticulture students
Joondalup (Kendrew) campus
Take a virtual tour of this campus

Performance Management Framework

The College's strategic plan and operational focus reflect the State Government's *Future Jobs and Skills Initiatives* such as Fee Free TAFE, Lower Fees, Local Skills, Construction Workforce Growth and STEM Skills and the *Made in WA* plan to support economic diversification and job creation.

NMTAFE strengthened its governance and risk management framework in line with the Good Governance for Public Sector Agencies framework, supporting clear decision making, accountability and effective oversight across the organisation. Defined roles and responsibilities, structured committees and robust policies underpin financial management, compliance and performance.

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 following illustrates the relationship between NMTAFE's services and the broader government goal to which we contributed.

| Government Goal | Desired Outcomes | NMTAFE Services |
|---|-------------------------------------|---|
| Delivering strong financial and economic management: diversifying our economy and making more things in WA. | A skilled and productive workforce. | <ul style="list-style-type: none"> Government-funded and commercial fee-for-service training programs Delivery of apprenticeships and traineeships Nationally accredited training courses and responsive, 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 STEM opportunities to attract, support and retain participation by under-represented groups |

Changes to Outcome-Based Management Framework

During the reporting year, changes were made to the Department of Treasury OBM framework to better align outcomes with Government goals. This change did not materially affect the agency's ability to report performance outcomes for the year.

Shared Responsibilities with Other Agencies

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



Agency Performance



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.](#)

Strengthening Apprenticeships

Responding to strong employer demand, NMTAFE expanded apprenticeship training across construction, housing and electrical trades. Women's participation continued to increase through targeted entry pathways into traditionally male dominated trades, with programs such as the Certificate II in Sustainable Energy pre-apprenticeship providing a new, popular pipeline into the trades. The Women in Non-Traditional Trades (WiNTT) Scholarship Program further supported this growth, assisting 20 women to commence training across automotive, engineering, construction and mining.

NMTAFE continued to work closely with Apprenticeship Connect Australia Providers, Industry Training Councils and major employers, to support apprentices and employers through clearer guidance at commencement, stronger stakeholder engagement and coordinated support across the apprenticeship lifecycle.

Throughout the year we continued to strengthen partnerships with industry to deliver apprenticeship training aligned to WA's workforce priorities in the areas of building and construction, clean energy and critical infrastructure, such as:

- Partnering with Rio Tinto to deliver the first Electrical Trade Induction Program to support apprentices as they transition into the workplace. The program introduced safety, workplace expectations and foundational electrical knowledge, providing participants with early exposure to industry standards.
- Continuing our collaboration with BHP to support the delivery of an intensive Automotive Electrical apprenticeship pathway via their Future Fit Academy. The jointly delivered program integrated workplace expectations with industry-standard training that supported participants to develop job ready skills and transition into skilled roles within the resources sector.

Apprentices



Students
6,015
(4%) ↑



Females
735
(4%) ↑



Aboriginal and Torres Strait
Islander students
299
(16%) ↑



Students with
disability
270
(49%) ↑

Priority Apprenticeship Streams



3,977
STUDENTS
Housing and Construction
(including electrical)



1,655
STUDENTS
Electrical only



1,176
STUDENTS
Advanced Manufacturing

Note: Percentage change compared to 2024

Supporting Diversity, Inclusion and Participation

NMTAFE is committed to fostering a diverse, inclusive, and culturally safe learning and working environment where every person can participate, belong and succeed. Guided by our Disability Access and Inclusion Plan 2022–2026 and our broader workforce diversification and inclusion initiatives, we take a proactive approach to removing barriers, strengthening equitable access, and embedding inclusive practice across all delivery.

We expanded targeted initiatives to open doors for underrepresented Western Australians to participate in priority industries. Programs such as pre-apprenticeships for women and cohort specific tasters – including the highly successful *Girls in Glazing* and *Girls in Trades* – supported increased participation by women and young people in high demand industries.



Pre-apprenticeship student training at the Electric Automotive Vehicle Training Centre, Joondalup (Kendrew) campus

Students with Disability

Self-disclosed disability status -
Profile funded delivery only



3,784

Students



78.2%

Student satisfaction rate



1,650,239

SCH delivered

1,055

Target

1,538 ↑

Actual

Qualifications issued that are Certificate II and above

Supporting Aboriginal and Torres Strait Islander Students

NMTAFE worked alongside Aboriginal owned organisations and industry to deliver culturally safe, community informed training and employment pathways for Aboriginal and Torres Strait Islander students. Through the Koolark Centre, Aboriginal and Torres Strait Islander students were supported across all campuses through strengths-based assistance that recognised connection to culture, community and wellbeing as central to learning success.

Working with programs such as the Fortescue VTEC initiative, NMTAFE supported participants with job ready training that integrated accredited skills, practical experience and wellbeing support, transitioning directly into employment outcomes.

Our Koomba Birdal programs also provided tailored, community informed training that responded to local workforce needs. In 2025, more than 50 Aboriginal and Torres Strait Islander students participated in a Koomba Birdal pathway with culturally safe training across trade and technical areas including construction, automotive servicing and surface extraction operations.



Student in class completing the Hair and Beauty course at Midland campus, as part of the Koomba Birdal program

Aboriginal and Torres Strait Islander Students

Self-disclosed Aboriginal and Torres Strait Islander status - Profile funded delivery only



1,032
Students



89.4%
Student satisfaction rate



310,023
SCH delivered

278

Target

343 ↑

Actual

Qualifications issued that are Certificate II and above

Partnerships Driving Innovation and Opportunity

Partnering for Workforce Impact

Throughout the year we strengthened industry partnerships to support workforce capability and priority skills development across key sectors. Targeted collaborations with Women in Technology WA, ERGT Australia and WA Council of Social Service (WACOSS) supported training pathways in cyber security, safety and community services, with a focus on improving participation and job ready outcomes.

Partnerships across health, advanced manufacturing and construction strengthened employment pathways and informed emerging skills demand. Tailored, employer-led training supported workforce needs in utilities, resources, policing and project management. Key initiatives included collaboration with the WA Police Academy, an enrolled nurse partnership with North Metropolitan Health Service, and delivery of specialist and community based primary health services through the REACH Clinics.

These services were provided in partnership with Royal Perth Hospital (diabetic retinopathy and respiratory clinics), Perth Children's Hospital (immunology and rare care clinics), Respiratory Care WA (asthma clinics), and through community-based population health checks, including at Wandana Flats.

We strengthened our contribution to WA's creative economy through collaborations with The Smith Family, the City of Perth, Committee for Perth, BBC Productions and the RSPCA WA, enabling students to gain practical experience by applying their skills across screen, animation, design, fashion, events and visual arts through live projects, exhibitions and cultural public events. As part of the Boorloo Heritage Festival, NMTAFE partnered with the City of Perth to deliver industry engaged projects showcasing Northbridge's multicultural heritage, historic architecture and Art Deco landmarks, alongside an exhibition at Council House tracing the evolution of art and design education, while students also produced a short film with the RSPCA to promote responsible cat containment and support safer, healthier and more enriched lives for cats.



NMTAFE's REACH Population Health Check Program at Brightwater Central

International Engagement

In 2025, NMTAFE supported WA's international education objectives and trade and investment strategies through targeted international engagement and onshore and offshore training delivery.

Onshore and Offshore Delivery

We welcomed more than 600 international students from over 60 countries to continue their training journey across our nine campuses. Training was delivered across a range of high demand areas, with strong enrolments in carpentry, civil and structural engineering, nursing and early childhood education.

Leveraging our creative design expertise offshore, NMTAFE continued its longstanding auspicing partnership with the Charles Telfair Institute in Mauritius, delivering four qualifications: Certificate IV in Design (Graphic Design), Diploma of Graphic Design, Certificate IV in Interior Decoration and the Diploma of Interior Design. A new agreement implemented in 2025 has extended delivery of these programs for a further three years, reinforcing NMTAFE's commitment to high quality international education and global training partnerships.

Welcoming International Visitors

Throughout the year we acknowledged the contribution of international partners and visitors in supporting skills collaboration and the exchange of VET practice. Engagement with more than 130 international delegates strengthened institutional relationships and reinforced WA's capability as a provider of high quality, industry aligned VET.



NMTAFE engaged with international education agents at the fashion study course area, Perth campus

Green Mobility Innovation Summit

We contributed to international dialogue on clean energy skills development through participation in the Green Mobility Innovation Summit in Malaysia. We presented "Green Mobility in Western Australia: Skilling for a Clean Energy Transport Sector", highlighting workforce development for WA's transition to clean energy, with a focus on electric vehicles in public transport.

DIDAC India, India's Largest Education Exhibition and Conference

Representing Australia, NMTAFE engaged with government, industry and education leaders to explore opportunities to support India's skills development priorities through international collaboration, curriculum development and capability building.



NMTAFE attended DIDAC - India's largest education exhibition and conference

Zhejiang-Western Australia Collaboration

Over 124 lecturers from the WA sector including NMTAFE lecturers joined Zhejiang colleagues to participate in the third joint professional development virtual event with our sister state in China. In 2025 it was our colleagues in Zhejiang who hosted and ran this event focused on emerging learner engagement practices.

Preparing Young Learners for Tomorrow's Careers

Sparkling Curiosity and Launching New Pathways

NMTAFE supported clear and connected pathways into training for young Western Australians by delivering engaging, industry-aligned programs that build early awareness of future careers and priority skills needs.

Through the VETDSS, CTP and the accredited ECD course, students experienced hands-on learning that sparked curiosity, built confidence, and enabled informed decision-making about senior school study and nationally recognised qualifications.

These initiatives provided exposure to emerging industries—including clean energy, health, creative industries and technical trades—and broadened horizons by introducing pathways young people may not have previously considered.

Dedicated programs ensured equitable access, with tailored tasters and inclusive delivery models designed for neurodivergent learners, students with disability, Aboriginal and Torres Strait Islander students, girls exploring non-traditional trades, and those at educational risk, fostering supportive and accessible entry points into training.

JSCs supported activities with career counselling, pathway mapping and workshops across schools and community events – helping young people understand the training options available to them and supporting transitions into further education and vocational pathways aligned with WA's current and future workforce.

Early Career Discovery (ECD)



Students

379

Schools participated

12



Career Taster Program (CTP)



Students

4,411

CTP (13%) dedicated to priority cohorts

67



Activities

372

Schools participated

93





Students participating in construction Career Taster Program at our Balga campus

VET Delivered to Secondary Students (VETDSS)



Students
2,427



Advanced Manufacturing

44
STUDENTS



Clean Energy

47
STUDENTS



Essential Care Services

360
STUDENTS



Housing and Construction

427
STUDENTS



STEM

949
STUDENTS

Events and Exhibitions Connecting Students with Industry

NMTAFE expanded meaningful employment engagement opportunities for young Western Australians by delivering targeted, experience-based events that connect students directly with employers, industry bodies, and real-world career pathways across priority sectors.

Supporting industry led events, expos and trade days provides career seekers with direct exposure to job roles and workplace environments, strengthening industry awareness and job readiness. NMTAFE has hosted or contributed to initiatives such as Get Into Resources at East Perth, the Creative Industries Open Day at Gallery Central, and the Perth SkillsWest Careers and Employment Expo. In 2025, NMTAFE delivered its largest “Try-A-Skill” activation to date offering practical, hands-on experiences that build confidence, spark curiosity and increase awareness of the State’s priority industries.

Sector specific engagement activities have been delivered across water operations, construction, health, resources, rail and community services, combining employer presentations, live demonstrations, networking and hands on experiences.

JSC staff were embedded across major events, providing onsite career advice, pathway planning and employment support. This integrated approach helped students move from industry engagement to informed career decisions, strengthened employment pathways and supported workforce participation across WA.

SkillsWest Careers and Employment Expo

15,094 VISITORS



Jobs and Skills Centre staff assisting visitor at the SkillsWest Careers and Employment Expo

Get Into Resources

650 STUDENTS



Students attend one of the many sessions at the annual Get Into Resources event hosted by NMTAFE at East Perth campus

Deadly Jobs Expo

70 EXHIBITORS 1,000 VISITORS



Exhibitors and visitors at the Deadly Jobs Expo

Jobs and Skills Centres (JSC)

NMTAFE JSCs are proudly part of the network of JSCs throughout WA located mainly on TAFE WA campuses. JSCs core mandate is simple but powerful: to ensure every Western Australian can access free, high-quality career, training and employment support, while helping industry connect with the skilled workers they need to grow.

Our JSCs break down barriers to participation, particularly for women, young people, Aboriginal and Torres Strait Islander jobseekers and others who have traditionally faced obstacles entering the workforce.

In 2025 we:

- **Provided practical career guidance** to job seekers and students, including in-class sessions and group workshops that built job readiness skills.
- **Linked students and graduates to employment opportunities** through the NMTAFE website *Recruiting Our Graduates* portal and the Jobs and Skills WA Jobs Board. More than 3,100 job alerts were sent to students.
- **Responded to employers** workforce needs, including workforce development support and tailored engagement with local industry.
- **Supported apprenticeship employers** through streamlined onboarding and collaborations that strengthened training relevance and ensured assessments reflected real-world job requirements.
- **Partnered with schools and communities** to build awareness of future job trends and training pathways through presentations, expos and campus tours.
- **Delivered culturally safe, inclusive support** so services are accessible for Aboriginal and Torres Strait Islander students, people with disability and culturally and linguistically diverse communities.
- **Provided targeted Aboriginal engagement** to more than 35 schools and 30 community organisations through the Enhanced Aboriginal Engagement (EAE) team, including case management and support for résumé writing, interview preparation, job search and mentoring.
- **Helped small and medium sized enterprises** navigate procurement and participation requirements (Indigenous Procurement Policy, Aboriginal Procurement Policy, WA Industry Participation Strategy) to support local workforce outcomes.

Jobs and Skills Centres



19,406 Client contacts



32,946 Client services supplied

At a glance



620 Aboriginal and Torres Strait Islander clients



1,050 Employer contacts



957 Vacancies employer assisted postings (Jobs and Skills WA Jobs Board)



180 Employer workshop services and employability workshops



121 School events, community expos and information evenings

Actions from our Reconciliation Action Plan

NMTAFE's Reconciliation Action Plan (RAP) reflects our commitment to building strong relationships, fostering inclusivity, and recognising the cultural heritage of Aboriginal and Torres Strait Islander peoples. Through meaningful engagement and targeted support, we strive to create pathways for Aboriginal and Torres Strait Islander students to achieve their educational and employment aspirations and to contribute to Closing the Gap. The implementation of the NMTAFE RAP Innovate 2025–2026 was supported by regular consultation with Elders and ongoing guidance from our Aboriginal Employment, Education and Training Committee.

Ninety seven percent of staff completed Aboriginal Cultural Awareness training, including 40 staff who attended face-to-face sessions focusing on cultural safety this year, with one session supported by Auslan interpreters.

Partnerships

NMTAFE strengthened its commitment to Aboriginal empowerment by increasing support for Aboriginal-owned businesses and embedding the Weavr platform as our central system for documenting, tracking, and transparently reporting progress against the commitments in our Innovate RAP 2025–2026. Through Weavr, we are capturing meaningful outcomes, ensuring accountability, and providing clear visibility of our reconciliation journey, as reflected in the Weavr Songline.

NMTAFE continued to invest in opportunities for Aboriginal learners through dedicated scholarships and targeted support programs, helping to remove barriers to participation and create stronger pathways into training and employment. Our Koomba Birdal programs attracted a key industry aligned partner, Rio Tinto, providing mentoring and provision of personal protective equipment for participants, as well as job experience and employment opportunities.



Snapshot of NMTAFE's 2025 Weavr songline report highlighting RAP progress

50 Years of NAIDOC Celebrations

NMTAFE marked the 50th anniversary of NAIDOC with the event “The Next Generation: Strength, Vision, Legacy” at the Balga campus. The event was organised by Events Management students in partnership with the Koolark Centre bringing together community leaders, students, staff, and partners to honour past achievements and inspire future leaders. The program featured a Welcome to Country, a smoking ceremony, cultural performances, Indigenous-inspired cuisine, music and interactive activities.

National Reconciliation Week

During National Reconciliation Week, NMTAFE united staff and students under the theme “Bridging Now to Next,” fostering reflection and advancing reconciliation. Activities included a live screening of the Walyalup/Fremantle Reconciliation Breakfast and the Walk for Reconciliation at Galup (Lake Monger).

Embedding Aboriginal Culture into Training

NMTAFE’s Early Childhood Education lecturing staff introduced new culturally significant and interactive resources to support student learning across all campuses. These resources include books and tactile materials designed to promote cultural awareness and sensory learning. The materials provide students with opportunities to develop their understanding of Aboriginal culture and history through practical activities.

Deadly Jobs Expo

Delivered in partnership with DTWD, the Deadly Jobs Expo transformed NMTAFE’s East Perth campus into a vibrant hub of industry, culture and connection. More than 60 employers, training providers, universities and community organisations came together to showcase real pathways into jobs, education and training. Attendees engaged directly with industry representatives, explored emerging opportunities, and gained practical insight into what employers are looking for. Our JSC team provided on-the-spot career advice, supported by staff from the Koolark Centre, who connected prospective Aboriginal students with the wide range of courses and supports available at NMTAFE.



Jobs and Skills Centre staff member speaks to Deadly Jobs Expo visitor

Wellbeing Framework

NMTAFE recognises that mental health and wellbeing are fundamental to a positive, inclusive, and resilient learning and working environment. In 2025, NMTAFE was officially recognised as a Skilled Workplace under the Mental Health First Aid® (MHFA) Australia Workplace Recognition Program, reflecting our strong commitment to fostering a mentally healthy and supportive community. By exceeding national training benchmarks and embedding MHFA practices into our policies and leadership, NMTAFE continues to demonstrate sector leadership in mental health and wellbeing.



NMTAFE staff complete the Mental Health First Aid training

Wellbeing Framework – Key Achievements 2025



Support Services

- Employee Assistance Program (EAP)
- Student Assistance Program (SAP)
- Free, confidential counselling delivered by PeopleSense



Key Awareness Days

- R U OK? Day
- National Mental Health Week
- World Suicide Prevention Day



Capability Building

- Mental Health First Aid® Skilled Workplace
 - » Recognised under the National Workplace Recognition Program
 - » Accredited Mental Health First Aid® training delivered by NMTAFE licensed instructor



Awareness and Education

- Mental health awareness sessions
 - » Delivered by the Mental Health and Wellbeing Consultant
 - » Building understanding and reducing stigma



Emergency Response

- Mental Health Emergency Response Process charts
 - » Charts displayed in every classroom across 9 campuses
 - » Quick access to support during a mental health crisis



Targeted Programs and Partnerships

- Men's Mental Health & Suicide Prevention Program
 - » Delivered across multiple campuses in partnership with Men's Talk, MATES in Construction and Headspace

Commonwealth Contracts

Adult Migrant English Program (AMEP)

NMTAFE's AMEP empowers newly arrived migrants and refugees to build their future in Australia by strengthening their English skills and supporting confident settlement. Through flexible, high-quality tuition and a welcoming learning environment, participants gain the language tools they need to engage in community life, education and work. Free onsite childcare for students attending face-to-face classes removes a major barrier to participation, ensuring parents can focus on their learning and take the next step toward their goals.

In 2025, we saw 3,846 students participate in the AMEP, with over 711 students transitioning into more than 129 VET courses, which included over 279 students enrolling into English as a Second Language course. Highlights include AMEP graduate Amina Umer winning the 2025 WA Training Awards WA Cultural Diversity Training Award, and Halima Mozaffari, who was featured on the Department of Home Affairs website for work as an emerging artist from Afghanistan. For many migrants, the opportunity to be recognised in their home country is an incredible validation of their journey and inspiration to others trying to assimilate into their new country, gain employment and participate in the community.

Halima Mozaffari, AMEP student and emerging artist from Afghanistan



Adult Migrant English Program students at Perth campus



Koomba Birdal (Big Spark) Program
See how this program helps Aboriginal and Torres Strait Islander students achieve their training and career goals.

Significant Issues Impacting the Agency

Significant Issues Impacting the Agency

During the year NMTAFE continued to respond to a rapidly evolving education and training environment shaped by the emergence of AI, changing workforce demands, and the continued application of Fee Free TAFE. The increasing use of AI presents both opportunities and challenges for vocational education, requiring careful consideration of academic integrity, ethical use, staff capability and student preparedness for future workplaces. At the same time, strong economic conditions and shifting industry needs across the State have driven increased demand for priority skills training, placing pressure on delivery capacity, systems and workforce planning.

NMTAFE has adopted a proactive and agile approach, harnessing the potential of AI to support teaching, learning, and operational efficiency while strengthening governance and guidance to ensure its responsible use. Resource allocation was continually reviewed to ensure responsiveness to priority industries and Fee Free TAFE enrolments, enabling the organisation to scale delivery where demand was strongest. This adaptive approach has strengthened our ability to meet the State's economic and workforce needs, support equitable access to training, and position ourselves as a future-focused provider capable of responding to ongoing reform and technological change.



Enrolled Nursing student at the SIM Hospital, Joondalup (McLarty) campus



Dental Technology students
Leederville campus
[Take a virtual tour of this campus](#)

Disclosures and Legal Compliance

Financial Statements

Certification of Financial Statements

For the reporting period ending 31 December 2025.

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 2025 and the financial position as at 31 December 2025.

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
Governing Council Chair
North Metropolitan TAFE
12 March 2026



Michelle Hoad
Managing Director
North Metropolitan TAFE
12 March 2026



Ben Burges
Chief Finance Officer
North Metropolitan TAFE
12 March 2026

Auditor General – Independent Auditor’s Report 2025



Auditor General

INDEPENDENT AUDITOR’S REPORT 2025 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 2025, 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 TAFE for the year ended 31 December 2025 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.

Emphasis of matter – Restatement of comparative balances

I draw attention to Note 8.2 of the financial statements which states that amounts reported in the previously issued 31 December 2024 financial statements have been restated and disclosed as comparatives in these financial statements. My opinion is not modified in respect of this matter.

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

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- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the TAFE. The controls exercised by the TAFE are those policies and procedures established 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 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 2025, and the controls were implemented as designed as at 31 December 2025.

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.

Page 2 of 5

Auditor General's responsibilities

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

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

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

Limitations of controls

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

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the TAFE for the year ended 31 December 2025 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 TAFE for the year ended 31 December 2025 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 2025.

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

In preparing the key performance indicators, the Governing Council is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 3 Financial Sustainability – Requirement 5: 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 3 [Financial Sustainability](#) – Requirement 5 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 2025, 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.

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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 TAFE for the year ended 31 December 2025 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
13 March 2026

Financial Statements

| North Metropolitan TAFE STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2025 | | 2025 | 2024 Restated* |
|---|---------------------|---------------------|---------------------|
| | Notes | \$ | \$ |
| COST OF SERVICES | | | |
| Expenses | | | |
| Employee benefits expenses | 2.1(a) | 185,868,113 | 171,479,766 |
| Supplies and services | 2.3 | 48,320,601 | 50,916,839 |
| Grants and subsidies | 2.2 | - | 1,987,333 |
| Finance costs | 6.4 | 24,896 | 14,317 |
| Other expenses | 2.3 | 20,050,345 | 17,356,633 |
| Losses on disposal of non-current assets | 3.6 | 13,068 | 764 |
| Depreciation and amortisation expense | 4.1.2, 4.2.1, 4.3.1 | 22,781,361 | 17,300,955 |
| Total cost of services | | 277,058,384 | 259,056,608 |
| Income | | | |
| Fee for service | 3.2 | 27,132,234 | 25,580,871 |
| Student fees and charges | 3.2 | 18,394,156 | 18,354,851 |
| Ancillary trading | 3.2 | 855,662 | 836,512 |
| Commonwealth grants and contributions | 3.3 | - | 800,222 |
| Interest revenue | 3.4 | 3,000,238 | 2,774,970 |
| Other revenue | 3.5 | 773,398 | 894,516 |
| Total revenue | | 50,155,689 | 49,241,941 |
| 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 | | 50,155,689 | 54,991,941 |
| NET COST OF SERVICES | | 226,902,696 | 204,064,666 |
| Income from State Government | | | |
| Grants and subsidies | 3.1 | 184,131,035 | 173,459,196 |
| Resources Received | 3.1 | 10,069,109 | 9,467,930 |
| Income from other public sector entities | 3.1 | 5,300,902 | 5,917,904 |
| Total income from State Government | | 199,501,047 | 188,845,030 |
| SURPLUS/(DEFICIT) FOR THE PERIOD | | (27,401,649) | (15,219,637) |
| OTHER COMPREHENSIVE INCOME | | | |
| Items not reclassified subsequently to profit or loss | | | |
| Changes in asset revaluation surplus* | | 32,124,668 | 91,711,157 |
| Total other comprehensive income | | 32,124,668 | 91,711,157 |
| TOTAL COMPREHENSIVE SURPLUS/ (DEFICIT) FOR THE PERIOD | | 4,723,019 | 76,491,520 |

*The 2024 reported figures have been restated as a result of prior period corrections. Refer to Note 8.2.

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

| North Metropolitan TAFE STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2025 | | 2025 | 2024 Restated* |
|--|----------|--------------------|--------------------|
| | Notes | \$ | \$ |
| ASSETS | | | |
| Current Assets | | | |
| Cash and cash equivalents | 6.1 | 29,779,476 | 35,218,858 |
| Restricted cash and cash equivalents | 6.1 | 7,687,692 | 15,400,263 |
| Receivables | 5.1 | 6,687,257 | 7,246,537 |
| Other current assets | 5.2 | 3,583,515 | 3,293,406 |
| Total Current Assets | | 47,737,941 | 61,159,064 |
| Non-Current Assets | | | |
| Property, plant and equipment | 4.1, 8.2 | 655,587,308 | 632,710,480 |
| Right-of-use assets | 4.2 | 2,719,372 | 324,896 |
| Intangible assets | 4.3 | 412,307 | 28,839 |
| Total Non-Current Assets | | 658,718,987 | 633,064,215 |
| TOTAL ASSETS | | 706,456,928 | 694,223,279 |
| LIABILITIES | | | |
| Current Liabilities | | | |
| Payables | 5.3 | 5,544,873 | 12,686,662 |
| Lease liabilities | 6.2 | 514,731 | 98,424 |
| Employee related provisions | 2.1(b) | 17,577,915 | 15,151,879 |
| Other current liabilities | 5.4 | 13,286,004 | 14,996,424 |
| Total Current Liabilities | | 36,923,523 | 42,933,390 |
| Non-Current Liabilities | | | |
| Lease liabilities | 6.2 | 2,221,839 | 238,509 |
| Employee related provisions | 2.1(b) | 14,024,000 | 13,302,000 |
| Total Non-Current Liabilities | | 16,245,839 | 13,540,509 |
| TOTAL LIABILITIES | | 53,169,361 | 56,473,899 |
| NET ASSETS | | | |
| | | 653,287,567 | 637,749,380 |
| EQUITY | | | |
| Contributed equity | | 577,868,424 | 567,053,256 |
| Reserves | 8.2 | 211,021,547 | 178,896,879 |
| Accumulated surplus / (deficit) | | (135,602,404) | (108,200,755) |
| TOTAL EQUITY | | 653,287,567 | 637,749,380 |

*The 2024 reported figures have been restated as a result of prior period corrections. Refer to Note 8.2.

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

North Metropolitan TAFE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025

| | 2025 | 2024 |
|---|----------------------|----------------------|
| Notes | \$ | \$ |
| CASH FLOWS FROM STATE GOVERNMENT | | |
| Grants and subsidies - Department of Training and Workforce Development | 185,178,092 | 175,885,597 |
| Funds from other public sector entities | 5,260,527 | 5,897,904 |
| Total Net cash provided by State Government | 190,438,618 | 181,783,501 |
| Utilised as follows: | | |
| CASH FLOWS FROM OPERATING ACTIVITIES | | |
| Payments | | |
| Employee benefits expenses | (189,010,304) | (165,236,526) |
| Supplies and services | (39,669,958) | (42,174,873) |
| Finance Cost | (24,896) | (14,317) |
| Grants and subsidies | (1,199,778) | (1,987,333) |
| GST payments on purchases | (5,256,000) | (5,428,545) |
| Other payments | (20,088,035) | (17,176,620) |
| Receipts | | |
| Fee for service | 27,734,220 | 25,798,641 |
| Student fees and charges | 17,370,718 | 19,138,259 |
| Ancillary trading | 855,662 | 836,512 |
| Commonwealth grants and contributions | - | - |
| Interest received | 3,000,238 | 2,678,899 |
| GST receipts on sales | 348,198 | 369,774 |
| GST receipts from taxation authority | 4,801,120 | 5,058,771 |
| Other receipts | 598,837 | 816,137 |
| Net cash provided by/(used in) operating activities | (200,539,978) | (177,321,223) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | |
| Payments | | |
| Purchase of non-current physical assets | (3,185,452) | (6,733,579) |
| Receipts | | |
| Proceeds from sale of non-current physical assets | 1,763 | 5,876 |
| Capital Contribution | 264,833 | 3,080,455 |
| Net cash provided by/(used in) investing activities | (2,918,856) | (3,647,248) |
| CASH FLOWS FROM FINANCING ACTIVITIES | | |
| Payments | | |
| Principal elements of lease payments | (131,736) | (143,034) |
| Net cash provided by/(used in) financing activities | (131,736) | (143,034) |
| Net increase (decrease) in cash and cash equivalents | (13,151,952) | 671,998 |
| Cash and cash equivalents at the beginning of period | 50,619,121 | 49,947,123 |
| CASH AND CASH EQUIVALENTS AT THE END OF PERIOD | 37,467,169 | 50,619,121 |

6.1

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

**North Metropolitan TAFE
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025**

| | Contributed Equity | Reserves Restated* | Accumulated Surplus / (Deficit) | Total Equity |
|---|-----------------------|-----------------------|------------------------------------|--------------------|
| | \$ | \$ | | \$ |
| 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 | - | 91,711,157 | - | 91,711,157 |
| Total comprehensive income for the period | - | 91,711,157 | (15,219,637) | 76,491,520 |
| Transactions with owners in their capacity as owners: | | | | |
| 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 | 178,896,879 | (108,200,755) | 637,749,380 |
| | 567,053,256 | 178,896,879 | (108,200,755) | 637,749,380 |
| Balance at 1 January 2025 | | | | |
| Surplus/(deficit) | - | - | (27,401,649) | (27,401,649) |
| Other comprehensive income | - | 32,124,668 | - | 32,124,668 |
| Total comprehensive income for the period | - | 32,124,668 | (27,401,649) | 4,723,019 |
| Transactions with owners in their capacity as owners: | | | | |
| Capital appropriations | 264,833 | - | - | 264,833 |
| Other contributions by owners | 10,550,334 | - | - | 10,550,334 |
| Total | 10,815,167 | - | - | 10,815,167 |
| Balance at 31 December 2025 | 577,868,424 | 211,021,547 | (135,602,404) | 653,287,567 |

*The 2024 reported figures have been restated as a result of prior period corrections. Refer to Note 8.2.

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

1. Basis of preparation

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

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

These annual financial statements were authorised for issue by the Managing Director of NM TAFE on 12 March 2026.

Statement of compliance

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, the Conceptual Framework and other authoritative pronouncements issued by the Australian Accounting Standards Board (AASB) as modified by Treasurer's instructions. Some of these pronouncements are modified to vary their application and disclosure.

The Financial Management Act 2006 and Treasurer's instructions, which are legislative provisions governing the preparation of financial statements for agencies, take precedence over AASB pronouncements. Where an AASB pronouncement is modified and has had a significant financial effect on the reported results, details of the 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 NM TAFE 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.

Contributed equity

Accounting Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 8 – Requirement 8.1(i) 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

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.

2. Use of our funding

Expenses incurred in the delivery of services

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

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

2.1(a) Employee benefits expenses

| | 2025 | 2024 |
|---|--------------------|--------------------|
| Employee benefits | 166,590,439 | 154,444,818 |
| Termination benefits | 73,165 | 44,670 |
| Superannuation - defined contribution plans | 19,204,509 | 16,990,278 |
| Total employee benefits expenses | 185,868,113 | 171,479,766 |
| Add: AASB 16 Non-monetary benefits | | |
| Provision of vehicle benefits | 9,799 | 22,387 |
| Less: Employee contributions | (15,851) | (17,136) |
| Net employee benefits expenses | 185,862,061 | 171,485,017 |

Employee benefits: include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave, and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing, cars and free or subsidised goods or services) for employees.

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

Superannuation: the amount recognised in profit or loss of the Statement of Comprehensive Income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, 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 NM TAFE by employees towards employee benefits that have been provided by NM TAFE. This includes both AASB-16 and non-AASB 16 employee contributions.

2.1(b) Employee related provisions

| | 2025 | 2024 |
|--|-------------------|-------------------|
| Current | | |
| <u>Employee benefits provision</u> | | |
| Annual leave | 5,640,000 | 4,962,578 |
| Long service leave | 10,814,025 | 9,225,652 |
| Deferred salary scheme | 281,776 | 242,205 |
| Purchased leave | 15,114 | 5,234 |
| | 16,750,915 | 14,435,669 |
| <u>Other provisions</u> | | |
| Employment on-costs | 827,000 | 716,210 |
| Total current employee related provisions | 17,577,915 | 15,151,879 |
| Non-current | | |
| <u>Employee benefits provision</u> | | |
| Long service leave | 13,570,000 | 12,898,000 |
| | 13,570,000 | 12,898,000 |
| <u>Other provisions</u> | | |
| Employment on costs | 454,000 | 404,000 |
| Total non-current employee related provisions | 14,024,000 | 13,302,000 |
| Total employee related provisions | 31,601,915 | 28,453,879 |

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 NM TAFE does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

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

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

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

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

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

| Employment on-costs provisions | 2025 | 2024 |
|---|------------------|------------------|
| Carrying amount at start of period | 1,120,210 | 1,224,784 |
| Additional / (reversals of) provisions recognised | 895,425 | 444,962 |
| Payments / other sacrifices of economic benefits | (734,635) | (549,536) |
| Total Carrying amount at end of period | 1,281,000 | 1,120,210 |

Key sources of estimation uncertainty - long service leave

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

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

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

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

2.2 Grants and subsidies

| | 2025 | 2024 |
|-----------------------------------|-------------|------------------|
| <u>Recurrent</u> | | |
| Scholarships for students | - | 1,987,333 |
| Total grants and subsidies | - | 1,987,333 |

Transactions in which NM TAFE provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy expenses'. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid. 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.

The agency is not responsible for administering a government subsidy scheme.

2.3 Other expenditure

| | 2025 | 2024 |
|---|-------------------|-------------------|
| Supplies and services | | |
| Consumables and minor equipment | 12,395,656 | 14,517,379 |
| Communication expenses | 279,552 | 303,854 |
| Utilities expenses | 5,021,533 | 4,926,368 |
| Consultancies and contracted services | 23,493,348 | 23,301,996 |
| Minor works | 2,076,008 | 2,543,616 |
| Rental Cost | 562,915 | 612,276 |
| Travel and passenger transport | 162,872 | 147,835 |
| Advertising and public relations | 146,037 | 148,223 |
| Staff professional development activities | 433,117 | 456,322 |
| Software licence expense | 2,175,146 | 2,420,810 |
| Insurance expense | 1,053,935 | 987,764 |
| Supplies and services - other | 520,481 | 550,396 |
| Total supplies and services expenses | 48,320,601 | 50,916,839 |
| Other expenses | | |
| Audit fees | 271,443 | 240,000 |
| Building maintenance | 6,764,227 | 5,084,168 |
| Equipment repairs and maintenance | 246,157 | 249,475 |
| Expected credit losses expense | (106,629) | 311,831 |
| Employment on-costs | 12,691,560 | 11,227,251 |
| Donations | 136 | - |
| Student prizes and awards | 168,245 | 226,593 |
| Losses and write-offs | 3,422 | 818 |
| Other | 11,783 | 16,497 |
| Total other expenses | 20,050,345 | 17,356,633 |
| Total other expenditure | 68,370,947 | 68,273,472 |

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

Rental expenses include:

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

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

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

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

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

3. Our funding sources

How we obtain our funding

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

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

3.1 Income from State Government

| | 2025 | 2024 |
|--|--------------------|--------------------|
| Grants and subsidies received during the period: | | |
| Grants and subsidies | | |
| Delivery and Performance Agreement (DPA) | 179,901,398 | 170,232,466 |
| Non-DPA Grants from Department of Training and Workforce Development (DTWD) | 4,229,636 | 3,226,730 |
| | 184,131,035 | 173,459,196 |
| Services received free of charge from other State Government agencies during the period: | | |
| Department of Training and Workforce Development | | |
| - Corporate systems support | 8,555,465 | 8,159,588 |
| - Marketing and publications | 512,899 | 281,000 |
| - Human resources and industrial relations support | 82,273 | 80,578 |
| - Other | 860,797 | 915,559 |
| Other Government (State Solicitor's Office) | 57,675 | 31,206 |
| | 10,069,109 | 9,467,930 |
| Income from other public sector entities | | |
| Fee for service – Government (other than DTWD) | 96,384 | 115,558 |
| International Division Fees – State Government | 5,204,519 | 5,802,346 |
| | 5,300,902 | 5,917,904 |
| Total income from State Government | 199,501,047 | 188,845,030 |

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

3.2 User charges and fees

| | 2025 | 2024 |
|---|-------------------|-------------------|
| Fee for service | | |
| Fee for service – general | 4,470,936 | 4,110,388 |
| Fee for service – Commonwealth Government | 22,395,234 | 21,059,549 |
| International fees | 266,064 | 410,934 |
| Total fee for service | 27,132,234 | 25,580,871 |
| Student fees and charges | | |
| Tuition fees | 12,073,425 | 11,700,091 |
| Enrolment and Resource fees | 5,987,604 | 6,416,568 |
| Recognition of prior learning (RPL) fees | 85,826 | 52,492 |
| Incidental fees | 145,085 | 100,459 |
| Other College fees | 102,217 | 85,242 |
| Total student fees and charges | 18,394,156 | 18,354,851 |
| Ancillary trading | | |
| Liveworks (not a trading activity) | 705,349 | 642,380 |
| Other Ancillary Revenue | 150,313 | 194,132 |
| Total ancillary trading | 855,662 | 836,512 |
| Total user charges and fees | 46,382,052 | 44,772,233 |

Revenue is recognised at the transaction price when NM TAFE transfers control of the services to customers. 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

| | 2025 | 2024 |
|--|----------|----------------|
| Commonwealth specific purpose grants and contributions | - | 800,222 |
| Total grants and contributions | - | 800,222 |

For non-reciprocal grants, NM TAFE 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

| | 2025 | 2024 |
|------------------|------------------|------------------|
| Interest revenue | 3,000,238 | 2,774,970 |

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

| | 2025 | 2024 |
|-----------------------------------|----------------|----------------|
| Employee contributions 2.1(a) | 15,851 | 17,136 |
| Rental and facilities fees | 505,735 | 577,916 |
| Sponsorship and donations revenue | 210,756 | 140,076 |
| Miscellaneous revenue | 41,057 | 159,388 |
| Total other revenue | 773,398 | 894,516 |

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)

| | 2025 | 2024 |
|---|-----------------|------------------|
| <u>Net proceeds from disposal of non-current assets</u> | | |
| Plant, furniture and general equipment | 1,763 | 5,876 |
| Total proceeds from disposal of non-current assets | 1,763 | 5,876 |
| <u>Carrying amount of non-current assets disposed</u> | | |
| Plant, furniture and general equipment | (14,656) | - |
| Computers and communication network | - | (6,640) |
| Works of art | (175) | - |
| Net gains/(losses) | (13,068) | (764) |
| <u>Other gains/(losses)</u> | | |
| Gain/(losses) arising from changes in fair value - land | - | 5,750,000 |
| Other gains/(losses) | (0) | 5,750,000 |
| Total gains/(losses) | (13,068) | 5,749,236 |

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

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

4. Key assets

Assets utilised for economic benefit or service potential

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

| | Notes |
|----------------------------------|-------|
| Property, plant and equipment | 4.1 |
| Right-of-use assets | 4.2 |
| Intangible assets | 4.3 |
| Correction of prior period error | 8.2 |

4.1 Property, plant and equipment

| Year ended 31 December 2025 | Land \$ | Buildings \$ | Motor vehicles, caravans and trailers \$ | Plant, furniture and general equipment \$ | Computer equipment, communication network \$ | Works of art \$ | Working in progress \$ | Total \$ |
|---|--------------------|--------------------|--|---|--|--------------------|------------------------------|---------------------|
| Opening Balance at 1 January 2025 | | | | | | | | |
| 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) |
| Carrying amount at start of period | 112,860,000 | 440,508,145 | 108,065 | 12,571,259 | 2,368,360 | 2,735,453 | 2,661,956 | 573,813,237 |
| Correction of error* | - | 58,897,243 | - | - | - | - | - | 58,897,243 |
| Restated balance at 1 January 2025 | 112,860,000 | 499,405,388 | 108,065 | 12,571,259 | 2,368,360 | 2,735,453 | 2,661,956 | 632,710,480 |
| Additions | - | 1,518,413 | 67,139 | 11,634,093 | 144,422 | 55,104 | 222,275 | 13,641,446 |
| Transfers | - | 533,884 | - | 1,358,327 | 147,144 | 373,872 | (2,413,226) | - |
| Transfer out (a) | - | - | - | (18,077) | - | (175) | (154,220) | (154,220) |
| Other disposals | - | - | - | (18,077) | - | (175) | (94,510) | (112,762) |
| Revaluation increments/(decrements) (b) | 5,596,000 | 26,341,886 | - | - | - | 186,782 | - | 32,124,668 |
| Depreciation | - | (18,972,599) | (35,174) | (3,258,813) | (355,719) | - | - | (22,622,304) |
| Carrying amount 31 December 2025 | 118,456,000 | 508,826,972 | 140,030 | 22,286,787 | 2,304,206 | 3,351,036 | 222,275 | 655,587,308 |
| Gross carrying amount | 118,456,000 | 508,826,972 | 281,620 | 34,539,617 | 4,854,003 | 3,351,036 | 222,275 | 670,531,523 |
| Accumulated depreciation | - | - | (141,590) | (12,208,147) | (2,549,797) | - | - | (14,899,534) |
| Accumulated impairment losses | - | - | - | (44,682) | - | - | - | (44,682) |

*The 2024 reported figures have been restated as a result of prior period corrections. Refer to Note 8.2.

(a) The amount relates to the transfer of work in progress to intangible assets (refer to Note 4.3)

(b) Of this amount, \$69m relates to professional and project management fees, which are included in the 'value of current use building assets under the current replacement cost basis as required by the prospective application of AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-For-Profit Public Sector Entities* from 1 January 2024.

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 cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment costing less than \$5,000 are immediately expensed direct to the Statement of Comprehensive Income (other than where they form part of a group of similar items which are significant in total).

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

Subsequent measurement

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

Land is carried at fair value.

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

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

Land and buildings are independently valued annually by the Western Australian Land Information Authority (Landgate).

Land and buildings were revalued as at 1 July 2025 by Landgate.

The valuations were performed during the year ended 31 December 2025 and recognised at 31 December 2025. In undertaking the revaluation, fair value was determined by reference to market values for land: \$3,000,000 (2024: \$2,800,000) and buildings: \$250,000 (2024: \$250,000).

Refer to note 4.1.1 below on the restatement of the carrying amount of buildings as a result of prior period error corrections.

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.

As at 31 December 2025, 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:

| | |
|------------|--|
| Land: | Land not traded in an active liquid market is compared to land with similar utility traded in an open market with value adjustments for differences in land tenure and public sector obligations around "current use" |
| Buildings: | <p>Historical cost per square metre floor area (m²)</p> <p>The costs of constructing specialised buildings with similar utility are extracted from financial records of the North Metropolitan TAFE, then indexed by movements in CPI.</p> <p>Consumed economic benefit/obsolescence of asset</p> <p>These are estimated by the Western Australian Land Information Authority (Valuation Services).</p> |

Revaluation model:

- a) Fair Value where market-based evidence is available:
The fair value of land and buildings is determined on the basis of current market values determined by reference to recent market transactions. When buildings are revalued by reference to recent market transactions, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.
- b) Fair value in the absence of market-based evidence:
Buildings are specialised or where land is restricted: Fair value of land and buildings is determined on the basis of existing use.

Existing use buildings: Fair value is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the depreciated replacement cost. Where the fair value of buildings is determined on the depreciated replacement cost basis, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.

High Utility Current Use Land: The fair value of the land component of public sector properties used for non-profit purposes is determined based on the utility of comparable nearby land in the open market with value adjustments for differences in land tenure and public sector obligations around 'current use'. These may be held on freehold or crown land title or crown lease. The utility supplied may serve residential, industrial, commercial and other specialised purposes. Property Classifications for these types of land uses Reserves, Schools, Hospitals, Houses on Government land under a ground lease, etc.

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

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

4.1.1 Restatement of Prior Period Balances

Restatements have been made to the comparative balances reported in the 2024 financial statements in relation to:

Building Revaluation Errors

In 2025, NM TAFE received updated advice from Landgate confirming that professional and project management fees were incorrectly not included in current use building valuations, as a result of AASB 2022-10 which applied prospectively for financial years commencing 1 January 2024. As a result, prior year asset and equity balances were restated to correct an understatement of \$58.9 million. This adjustment had no impact on the previously reported operating result and has been disclosed in line with AASB 108. Refer to Note 8.2 for more information.

4.1.2 Depreciation and impairment

Charge for the period

| | 2025 | 2024 |
|--|-------------------|-------------------|
| <u>Depreciation</u> | | |
| Buildings | 18,972,599 | 14,424,662 |
| Motor vehicles, caravans and trailers | 35,174 | 16,416 |
| Plant, furniture and general equipment | 3,258,813 | 2,339,659 |
| Computers and communication network | 355,719 | 384,739 |
| Total depreciation for the period | 22,622,304 | 17,165,476 |

As at 31 December 2025 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 15 years |

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

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

Impairment

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

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

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

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

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

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

4.2 Right-of-use assets

Year ended 31 December 2025

| | Building | Vehicles | Total |
|--|------------------|----------------|------------------|
| Carrying amount at start of period | - | 324,896 | 324,896 |
| Additions | 2,353,856 | 177,515 | 2,531,371 |
| Depreciation | - | (136,896) | (136,896) |
| Net Carrying Amount as at end of period | 2,353,856 | 365,515 | 2,719,371 |

NM TAFE has leases for vehicles and office building. The lease contracts are typically made for fixed periods of 1-10 years with an option to renew the lease after that date.

Initial recognition

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

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

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

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

Subsequent measurement

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

4.2.1 Depreciation and impairment of right-of-use assets charge for the period

| | 2025 | 2024 |
|--|----------------|----------------|
| <u>Depreciation</u> | | |
| Building | - | - |
| Vehicles | 136,896 | 113,319 |
| Total amortisation for the period | 136,896 | 113,319 |
| Total for the period | 136,896 | 113,319 |

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

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

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 4.1.2 Depreciation and impairment.

4.3 Intangible assets

| Year ended 31 December 2025 | Computer software and licences | Total |
|---|-----------------------------------|----------------|
| 1 January 2025 | | |
| Cost | 110,802 | 110,802 |
| Accumulated amortisation | (81,963) | (81,963) |
| Carrying amount at start of period | 28,839 | 28,839 |
| Additions | 251,409 | 251,409 |
| Transfer in* | 154,220 | 154,220 |
| Amortisation expense | (22,160) | (22,160) |
| Carrying amount at end of period | 412,307 | 412,307 |

*Transfer is from work in progress (see note 4.1)

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:

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

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

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

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

Subsequent measurement

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

4.3.1 Amortisation and impairment

Charge for the period

| | 2025 | 2024 |
|--|---------------|---------------|
| <u>Amortisation</u> | | |
| Computer Software | 22,160 | 22,160 |
| Total amortisation for the period | 22,160 | 22,160 |
| Total for the period | 22,160 | 22,160 |

As at 31 December 2025 there were no indications of impairment to intangible assets.

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

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

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

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

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

Impairment of intangible assets

Intangible assets with finite useful lives are tested for impairment annually or when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in Note 4.1.2.

5. Other assets and liabilities

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

| | |
|-------------------|-------|
| | Notes |
| Receivables | 5.1 |
| Other assets | 5.2 |
| Payables | 5.3 |
| Other liabilities | 5.4 |

5.1 Receivables

| | 2025 | 2024 |
|---|------------------|------------------|
| Current | | |
| Receivables – Trade | 643,031 | 383,928 |
| Receivables – Students | 1,731,641 | 1,958,519 |
| Allowance for impairment of receivables | (419,959) | (649,244) |
| Accrued revenue | 3,688,857 | 4,721,081 |
| GST receivable | 783,103 | 527,703 |
| Other receivables | 260,584 | 304,551 |
| Total current | 6,687,257 | 7,246,537 |
| Balance at end of period | 6,687,257 | 7,246,537 |

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. NM TAFE 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.

NM TAFE 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 NM TAFE has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, NM TAFE recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. NM TAFE 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

| | 2025 | 2024 |
|---------------------------------|------------------|------------------|
| Current | | |
| Prepayments | 3,583,515 | 3,293,218 |
| Other | - | 188 |
| Total current | 3,583,515 | 3,293,406 |
| Balance at end of period | 3,583,515 | 3,293,406 |

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

| | 2025 | 2024 |
|------------------------------------|------------------|-------------------|
| Current | | |
| Trade payables | 100,623 | 64,867 |
| Accrued expenses | 4,202,958 | 5,090,276 |
| Accrued salaries and related costs | 1,235,704 | 7,531,519 |
| Paid parental leave payable | 5,589 | - |
| Total current | 5,544,873 | 12,686,662 |
| Balance at end of period | 5,544,873 | 12,686,662 |

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

5.4 Other liabilities

| | 2025 | 2024 |
|---|-------------------|-------------------|
| Current | | |
| Income received in advance ^(a) | 4,566,921 | 5,843,883 |
| Grants and advances (provision for under-delivery in Government funded courses) | 3,865,845 | 637,742 |
| Grants and advances other | 4,586,421 | 8,007,621 |
| Monies/deposits held in trust ^(b) | 266,817 | 507,178 |
| Total current | 13,286,004 | 14,996,424 |
| Balance at end of period | 13,286,004 | 14,996,424 |

Other financial liabilities are recognised initially at fair value, net of transaction costs incurred, and are subsequently measured at amortised cost.

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

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

6. Financing

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

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

6.1 Cash and cash equivalents

| | 2025 | 2024 |
|--|-------------------|-------------------|
| Current | | |
| Cash and cash equivalents | | |
| Cash On Hand | 4,550 | 4,550 |
| Cash At Bank | 29,774,926 | 35,214,308 |
| Total cash and cash equivalents | 29,779,476 | 35,218,858 |
| Restricted cash and cash equivalents current | | |
| DPA funds due to DTWD ^(a) | 5,309,933 | 3,825,441 |
| Commonwealth specific purpose | - | 1,199,778 |
| Capital works program ^(b) | 2,117,156 | 2,895,896 |
| Backpay salaries and the associated superannuation and payroll tax | - | 1,429,761 |
| Restricted cash 27 th pay (current) | - | 5,910,382 |
| Other ^(c) | 260,603 | 139,005 |
| | 7,687,692 | 15,400,263 |
| Total current | 37,467,169 | 50,619,121 |
| Balance at end of period | 37,467,169 | 50,619,121 |

^(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.

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

| | 2025 | 2024 |
|---|------------------|----------------|
| Not later than one year | 514,731 | 98,424 |
| Later than one year and not later than five years | 2,214,136 | 222,389 |
| Later than five years | 7,702 | 16,120 |
| | 2,736,569 | 336,933 |
| | | |
| | 2025 | 2024 |
| Current | 514,731 | 98,424 |
| Non-current | 2,221,839 | 238,509 |
| Balance at end of period | 2,736,569 | 336,933 |

Initial measurement

At the commencement date of the lease, the entity recognises lease liabilities measured at the present value of 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, NM TAFE uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

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

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

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

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

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

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

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

| | 2025 | 2024 |
|----------------------------|---------------|---------------|
| Lease interest expense | 24,896 | 14,317 |
| Total lease expense | 24,896 | 14,317 |

Short-term leases with a lease term of 12 months or less are recognised on a straight-line basis unless the lessor is a public sector entity.

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

The carrying amounts of non-current assets pledged as security are:

| | 2025 | 2024 |
|---|----------------|----------------|
| Right-of-use asset vehicles | 365,515 | 324,896 |
| Total assets pledged as security | 365,515 | 324,896 |

NM TAFE 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

| | 2025 | 2024 |
|-------------------------------|---------------|---------------|
| Finance costs | | |
| Lease interest expense | 24,896 | 14,317 |
| Finance costs expended | 24,896 | 14,317 |

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

| | 2025 | 2024 |
|---|----------------|----------------|
| Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows: | | |
| Within 1 year | 306,998 | 771,110 |
| Balance at end of period | 306,998 | 771,110 |

The totals presented for capital commitments are GST inclusive.

6.5.2 Other expenditure commitments

| | 2025 | 2024 |
|--|-------------------|-------------------|
| Other expenditure commitments, contracted for at the end of the reporting period but not recognised as liabilities are payable as follows: | | |
| Within 1 year | 11,849,883 | 9,201,900 |
| Later than 1 year and not later than 5 years | 3,303,385 | 7,744,899 |
| Balance at end of period | 15,153,268 | 16,946,799 |

The totals presented for capital commitments are GST inclusive.

7. Financial Instruments and Contingencies

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

| | Notes |
|-----------------------------------|-------|
| Financial Instruments | 7.1 |
| Contingent assets 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:

| | 2025 | 2024 |
|---|-------------------|-------------------|
| Financial assets | | |
| Cash and cash equivalents | 29,779,476 | 35,218,858 |
| Restricted cash and cash equivalents | 7,687,692 | 15,400,263 |
| Financial assets at amortised cost ^(a) | 5,904,155 | 6,718,834 |
| Total financial assets | 43,371,323 | 57,337,955 |
| Financial liabilities | | |
| Financial liabilities measured at amortised cost ^(b) | 5,544,873 | 12,686,662 |
| Lease Liabilities | 2,736,569 | 336,933 |
| Total financial liabilities | 8,281,442 | 13,023,596 |

^(a) The amount of Financial assets at amortised cost 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

NM TAFE has no contingent assets.

7.2.2 Contingent liabilities

NM TAFE is continuing to assess the application of the *Long Service Leave Act 1958* for casual employees. An amount of \$0.7m has been recognised as part of the employee related provisions. It is estimated that an amount of \$2.5m for long service leave for entitled employees for pure casual, mixed mode (being employees who have worked across a mix of casual, fixed term and permanent employment) and terminated employees need to be assessed. 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.

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 |
| Correction of prior period errors | 8.2 |
| Key management personnel | 8.3 |
| Related parties | 8.4 |
| Related bodies | 8.5 |
| Affiliated bodies | 8.6 |
| Remuneration of auditors | 8.7 |
| Non-current assets classified as held for transfer | 8.8 |
| Supplementary financial information | 8.9 |
| Changes in Accounting Policy | 8.10 |

8.1 Events occurring after the end of the reporting period

There were no significant events occurring after the reporting period.

8.2 Correction of prior period errors

During the current year, NM TAFE received updated advice from Landgate confirming that professional and project management fees were incorrectly not included in the value of current use building assets under the current replacement cost basis as required by AASB 2022-10, which applied prospectively for financial years commencing 1 January 2024. As a result, the prior year reported figures have been restated, as follows:

Year ended 31 December 2024

| | Reported 31 Dec 2024 | Correction of error | Restated 31 Dec 2024 |
|--|-------------------------|------------------------|-------------------------|
| Statement of Financial Position (extract) | \$ | \$ | \$ |
| Non-Current assets | | | |
| Property, Plant and equipment | 573,813,237 | 58,897,243 | 632,710,480 |
| Equity | | | |
| Reserves | 119,999,636 | 58,897,243 | 178,896,879 |
| Statement of Comprehensive Income (extract) | | | |
| Other comprehensive income | | | |
| Changes in asset revaluation surplus | 32,813,914 | 58,897,243 | 91,711,157 |
| Total other comprehensive income | 32,813,914 | 58,897,243 | 91,711,157 |
| Total comprehensive surplus/ (deficit) for the period | 17,594,277 | 58,897,243 | 76,491,520 |

8.3 Key management personnel

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

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

Compensation of Members of the Accountable Authority

| | 2025 | 2024 |
|------------------------|------|------|
| Compensation Band (\$) | | |
| 390,001 – 400,000 | 1 | - |
| 340,001 – 350,000 | - | 1 |
| 20,001 – 30,000 | 1 | 1 |
| 1 – 10,000 | 9 | 10 |

Compensation of Senior Officer

| | 2025 | 2024 |
|------------------------|------|------|
| Compensation Band (\$) | | |
| 250,001 – 300,000 | 2 | - |
| 200,001 – 250,000 | 5 | 3 |
| 150,001 – 200,000 | 1 | 5 |
| 100,001 – 150,000 | 1 | 1 |
| 50,001 – 100,000 | - | 1 |
| 1 – 50,000 | - | 1 |

| | | |
|------------------------------|-----------|-----------|
| Short-term employee benefits | 1,971,625 | 1,769,980 |
| Post-employment benefits | 231,368 | 218,006 |
| Other long-term benefits | 225,523 | 199,019 |

| | | |
|---|------------------|------------------|
| Total compensation of key management personnel | 2,428,516 | 2,187,005 |
|---|------------------|------------------|

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

8.4 Related parties

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

Related parties of NM TAFE include:

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

Material transactions with other related parties

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

8.5 Related bodies

NM TAFE has no related bodies.

8.6 Affiliated bodies

NM TAFE has no affiliated bodies.

8.7 Remuneration of auditors

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

| | 2025 | 2024 |
|--|---------|---------|
| Auditing the accounts, financial statements, controls and key performance indicators | 261,600 | 240,000 |

8.8 Non-current assets classified as held for transfer

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

8.9 Supplementary financial information

(a) Write-offs

During the financial year, \$241,676 (2024: \$182,830) of debts due to NM TAFE were written off, \$915,508 (2024: \$360,200) was written off the asset register under authority of:

| | 2025 | 2024 |
|---------------------------|----------------|----------------|
| The accountable authority | 241,676 | 543,030 |
| | 241,676 | 543,030 |

(b) Losses through theft, defaults and other causes

| | 2025 | 2024 |
|--|---------|---------|
| Losses of public money and public and other property through theft or defaults | 5,686 | 4,741 |
| Amounts recovered | (5,686) | (4,741) |
| | - | - |

(c) Forgiveness of debts

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

(d) Gifts of public property

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

8.10 Changes in Accounting Policy

The following standards are first applied for the reporting period ended on 31 December 2025:

- 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 (Controlled Operations)

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

All variances between estimates (original budget) and actual results for 2025, and between the actual results for 2025 and 2024 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 comparative:

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* \$2,589,538 being 1% of \$258,953,826), and
- Total Assets of the annual estimates for the Statement of financial position (*i.e* \$5,905,604 being 1% of \$590,560,434).

2. Actual results between the current year and the previous year

- Total Cost of Services of the previous year for the Statements of comprehensive income and Statement of cash flows (*i.e* \$2,590,566 being 1% \$259,056,608); and
- Total Assets of the previous year for the Statement of financial position (*i.e* \$6,942,233 being 1% of \$694,223,279).

9.1 Statement of Comprehensive Income Variances

| | Variance Note | Estimate 2025 | Actual 2025 | Actual 2024 | Variance between estimate and actual | Variance between actual results for 2025 and 2024 |
|--|---------------|---------------------|---------------------|---------------------|--------------------------------------|---|
| | | \$ | \$ | \$ | \$ | \$ |
| Expenses | | | | | | |
| Employee benefits expense | | 177,606,601 | 185,868,113 | 171,479,766 | 8,261,512 | 14,388,348 |
| Supplies and services | | 47,797,550 | 48,320,601 | 50,916,839 | 523,051 | (2,596,237) |
| Grants and subsidies | | 20,000 | - | 1,987,333 | (20,000) | (1,987,333) |
| Finance cost | | 25,906 | 24,896 | 14,317 | (1,010) | 10,578 |
| Other expenses | A,1 | 15,228,336 | 20,050,345 | 17,356,633 | 4,822,009 | 2,693,712 |
| Loss on disposal of non-current assets | | 17,500 | 13,068 | 764 | (4,432) | 12,303 |
| Depreciation and amortisation expense | B,2 | 18,257,933 | 22,781,361 | 17,300,955 | 4,523,428 | 5,480,406 |
| Total cost of services | | 258,953,826 | 277,058,384 | 259,056,608 | 18,104,558 | 18,001,776 |
| Income | | | | | | |
| Fee for service | | 26,044,459 | 27,132,234 | 25,580,871 | 1,087,775 | 1,551,363 |
| Student fees and charges | | 17,595,370 | 18,394,156 | 18,354,851 | 798,786 | 39,305 |
| Ancillary trading | | 666,573 | 855,662 | 836,512 | 189,089 | 19,150 |
| Commonwealth grants and contributions | | - | - | 800,222 | - | (800,222) |
| Interest revenue | | 2,625,000 | 3,000,238 | 2,774,970 | 375,238 | 225,267 |
| Other revenue | | 921,784 | 773,398 | 894,516 | (148,386) | (121,118) |
| Total revenue | | 47,853,186 | 50,155,689 | 49,241,941 | 2,302,503 | 913,747 |
| Gains | | | | | | |
| Gains arising from changes in fair value - Land | 3 | - | - | 5,750,000 | - | (5,750,000) |
| Total gains | | - | - | 5,750,000 | - | (5,750,000) |
| Total income other than income from State Government | | 47,853,186 | 50,155,689 | 54,991,941 | 2,302,503 | (4,836,253) |
| NET COST OF SERVICES | | 211,100,640 | 226,902,696 | 204,064,666 | 15,802,056 | 22,838,029 |
| Income from State Government | | | | | | |
| Grants and subsidies | | 184,276,587 | 184,131,035 | 173,459,196 | (145,552) | 10,671,839 |
| Resource Received | | 8,435,147 | 10,069,109 | 9,467,930 | 1,633,962 | 601,180 |
| Income from other public sector entities | C | - | 5,300,902 | 5,917,904 | 5,300,902 | (617,002) |
| Total income from State Government | | 192,711,734 | 199,501,047 | 188,845,030 | 6,789,313 | 10,656,017 |
| SURPLUS/(DEFICIT) FOR THE PERIOD | | (18,388,906) | (27,401,649) | (15,219,637) | (9,012,743) | (12,182,013) |
| OTHER COMPREHENSIVE INCOME | | | | | | |
| Items not reclassified subsequently to profit or loss | | | | | | |
| Changes in asset revaluation surplus | | - | 32,124,668 | 91,711,157 | 32,124,668 | (59,586,489) |
| Total other comprehensive income | | - | 32,124,668 | 91,711,157 | 32,124,668 | (59,586,489) |
| TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD | | (18,388,906) | 4,723,019 | 76,491,520 | 23,111,925 | (71,768,502) |

Major Estimate and Actual (2025) Variance Narratives

- A. 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.
- B. Increases in depreciation and amortisation expense are due to the higher valuation of assets arising from the inclusion of professional and project management fees, as well as asset capitalisation (refer to note 4.1).
- C. The Section 40 estimates recognise DTWD grant revenue in this line, however the actuals include it under "Grant and subsidies".

Major Actual 2025 and Comparative (2024) Variance Narratives

1. Other expenses was as a result of increased student curriculum hours, payroll tax, risk cover insurance premiums and ongoing maintenance costs.
2. Increases in depreciation and amortisation expense are due to the higher valuation of assets arising from the inclusion of professional and project management fees, as well as asset capitalisation (refer to note 4.1).
3. Gains arising from changes in fair value of Land as part of the 2024 Landgate valuation which had to be recognised as part of the deficit of the period.

9.2 Statement of Financial Position Variances

| | Variance Note | Estimate 2025 | Actual 2025 | Actual 2024 | Variance between estimate and actual | Variance between actual results for 2025 and 2024 |
|--------------------------------------|---------------|--------------------|--------------------|--------------------|--------------------------------------|---|
| | | \$ | \$ | \$ | \$ | \$ |
| ASSETS | | | | | | |
| Current Assets | | | | | | |
| Cash and cash equivalents | | 31,370,974 | 29,779,476 | 35,218,858 | (1,591,498) | (5,439,382) |
| Restricted cash and cash equivalents | | 8,433,225 | 7,687,692 | 8,060,120 | (745,533) | (372,428) |
| Receivables | | 7,366,997 | 6,687,257 | 7,246,537 | (679,740) | (559,280) |
| Other current assets | | 2,103,276 | 3,583,515 | 3,293,406 | 1,480,239 | 290,109 |
| Total Current Assets | | 49,274,472 | 47,737,941 | 53,818,922 | (1,536,531) | (6,080,980) |
| Non-Current Assets | | | | | | |
| Restricted cash and cash equivalents | 1 | 465,628 | - | 7,340,143 | (465,628) | (7,340,143) |
| Property, plant and equipment | A,2 | 540,528,131 | 655,587,308 | 632,710,480 | 115,059,177 | 22,876,827 |
| Right of Use Assets | | 241,204 | 2,719,372 | 324,896 | 2,478,168 | 2,394,476 |
| Intangible assets | | 50,999 | 412,307 | 28,839 | 361,308 | 383,469 |
| Total Non-Current Assets | | 541,285,962 | 658,718,987 | 640,404,358 | 117,433,025 | 18,314,629 |
| TOTAL ASSETS | | 590,560,434 | 706,456,928 | 694,223,279 | 115,896,494 | 12,233,649 |
| LIABILITIES | | | | | | |
| Current Liabilities | | | | | | |
| Payables | 3 | 5,562,423 | 5,544,873 | 12,686,662 | (17,550) | (7,141,789) |
| Lease Liabilities | | 81,305 | 514,731 | 98,424 | 433,426 | 416,306 |
| Employee related provisions | | 17,100,354 | 17,577,915 | 15,151,879 | 477,561 | 2,426,036 |
| Other current liabilities | | 11,096,316 | 13,286,004 | 14,996,424 | 2,189,688 | (1,710,420) |
| Total Current Liabilities | | 33,840,398 | 36,923,523 | 42,933,390 | 3,083,125 | (6,009,867) |
| Non-Current Liabilities | | | | | | |
| Lease liabilities | | 169,972 | 2,221,839 | 238,509 | 2,051,867 | 1,983,330 |
| Employee related provisions | | 11,451,861 | 14,024,000 | 13,302,000 | 2,572,139 | 722,000 |
| Total Non-Current Liabilities | | 11,621,833 | 16,245,839 | 13,540,509 | 4,624,006 | 2,705,330 |
| TOTAL LIABILITIES | | 45,462,231 | 53,169,361 | 56,473,899 | 7,707,130 | (3,304,537) |
| NET ASSETS | | 545,098,203 | 653,287,567 | 637,749,380 | 108,189,364 | 15,538,186 |
| EQUITY | | | | | | |
| Contributed equity | | 586,884,411 | 577,868,424 | 567,053,256 | (9,015,987) | 10,815,167 |
| Reserves | | 87,185,722 | 211,021,547 | 178,896,879 | 123,835,825 | 32,124,668 |
| Accumulated surplus / (deficit) | | (128,971,930) | (135,602,404) | (108,200,755) | (6,630,474) | (27,401,649) |
| TOTAL EQUITY | | 545,098,203 | 653,287,567 | 637,749,380 | 108,189,364 | 15,538,186 |

Major Estimate and Actual (2025) Variance Narratives

- A. The Section 40 estimates were produced prior to Landgate asset revaluations. Assets were subsequently revalued higher from the inclusion of professional and project management fees, as well as asset capitalisation (refer to note 4.1).

Major Actual 2025 and Comparative (2024) Variance Narratives

- The variance is due to the 27th Pay which was paid in December 2025.
- Increases in the value of property, plant and equipment are attributed to asset revaluation including the recognition of professional and project management fees and the purchase of new assets, partially offset by depreciation expense for the year (see note 4.1).
- The variance is due to no accrued salaries as a fortnightly pay run was processed on 31 December 2025.

9.3 Statement of Cash Flow Variances

| | Variance Note | Estimate 2025 | Actual 2025 | Actual 2024 | Variance between estimate and actual | Variance between actual results for 2025 and 2024 |
|---|---------------|----------------------|----------------------|----------------------|--------------------------------------|---|
| | | \$ | \$ | \$ | \$ | \$ |
| CASH FLOWS FROM STATE GOVERNMENT | | | | | | |
| Grants and subsidies - DTWD | | 184,274,112 | 185,178,092 | 175,885,597 | 903,980 | 9,292,495 |
| Funds from other public sector entities | A | - | 5,260,527 | 5,897,904 | 5,260,527 | (637,377) |
| Total Net cash provided by State Government | | 184,274,112 | 190,438,618 | 181,783,501 | 6,164,506 | 8,655,117 |
| CASH FLOWS FROM OPERATING ACTIVITIES | | | | | | |
| Payments | | | | | | |
| Employee benefits | 1 | (183,464,587) | (189,010,304) | (165,236,526) | (5,545,717) | (23,773,777) |
| Supplies and services | | (37,368,673) | (39,669,958) | (42,174,873) | (2,301,285) | 2,504,915 |
| Finance Cost | | (10,000) | (24,896) | (14,317) | (14,896) | (10,578) |
| Grants and subsidies | | (20,000) | (1,199,778) | (1,987,333) | (1,179,778) | 787,555 |
| GST payments on purchases | | (3,841,717) | (5,256,000) | (5,428,545) | (1,414,283) | 172,545 |
| Other payments | B,2 | (15,067,675) | (20,088,035) | (17,176,620) | (5,020,360) | (2,911,415) |
| Receipts | | | | | | |
| Fee for service | | 25,329,431 | 27,734,220 | 25,798,641 | 2,404,789 | 1,935,579 |
| Student fees and charges | | 16,500,188 | 17,370,718 | 19,138,259 | 870,530 | (1,767,541) |
| Ancillary trading | | 666,574 | 855,662 | 836,512 | 189,088 | 19,150 |
| Interest received | | 3,725,000 | 3,000,238 | 2,678,899 | (724,762) | 321,339 |
| GST receipts on sales | | 695,243 | 348,198 | 369,774 | (347,045) | (21,576) |
| GST receipts from taxation authority | | 3,140,035 | 4,801,120 | 5,058,771 | 1,661,085 | (257,651) |
| Other receipts | | 869,194 | 598,837 | 816,137 | (270,357) | (217,300) |
| Net cash used in operating activities | | (188,846,987) | (200,539,978) | (177,321,223) | (11,692,991) | (23,218,756) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | | | | |
| Payments | | | | | | |
| Purchase of non-current physical assets | 3 | (3,183,000) | (3,185,452) | (6,733,579) | (2,452) | 3,548,127 |
| Receipts | | | | | | |
| Proceeds from sale of non-current physical assets | | - | 1,763 | 5,876 | 1,763 | (4,113) |
| Capital Contribution | 4 | - | 264,833 | 3,080,455 | 264,833 | (2,815,622) |
| Net cash provided by investing activities | | (3,183,000) | (2,918,856) | (3,647,248) | 264,144 | 728,392 |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | | | | |
| Payments | | | | | | |
| Principal elements of lease | | (112,167) | (131,736) | (143,034) | (19,569) | 11,298 |
| Net cash provided by/(used in) financing activities | | (112,167) | (131,736) | (143,034) | (19,569) | 11,298 |
| Net increase (decrease) in cash and cash equivalents | | (7,868,042) | (13,151,952) | 671,996 | (5,283,910) | (13,823,948) |
| Cash and cash equivalents at the beginning of period | | 48,137,870 | 50,619,121 | 49,947,123 | 2,481,251 | 671,998 |
| CASH AND CASH EQUIVALENTS AT THE END OF PERIOD | | 40,269,827 | 37,467,169 | 50,619,121 | (2,802,658) | (13,151,952) |

Major Estimate and Actual (2025) Variance Narratives

- A. The variance is due to how the revenue is classified. This line in Section 40 Estimate model groups "Other public Sector Entities and Non-DPA Revenue" whilst the financial statements includes DTWD grant/NON-DPA revenue in "Grant and Subsidies – DTWD".
- B. Other payments were higher than Section 40 estimates as a result of increased student curriculum hours, payroll tax, risk cover insurance premiums and ongoing maintenance.

Major Actual 2025 and Comparative (2024) Variance Narratives

1. Higher employment benefits expense in 2025 was due to the payment of the 27th payment as well as the early fortnightly payroll processed on the 31 December 2025.
2. Other payments was as a result of increased student curriculum hours, payroll tax, risk cover insurance premiums and ongoing maintenance costs.
3. Higher level of capital work expenses in FY2024 are associated with the Joondalup light auto workshop project and Balga Specialist Teaching Block.
4. No significant capital contribution transfers during FY2025 from DTWD.



McLarty campus

Features a simulation hospital and aged care facility to give students a strong understanding of what it's like to work in industry. [Take a virtual tour of this campus](#)



Audited Key Performance Indicators

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 2025.



Dr Mara West
Governing Council Chair
North Metropolitan TAFE
12 March 2026



Michelle Hoad
Managing Director
North Metropolitan TAFE
12 March 2026

2025 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 achievement
3. Graduate destination
4. Achievement of profile delivery

The efficiency indicator highlights how effectively NMTAFE utilises its resources to offer VET programs. NMTAFE reports one efficiency indicator:

5. Delivery cost per student curriculum hour (SCH)

KPI 1 – Overall Student Satisfaction

The overall student satisfaction rating is derived from the 2025 Student Satisfaction Survey, conducted by Wallis Social Research (Wallis) on behalf of DTWD between September and November 2025. 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?'

Students enrolled in either the first or second semester of 2025 were invited to participate in the survey through multiple channels including online, paper-based surveys, Computer-Assisted Telephone Interviewing (CATI), the Student Management System (SMS), the WA Student Satisfaction Survey website, the NMTAFE website, and campus posters. Additionally, a subset of students were contacted directly by phone to complete the survey via telephone interviewing.

In 2025, of the 20,002 NMTAFE students contacted, the number of students who participated reflected a 18.5% response rate. This year, NMTAFE's student satisfaction was 84.9% slightly below target.

Table 1: Overall Student Satisfaction

| | 2025 Target | 2025 Actual | 2024 Actual | 2023 Actual |
|-------------------------|-------------|-------------|-------------|-------------|
| North Metropolitan TAFE | 85% | 84.9% | 84.0% | 86.6% |
| Western Australia | | 85% | 84.7% | 87.3% |

Notes

1. **Source:** DTWD, 2025 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. The survey data were weighted back to the total student population: gender (male, female, other), age group (15-19, 20-29, 30-44, 45+), education type (EBS, IBS), training provider (each of the five TAFE colleges, WAAPA and private training providers).

KPI 2 – Graduate Achievement

Graduate achievement rate is obtained from the 2025 Student Outcomes Survey administered by the National Centre for Vocational Education Research (NCVER) (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 2025, of the 8,910 graduated students contacted, 3,258 responded (36.6% response rate). NMTAFE's graduate achievement was 2.4% above target, with 82.4% of respondents having achieved their main reason for doing the training.

Table 2: Graduate Achievement

| 2025 Target | 2025 Actual | 2024 Actual | 2023 Actual |
|-------------|-------------|-------------|-------------|
| 80% | 82.4% | 82.7% | 83.3% |

Notes

- Source:** NCVER National Student Outcome Survey (SOS), 2025. 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 Employment and Workplace Relations.
- 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 2024, using data collected in mid-2025. 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 2025 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 2025, NMTAFE's graduate destination was above target, with 70.5% of respondents having found employment.

Table3: Graduate Destination - Employed

| 2025 Target | 2025 Actual | 2024 Actual | 2023 Actual |
|-------------|-------------|-------------|-------------|
| 70% | 70.5% | 73.6% | 75.6% |

Notes

- Source:** NCVER National Student Outcome Survey (SOS), 2025. 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 Employment and Workplace Relations.
- 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 2024, using data collected in mid-2025. 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 2025, the Profile delivered by NMTAFE was above the original planned target of 9,920,000 SCH, resulting in an overall achievement of 101.1% (Table 4).

The College plans its delivery based on projected training demand, considering government objectives, labour market trends, and the requirements of individuals and industry. The actual SCH delivered reflects both student demand across occupational areas and shifts in policy and regulatory settings. Rising employment and the growing need for skilled workers particularly in sectors such as construction and health continue to drive increased interest in Employment-Based Training, as businesses seek to strengthen their workforce. The continuation of Fee Free courses, Lower Fees, Local Skills initiatives and skill sets, have contributed to the College's SCH performance against targets.

Table 4: Profile Achievement

| 2025 Target | 2025 Actual | 2024 Actual | 2023 Actual |
|-------------|-------------|-------------|-------------|
| 100% | 101.1% | 110% | 101.5% |

Notes:

- Source:** North Metropolitan TAFE.
- Derivation:** DPA data represents the actual achievement of SCH in respective years.
- Comments:** Profile achievement is calculated by the actual DPA SCH achieved divided by the target SCH contains with the DPA
- 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 2025, 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 | 2025 Target Profile (SCH) | 2025 Actual Profile (SCH) | 2024 Actual Profile (SCH) | 2023 Actual Profile (SCH) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|
| 11. Chief Executives, General Managers and Legislators | 10,420 | 18,035 | 13,340 | 12,415 |
| 12. Farmers and Farm Managers | 0 | 0 | 0 | 0 |
| 13. Specialist Managers | 42,400 | 30,502 | 353,837 | 271,915 |
| 14. Hospitality, Retail and Service Managers | 152,265 | 145,050 | 151,938 | 101,318 |
| 1. MANAGERS Total | 205,085 | 193,587 | 519,115 | 385,648 |
| 21. Arts and Media Professionals | 537,569 | 581,093 | 570,143 | 540,802 |
| 22. Business, Human Resource and Marketing Professionals | 46,405 | 72,435 | 32,445 | 41,310 |
| 23. Design, Engineering, Science and Transport Professionals | 382,050 | 28,595 | 46,625 | 59,820 |
| 24. Education Professionals | 76,320 | 93,620 | 324,995 | 261,980 |
| 25. Health Professionals | 57,100 | 8,525 | 20,200 | 31,530 |
| 26. ICT Professionals | 593,644 | 181,250 | 189,810 | 122,740 |
| 27. Legal, Social and Welfare Professionals | 31,170 | 1,950 | 840 | 3,635 |
| 2. PROFESSIONALS Total | 1,724,258 | 967,468 | 1,185,058 | 1,061,817 |
| 31. Engineering, ICT and Science Technicians | 1,159,100 | 1,693,539 | 1,662,117 | 1,438,357 |
| 32. Automotive and Engineering Trades Workers | 342,920 | 379,087 | 400,468 | 312,681 |
| 33. Construction Trades Workers | 559,934 | 604,687 | 533,068 | 480,780 |
| 34. Electrotechnology and Telecommunications Trades Workers | 501,790 | 471,195 | 462,845 | 373,060 |
| 35. Food Trades Workers | 154,781 | 148,568 | 174,240 | 143,623 |
| 36. Skilled Animal and Horticultural Workers | 61,600 | 119,270 | 85,260 | 86,525 |
| 39. Other Technicians and Trades Workers | 325,474 | 615,791 | 577,786 | 573,600 |
| 3. TECHNICIANS AND TRADES WORKERS Total | 3,105,599 | 4,032,137 | 3,895,784 | 3,408,626 |
| 41. Health and Welfare Support Workers | 1,180,641 | 1,178,185 | 1,165,481 | 1,240,945 |
| 42. Carers and Aides | 1,208,820 | 1,384,885 | 1,398,743 | 1,204,357 |
| 43. Hospitality Workers | 36,590 | 48,120 | 40,060 | 30,415 |
| 44. Protective Service Workers | 0 | 0 | 0 | 0 |
| 45. Sports and Personal Service Workers | 363,786 | 239,942 | 263,733 | 268,215 |
| 4. COMMUNITY AND PERSONAL SERVICE WORKERS Total | 2,789,837 | 2,851,132 | 2,868,017 | 2,743,932 |

Department of Training and Workforce Development
ANZSCO Groups

| | 2025 Target Profile (SCH) | 2025 Actual Profile (SCH) | 2024 Actual Profile (SCH) | 2023 Actual Profile (SCH) |
|---|---------------------------|---------------------------|---------------------------|---------------------------|
| 51. Office Managers and Program Administrators | 176,083 | 271,795 | 288,255 | 245,730 |
| 52. Personal Assistants and Secretaries | 90,465 | 29,230 | 29,050 | 20,560 |
| 53. General Clerical Workers | 178,555 | 156,525 | 173,885 | 191,495 |
| 54. Inquiry Clerks and Receptionists | 0 | 0 | 0 | 0 |
| 55. Numerical Clerks | 145,145 | 178,690 | 143,985 | 138,740 |
| 56. Clerical and Office Support Workers | 0 | 0 | 0 | 0 |
| 59. Other Clerical and Administrative Workers | 352,969 | 358,735 | 330,095 | 282,540 |
| 5. CLERICAL AND ADMINISTRATIVE WORKERS Total | 943,217 | 994,975 | 965,270 | 879,065 |
| 61. Sales Representatives and Agents | 0 | 0 | 0 | 0 |
| 62. Sales Assistants and Salespersons | 0 | 12,240 | 10,560 | 18,990 |
| 6. SALES WORKERS Total | 0 | 12,240 | 10,560 | 18,990 |
| 71. Machine and Stationary Plant Operators | 161,300 | 147,037 | 165,770 | 126,806 |
| 72. Mobile Plant Operators | 0 | 0 | 0 | 0 |
| 73. Road and Rail Drivers | 0 | 0 | 0 | 0 |
| 74. Storepersons | 0 | 1,475 | 2,160 | 20 |
| 7. MACHINERY OPERATORS AND DRIVERS Total | 161,300 | 148,512 | 167,930 | 126,826 |
| 81. Cleaners and Laundry Workers | 0 | 0 | 0 | 0 |
| 82. Construction and Mining Labourers | 132,467 | 110,459 | 115,837 | 94,471 |
| 83. Factory Process Workers | 133,800 | 164,580 | 152,305 | 70,734 |
| 84. Farm, Forestry and Garden Workers | 36,500 | 35,943 | 33,121 | 37,902 |
| 85. Food Preparation Assistants | 17,550 | 16,822 | 21,632 | 15,345 |
| 89. Other Labourers | 228,772 | 159,946 | 129,939 | 189,549 |
| 8. LABOURERS Total | 549,089 | 487,750 | 452,834 | 408,001 |
| G. General Education | 441,615 | 345,154 | 336,005 | 302,431 |
| Total Profile Delivery | 9,920,000 | 10,032,955 | 10,400,573 | 9,335,336 |

Notes:

- Source:** North Metropolitan TAFE.
- Definition:** The table indicates the target and actual achievement of SCH in the profiled DTWD 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 SCH.

In 2025, NMTAFE's delivery cost per SCH was within the target specified in the 2025 Section 40 Estimates (Table 6).

It can also be noted that:

- The cost per SCH was slightly lower than 2024.
- Total cost of services increased by \$18.0m (or 6.9%) to \$277,058,384 compared to 2024 of \$259,056,608.
- Major cost increases were in employee expenses, depreciation and other expenses.
- Total SCH delivered increased by 0.87m (7.3%) over 2024's figure.
- SCH increase is predominately associated with the Adult Migrant English Program.

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

| 2025 Target | 2025 Actual | 2024 Actual | 2023 Actual |
|-------------|-------------|-------------|-------------|
| \$22.10 | \$21.21 | \$21.28 | \$20.81 |

Notes:

1. 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.



Electrical Capstone Training

An Electrical apprentice training on cutting-edge testing equipment for industry licensing at Balga campus.

[Learn more about Capstone](#)



Other Statutory Information

Ministerial Directions

Treasurer's Instruction 8 Financial Accounting and Reporting (3.1) 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

The 2025 Capital Works program at NMTAFE is closely aligned with state government priorities, focusing on expanding capacity in critical workforce areas such as clean energy and building trades. The aim is to address skill shortages and support WA's leadership in workforce development.

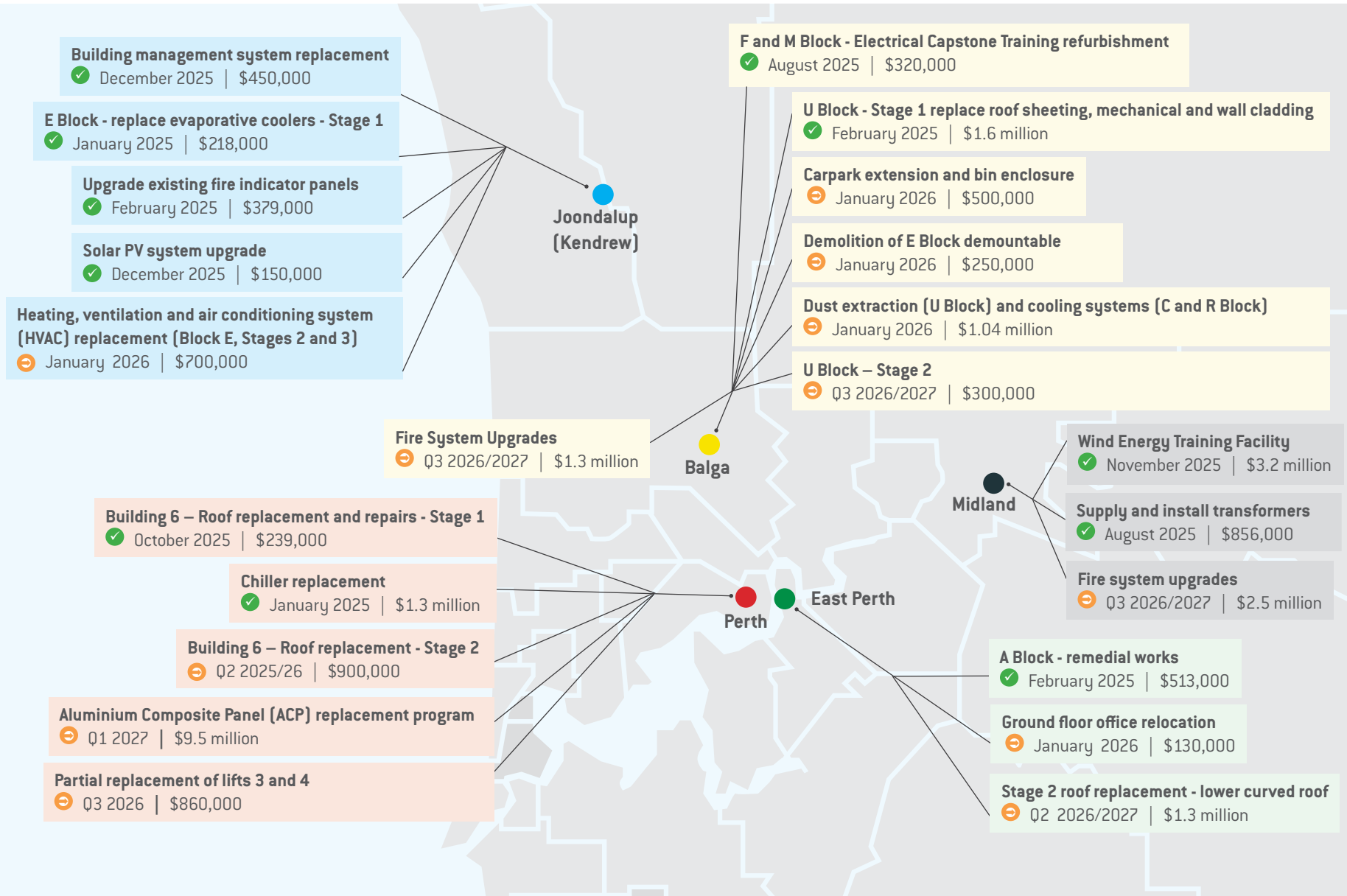
Training Equipment Investments

Modern Equipment Program (Stage 3, 2025): \$1.2 million invested in new equipment (electromechanical systems, telecommunications, virtual/augmented welding tools) for Advanced Manufacturing training at Balga, Clarkson and Midland.

Capital Works Projects Completed and in Progress in 2025

✔ Completed

🕒 In progress



Employment and Industrial Relations

Table 7: Staffing Profile

| Staff Profile | 2025 | 2024 | 2023 |
|--|--------------|--------------|--------------|
| Number of full-time staff (permanent and contract) | 932 | 894 | 816 |
| Number of part-time staff (permanent and contract) | 672 | 632 | 615 |
| Number of casual staff | 176 | 211 | 213 |
| Total number of staff | 1,780 | 1,737 | 1,644 |
| Academic Delivery (FTE) | 872 | 906 | 847 |
| Corporate Services and Support Services (FTE) | 521 | 539 | 513 |
| Total FTE | 1,393 | 1,445 | 1,361 |
| Unattached/Redeployees | 2 | 3 | 2 |

Note Workforce data taken from HRMIS. Information for FTE provided December 2025. FTE figures can vary across the year by +/- 10% due to training demand fluctuations.

Staff Development

NMTAFE is committed to developing a highly skilled, professional and adaptable workforce. Through targeted strategies and sustained investment in staff development, we empower employees to thrive in an environment shaped by evolving technologies and changing business needs. This commitment ensures our people remain resilient, capable and future-ready.

In 2025, we delivered a broad range of development opportunities that strengthened capability across the College. These initiatives reinforce our commitment to a student-centred approach to training and assessment, embedding quality, compliance and continuous improvement across all portfolios. By aligning professional development with strategic priorities and regulatory requirements, NMTAFE is positioning its workforce to deliver exceptional outcomes for learners and industry well into the future.



Staff member receives certificate at Staff Recognition Awards with (left) Governing Council Chair, Dr Mara West and (right) Managing Director, Michelle Hood



NMTAFE staff at RIO site as part of the College Lecturer Industry Placement (CLIP) program

Workforce Capability – Key Achievements 2025



Leadership and Career Development

- Future-leader pipeline strengthened through Building Leadership Impact and aspirant pathways
- Improved succession planning and leadership capability
- Preparation commenced for the launch of the Skills Academy in 2026



Professional Currency and Compliance

- External professional development coordinated with the Training and Accreditation Council (TAC), VET Development Centre and Velg Training
- Staff supported to remain current with best practice and regulatory compliance



Workplace Wellbeing and Safety

- Mental health, wellbeing and work, health and safety programs strengthened



Teaching Excellence and Innovation

- Lecturer capability enhanced through tertiary teaching qualifications and advanced eLearning practices, including generative AI
- 28 Action Learning Projects delivered, producing innovative, student-centred training solutions
- Masterclasses and workshops delivered in Instructional Intelligence, Universal Design for Learning and Managing Challenging Behaviour
- The College Lecturer Industry Placement (CLIP) program strengthened instructional quality and workforce relevance in 2025, with more than 130 placements completed by over 119 lecturers to maintain industry-current training



Diversity, Inclusion and Cultural Competence

- Targeted training delivered in culturally safe practices, Auslan and mentoring
- Improved accessibility, inclusion and community connection



Staff Capability and Compliance

- Building Leadership Impact was implemented across the College
- Training delivered in Complaints Management
- Staff equipped to manage complex issues and uphold regulatory standards

Workers Compensation

Six compensation claims of a minor nature were recorded during the financial year. This compares with ten compensation claims of a minor nature recorded in 2024.

Workforce Profile

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 | 2.3% | 21.12% | 4.16% | 71.43% | 2.4% |
| NMTAFE Target | 2% | 15.5% | 5% | 50% | 4% |
| Number of new staff required to meet target | Achieved | Achieved | 15 | Achieved | 29 |

Note This data was extracted from a monthly Workforce Diversity report as at 18 December 2025. Please note the statistics in the above table are based on employees who provided a valid response to equal employment opportunity questions.

Industrial Relations

Under the WA TAFE Lecturers' General Agreement 2023 and the Public Sector CSA Agreement 2024, the Joint Consultative Committee facilitated discussions and consultation on workplace issues.

In 2025, three disciplinary matters were carried over from the previous year and were finalised. Two new disciplinary matters arose in 2025, both of which are now finalised.



Community Services students
Mount Lawley 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 other governance disclosures in terms of pecuniary conflicts of interests, however, Dr Irene Ioannakis AM declared a potential conflict as the Chair of the VET Council for Stanley College; Ms Amy Barrett-Lennard declared a potential conflict through her appointment with the Aboriginal Art Centre Hub of WA (AACHWA) for a 12-month contract as Programs Manager; Professor Rowena Harper declared a potential conflict with the NMTAFE Creative Industries Flagship "TAFE 125" with regards to ECU City Campus; and Mr Hoosein Ismail declared his appointment to the Board of the Sister Project.



Electric Automotive Vehicle Training Centre
Joondalup (Kendrew) campus
[See all our Clean Energy training offerings](#)



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 2025, NMTAFE had ten 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 | 10 |
| Aggregate amount of personal use expenditure | \$496.33 |
| Aggregate amount of personal use expenditure settled by a due date | \$281.07 |
| Aggregate amount of personal use expenditure settled after the due date | \$215.26 |
| 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 Expenditure

In accordance with section 175ZE of the *Electoral Act 1907* NMTAFE incurred the following expenditure in advertising, market research, polling, direct mail and media advertising. Total expenditure for 2025 was \$36,548.80.

Table 10: Expenditure for Advertising and Media Organisations

| Class of organisation | Organisation | Amount ex GST | Total (\$) (ex GST) |
|---------------------------------|--------------------|---------------|---------------------|
| Advertising Agencies | - | - | |
| Market Research Organisations | SurveyMonkey | \$831.68 | \$831.68 |
| Polling Organisations | - | - | |
| Direct Mail Organisations | Mailchimp | \$4,345.07 | \$4,345.07 |
| | Google Ads | \$10,157.64 | \$31,372.05 |
| | Google Cloud | \$2,649.51 | |
| | Facebook/Instagram | \$10,215.72 | |
| Media Advertising Organisations | Student Edge | \$4,545.46 | |
| | LinkedIn | \$1,300.00 | |
| | Seek | \$2,500.02 | |
| | Spotify | \$3.70 | |
| Grand total | | | \$36,548.80 |

Inclusive Opportunities and Accessibility

NMTAFE is committed to accessibility, inclusion and student wellbeing, taking a proactive approach to ensure every learner – regardless of background or ability – can access high quality education, tailored support and meaningful opportunities to succeed.

The NMTAFE Disability Access and Inclusion Plan 2022–2026 (DAIP) guides efforts to ensure people with disability have equitable access to all services, programs and facilities.

Inclusive Learning and Accessible Support

NMTAFE strengthened inclusive learning through targeted professional development for staff, improved coordination of reasonable adjustments, and individual learning support plans to reduce barriers for students with disability and neurodiverse learners. Disability Awareness and Access and Inclusion training was delivered as part of the Diversity and Inclusion Training Program, supporting a shift beyond compliance toward inclusive, universally accessible learning and working environments that recognise and value diverse strengths. Access to support services was enhanced through streamlined systems, closer collaboration with mentoring providers and academic portfolios, and continued investment in accessible infrastructure and assistive technology – including mobility and care aids – to support participation and independence across campuses.

Accessible Information, Engagement and Participation

Staff capability was strengthened to deliver inclusive and culturally responsive support, including reasonable adjustments and dedicated learning support for Aboriginal and Torres Strait Islander students. Accessibility of student information was improved through accessible digital resources and the introduction of a plain-language Student Code of Conduct, supporting clearer understanding of rights and responsibilities. Accessible and transparent complaints processes were maintained through plain-language information and specialist learning support, while inclusive participation was further supported by enabling students with disability to engage in consultations and feedback through accessible, supported processes.

Inclusive Workforce Practices

NMTAFE strengthened workforce inclusion through governance arrangements, training initiatives and accessible practices that support employment opportunities for people with disability and enable inclusive participation across the organisation. Feedback on employment experiences was actively sought through an online Managing Director forum for staff with disability, providing a platform to reflect on NMTAFE strengths and identify opportunities for continued improvement in workplace inclusion and accessibility.



NMTAFE staff Bruce with his ALHD dog Lucky

Compliance with Public Sector Standards and Ethical Codes

In accordance with Section 31(1) of the *Public Sector Management Act 1994*, NMTAFE is committed to meeting obligations under the Public Sector Standards in Human Resource Management, the WA Public Sector Code of Ethics and the College's Staff Code of Conduct.

The College has policies, procedures, guidelines, reporting mechanisms and training in place to support compliance. The College updated People, Culture and Safety policies, including the Fraud and Corruption Control Policy and the Staff Code of Conduct. Ninety five per cent of staff have been trained in the Staff Code of Conduct and 98% of lecturers have received mandatory reporter training to understand their roles as Mandatory Reporters.

Other relevant training included Corruption and Misconduct Prevention training for high-risk areas and some facilitated leadership workshops to enhance management capability in responding to integrity issues.

Integrity and accountability measures included maintaining systems for reporting and investigating misconduct, supported by the Integrity and Accountability function. Ethical principles were also reinforced through regular staff communications and intranet resources.

These measures promote a culture of integrity, transparency and accountability, ensuring compliance with statutory obligations and alignment with the Commissioner's Instructions and best practice standards.

In 2025, two breach of standard claims were made in relation to the Employment Standard and referred to the Public Sector Commission; both claims were dismissed. One breach claim was raised in relation to the Grievance Standard and was found to be unsubstantiated by the College.

One Public Interest Disclosure claim was received and is currently under review.

Recordkeeping

In 2025, NMTAFE strengthened privacy compliance and prepared for the *Privacy and Responsible Information Sharing Act 2024* (PRIS) framework. Key actions included updating our Privacy Policy, introducing mandatory Privacy and Responsible Information Sharing training, and supporting staff through targeted sessions to embed privacy and data-sharing requirements into daily processes.

NMTAFE implemented an External Sharing Application to enable secure document exchange with external agencies and improved SharePoint governance by introducing automation, compliance monitoring via Microsoft Purview, and a consolidated single source of truth for records.

The records disposal program was reviewed to ensure compliance with legislation, with processes updated to manage retention periods and ensure the timely disposal of inactive records.

Additional initiatives included updating intranet guidance, issuing regular communications and reviewing recordkeeping practices. These measures reinforced best practice and supported a culture of accountability across NMTAFE.

Freedom of Information

This report highlights NMTAFE's compliance with the *Freedom of Information Act 1992* (FOI Act) for the period 1 January 2025 to 31 December 2025.

Continuing our commitment to openness, 31 FOI applications were processed within the statutory 45-day timeframe, with an average turnaround of 20 days.

NMTAFE maintained procedural integrity by regularly reviewing FOI-related documents, templates, and the Information Statement to ensure they remain current and reflect organisational values and business activities. The Information Statement is available on the NMTAFE website.

Workforce Diversity, Access and Inclusivity

Inclusive practices are embedded across policies and operations throughout the College to ensure alignment with organisational objectives and compliance with relevant standards.

To better understand workforce diversity, staff are invited to voluntarily share diversity information at commencement and through regular updates in line with the Workforce Diversification and Inclusion Plan. While most staff are comfortable to disclose this information, the College continues to encourage participation and engages staff from diverse backgrounds in committees, consultation and co-design activities to support an inclusive and safe workplace.

Informed by the Public Sector Census and the NMTAFE Staff Climate Survey 2023, the College commenced actions to strengthen diversity and inclusion, including developing a new Workforce Diversification and Inclusion Plan, engaging in the Solid Futures Aboriginal Traineeship Program and strategies to address the Gender Wage Gap. Ongoing policy reviews remain focused on delivering meaningful outcomes for staff and students from diverse backgrounds.



NMTAFE's stall at the 2025 Fairday event, Supreme Court Gardens, Perth



Fashion and Textile Design lecturer demonstrating screen printing to students, Perth campus

Workforce Diversity, Access and Inclusivity – Key Achievements 2025



Inclusive Recruitment

- Aboriginal Employment Strategy
- Alumni Diversity Group Recruitment initiative



Cultural Diversity

- Aboriginal Cultural Awareness Training
- Cultural Diversity and Inclusion Training
- Unconscious Bias Training (for senior leaders)
- Published NMTAFE Statement of Multicultural Commitment



Disability and Accessibility

- Disability Awareness – Access and Inclusion Training
- Strengthened understanding and inclusion of people from the Deaf community



Youth Development

- Participation in the School Based Traineeship Program
- Targeted professional development supporting youth pathways



Respectful and Safe Workplace

- Zero Discrimination Day video launched
- Increased awareness of grievance, complaints and feedback pathways
- Inclusive practices embedded across policies and operations



Inclusive Culture

- LGBTQIA+ Diversity and Inclusion Training
- Queer Peers Network supporting LGBTQIA+ staff and initiatives
- Increased visibility and support for diverse genders and sexualities



Women in Leadership

- Professional development supporting women in leadership
- Ongoing participation in the Public Sector Commission's Women in Executive Leadership Development Experience program
- International Women's Day cross-campus event celebrating women and girls



Gender Equity

- Gender Inclusive Language education for lecturing staff
- Managing Director participation in CEOs for Gender Equity
- Actions supporting gender equity and addressing the gender pay gap

Legislative Environment

NMTAFE 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*
- *Electronic Transactions Act 1999 – Federal Register of Legislation*
- *Equal Opportunity Act 1984*
- *Fair Work Act 2009 – Federal Register of Legislation*
- *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 (Screening) Act 2004*



Individual Support and Aged Care training
Joondalup (McLarty) campus
[Take a virtual tour of this campus](#)



Government Policy Requirements

Work Health, Safety and Injury Management

NMTAFE is committed to ensuring the safety, health and well-being 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 is made up of a Governing Council Strategic WHS Sub Committee, an Operational WHS Committee comprised of senior leadership with WHS oversight responsibilities, and nine campus-based Safety Committees, chaired by College Directors.

The College's Governing Council Strategic WHS Sub Committee's membership comprises a Governing Council member (Chair), the Managing Director, a member of Corporate Executive, the Director Facilities and the Manager Safety and Injury Management. The Sub Committee was established in July 2025 and convenes quarterly to provide high-level oversight, strategic guidance and assurance to the Governing Council on all matters related to WHS.

The Operational WHS Committee convenes quarterly to identify incident and hazard trends and remedial actions to health and safety issues in the workplace and review progression and outcomes of the KPIs outlined in the campus safety plans.

The College's Campus Safety Committees convene quarterly to proactively manage WHS issues, review and implement corrective actions for 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.

Table 11: OSH Performance against Targets

| Measure | Actual results | | | Results against Target | |
|---|----------------|-------|--------|---|---|
| | 2023 | 2024 | 2025 | 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 | 76.9% | 69.2% | 81.25% | 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 | 87.5% | 86.6% | 64.3% | Greater than or equal to 80% return | Target not met. 14 claims overall, 9 returned to work within 13 weeks with 5 workers requiring ongoing treatment. |
| Percentage of managers and supervisors trained in WHS injury management responsibilities, including refresher training within 3 years | 98% | 97% | 99% | Greater than or equal to 80% return | Early intervention vocational rehabilitation within the first 2-5 days has ensured return to work within 26 weeks target met. 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.**

Asbestos National Strategic Plan 2024-2030 Awareness and Management

NMTAFE is committed to achieving the relevant targets identified in the National Strategic Plan. NMTAFE's Asbestos Management Plan outlines legislative requirements, the identification of asbestos hazards, risk assessments, and the 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. NMTAFE maintenance services operate under the WA State Government Maintenance Services Arrangement contract, that has provisions for contractors in the management of asbestos-containing materials.

Online training modules explaining the types of asbestos, associated health risks and statutory requirements are available to all staff.

Governing Council 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 | Term of appointment | Base salary / sitting fees | Gross remuneration 2025 |
|--------------|-------------------------|----------------------|----------------------|-------------------------|--|-------------------------|
| Chair | Dr Mara West | Annual salary | 12 months | 1/07/2022 – 30/06/2026 | \$26,063.44 | \$26,063.44 |
| Deputy Chair | Ms Cheryl Robertson | Per meeting | 12 months | 1/07/2018 – 30/06/2026 | \$784 per full day meetings over four hours in duration. \$510 per half day for meetings of four hours or less. | \$2,550.00 |
| Member | Ms Michelle Hoad* | Not applicable | 12 months | 11/04/2016 – 31/12/2026 | Not applicable | - |
| Member | Ms Amy Barrett-Lennard | Per meeting | 12 months | 1/07/2020 – 30/06/2026 | | \$2,210.00 |
| Member | Professor Rowena Harper | Per meeting | 12 months | 1/07/2024 – 30/06/2027 | | \$2,210.00 |
| Member | Dr Irene Ioannakis AM | Per meeting | 12 months | 1/07/2022 – 30/06/2028 | | \$2,210.00 |
| Member | Mr Hoosein Ismail | Per meeting | 12 months | 1/07/2024 – 30/06/2027 | \$680 per full day meetings over four hours in duration. | \$2,210.00 |
| Member | Dr Craig McLure | Per meeting | 12 months | 10/10/2016 – 30/06/2026 | \$442 per half day for meetings of four hours or less. | \$1,326.00 |
| Member | Dr Shaun Ridley | Per meeting | 12 months | 1/07/2024 – 30/06/2026 | | \$2,652.00 |
| Member | Mr Kieran Ryan | Per meeting | 12 months | 1/07/2023 – 30/06/2026 | | \$442.00 |
| Member | Mr Adam Sofoulis | Per meeting | 12 months | 1/07/2018 – 30/06/2027 | | \$2,210.00 |
| Member | Dr Sheralee Tamaliunas* | Not applicable | 6 months | 1/07/2022 – 30/06/2025 | Not applicable | - |
| Total | | | | | | \$44,083.44 |

* Government employee not eligible for remuneration
 Nb. Figures do not include superannuation entitlements

WA Multicultural Policy Framework

The Western Australian Multicultural Policy Framework (WAMPF) promotes an inclusive, harmonious society where everyone feels a sense of belonging and can participate fully in civic, social, economic and cultural life. NMTAFE's 2024–2026 Multicultural Plan reflects these principles by fostering inclusive communities and equitable opportunities for culturally and linguistically diverse (CaLD) individuals.

Harmonious and Inclusive Communities

NMTAFE strengthened harmonious and inclusive communities by recognising CaLD student achievement and promoting intercultural understanding across the College. This included recognition at the WA Training Awards, with Amina Umer, AMEP graduate, receiving the WA Cultural Diversity Training Award, and CaLD students represented across multiple award categories. Cultural celebrations such as Harmony Week and Ramadan, alongside Cultural Diversity and Inclusion training and the publication of NMTAFE's Statement of Multicultural Commitment, reinforced inclusive values and a sense of belonging.

Culturally Responsive Policies, Programs and Services

NMTAFE strengthened AMEP pathways into Residential and Construction Trades via the "Try a Trade" initiative, and maintained strong partnerships with organisations providing support, advocacy and settlement services for humanitarian entrants and migrants.

Economic, Social, Cultural, Civic and Political Participation

We supported participation and inclusion for CaLD learners through targeted engagement and tailored support. In 2025, 3,846 students participated in the AMEP, supported by pathway advice, exit interviews and settlement information sessions to enable informed transitions. Engagement was further strengthened through the Managing Director forum for CaLD students and partnerships with StudyPerth, the City of Perth and JSCs, supporting access to employment services and community connection.

Substantive Equality

NMTAFE is committed to fostering an inclusive and respectful environment, where every individual is treated equitably and empowered to achieve their full potential with dignity.

To strengthen this commitment, NMTAFE has established steering committees that support diversity and inclusion throughout the organisation. These committees play a key role in:

- Supporting the implementation and progress of the NMTAFE Workforce Diversification and Inclusion Plan
- Advising on the development and review of related policies, including the NMTAFE Substantive Equality Policy
- Promoting continuous improvement in diversity and inclusion outcomes across all areas of the organisation

NMTAFE regularly conducts staff forums to check in with staff regarding substantive equality experiences. In 2025 a Managing Director forum was held for staff with disability to seek feedback about their experiences and opportunities, considering strengths and areas for improvement.

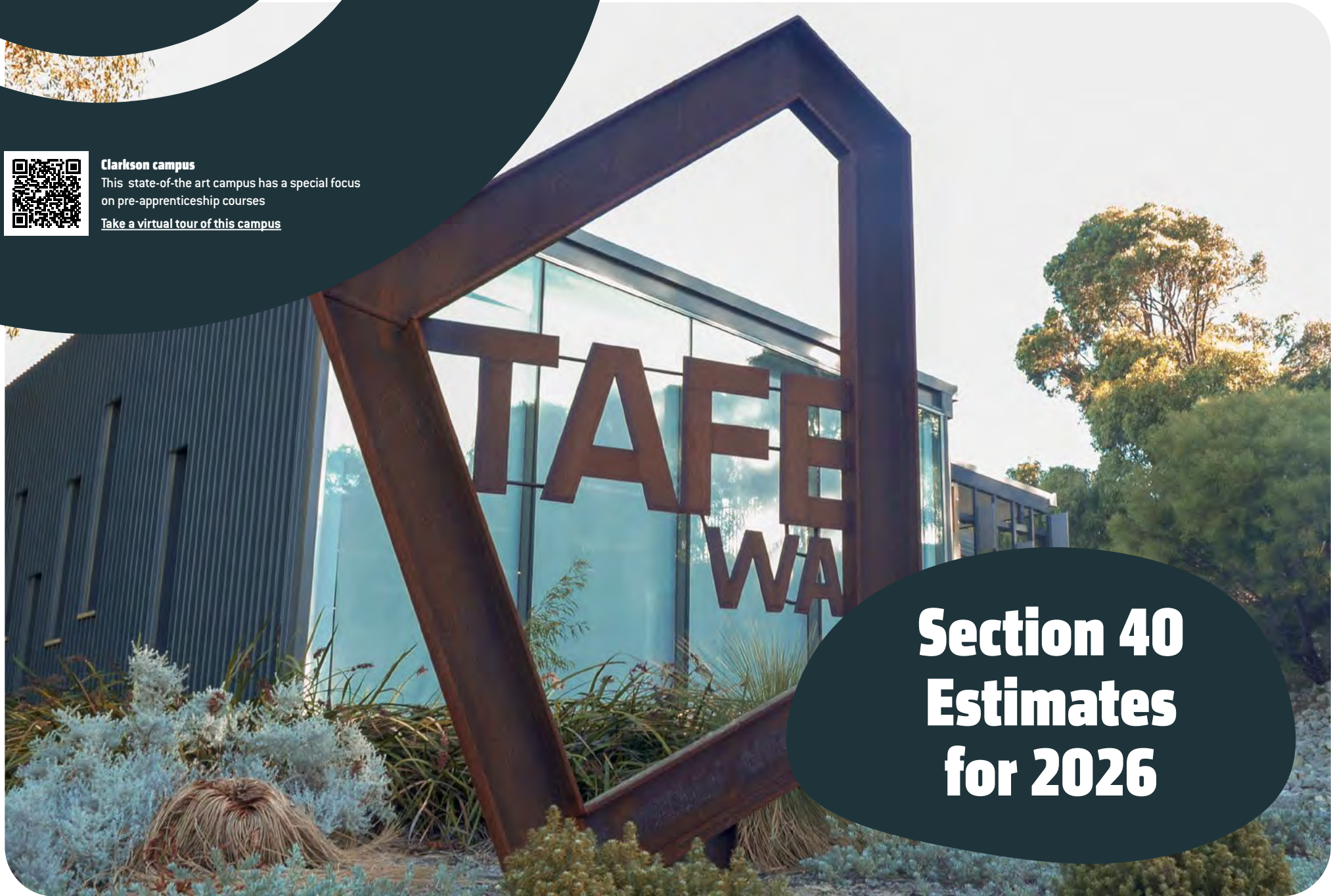
In 2025 we achieved over our target of 2% representation of Aboriginal and Torres Strait Islander people in our staffing cohort which is the 20th largest public sector entity in WA.



Clarkson campus

This state-of-the-art campus has a special focus on pre-apprenticeship courses

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



**Section 40
Estimates
for 2026**

Section 40 Estimates for 2026

In accordance with section 40 of the *Financial Management Act 2006* and Treasurer’s Instructions 9 Financial Statements, the annual estimates for the 2026 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 | 2026 budget estimate |
|--------------|--|---------------------------------------|----------------------|
| 1a | Adjusted Operating Result (\$) | N/A | [\$3,863,941] |
| 1b | Net Adjusted Operating Margin (as a % of total income) | +/-3% | -1.50% |
| 2a | \$ Cost per SCH | | \$22.42 |
| | SCH | | 12,430,008 |
| 2b | Cost per SCH (% movement in \$ cost per SCH) | -2.5% – +5% | 1.55% |
| 3a | Working Capital | Metro: 1.0–1.25 Regional: 1.25–1.75 | 1.05 |
| 3b | Cash Ratio | Metro: 0.7–1.0 Regional: 1.0–1.5 | 0.79 |
| 4 | Average Employee Entitlements Accrued (current) in weeks | Max. of 8 weeks | 4.46 |
| 5 | Sustainability of Cash Reserve in Days | 25–45 days | 60.38 |

North Metropolitan TAFE 2026 S40 Submission - Statement of Comprehensive Income

| | 2026 budget estimate (\$) |
|---|---------------------------|
| Cost of services | |
| Expenses | |
| Employee benefits expense | 187,916,393 |
| Supplies and services | 51,141,650 |
| Depreciation and amortisation expense | 20,457,933 |
| 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 | 19,128,336 |
| Total cost of services | 278,707,718 |
| Income | |
| Revenue | |
| Fee for service | 28,444,459 |
| Student charges and fees | 18,235,370 |
| Ancillary trading | 866,573 |
| Sales | 0 |
| Commonwealth grants and contributions | 0 |
| Interest revenue | 2,925,000 |
| Other revenue | 821,784 |
| Total revenue | 51,293,186 |
| 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 | 51,293,186 |
| Net costs of services | (227,414,532) |
| Income from State Government | |
| State funds | 196,390,479 |
| Assets assumed/(transferred) | 0 |
| Resources received free of charge | 10,435,147 |
| Royalties for regions | 0 |
| Total income from State Government | 206,825,626 |
| Surplus (deficit) for the period | (20,588,906) |
| Other comprehensive income | |
| Changes in asset revaluation reserve | 0 |
| Gains/(losses) recognised directly in equity | 0 |
| Total comprehensive income for the period | (20,588,906) |

North Metropolitan TAFE 2026 S40 Submission - Statement of Financial Position

| | 2026 budget estimate (\$) |
|---|---------------------------|
| Assets | |
| Current assets | |
| Cash and cash equivalents | 31,460,155 |
| Restricted cash and cash equivalents | 9,535,771 |
| Inventories | 0 |
| Receivables | 6,932,083 |
| Other current assets | 3,308,374 |
| Other financial assets | 0 |
| Non-current assets classified as held for sale | 0 |
| Total current assets | 51,236,383 |
| Non-current assets | |
| Restricted cash and cash equivalents | 1,051,898 |
| Inventories | 0 |
| Receivables | 0 |
| Property, plant and equipment | 558,649,673 |
| Right of use assets | 324,896 |
| Intangible assets | 28,839 |
| Other non-current assets | 0 |
| Total non-current assets | 560,055,306 |
| Total assets | 611,291,689 |
| Liabilities | |
| Current liabilities | |
| Payables | 9,009,187 |
| Borrowings | 98,424 |
| Amounts due to the Treasurer | 0 |
| Provisions | 16,117,507 |
| Other current liabilities | 14,560,796 |
| Liabilities directly associated with non-current assets classified as held for sale | 0 |
| Total current liabilities | 39,785,914 |
| Non-current liabilities | |
| Payables | 0 |
| Borrowings | 238,509 |
| Provisions | 14,302,000 |
| Other non-current liabilities | 0 |
| Total non-current liabilities | 14,540,509 |
| Total liabilities | 54,326,423 |
| Net assets | 556,965,266 |
| Equity | |
| Contributed equity | 586,944,195 |
| Reserves | 119,999,636 |
| Accumulated surplus/(deficiency) | (149,978,565) |
| Total Equity | 556,965,266 |

North Metropolitan TAFE 2026 S40 Submission - Statement of Cash Flows

| | 2026 budget estimate (\$) |
|--|----------------------------------|
| Cash flows from State Government | |
| State funds | 196,626,112 |
| Capital contributions | 0 |
| Special purpose grant/cash transferred from DTWD | 0 |
| Royalties for Regions | 0 |
| Net cash provided by State Government | 196,626,112 |
| <i>Utilised as follows:</i> | |
| Cash flows from operating activities | |
| Operating payments | |
| Employee benefits | (187,730,696) |
| Supplies and services | (40,012,775) |
| Finance costs | (10,000) |
| Grants and subsidies | (20,000) |
| GST payments on purchases | (5,041,717) |
| GST payments to taxation authority | 0 |
| Cost of goods sold | 0 |
| Other payments | (17,867,675) |
| Operating receipts | |
| Fee for service | 27,729,431 |
| Student fees and charges | 17,740,188 |
| Ancillary trading | 866,574 |
| Commonwealth grants and contributions | 0 |
| Interest received | 2,925,000 |
| GST receipts on sales | 695,243 |
| GST receipts from taxation authority | 4,340,035 |
| Sale of goods | 0 |
| Other receipts | 769,194 |
| Net cash provided by/(used in) operating activities | (195,617,198) |
| Cash flows from investing activities | |
| Proceeds from sale of non-current physical assets | 0 |
| Purchase of non-current physical assets | (2,500,000) |
| Purchase/Sale of Investments | 0 |
| Investments in other current financial assets | 0 |
| Net cash provided by/(used in) investing activities | (2,500,000) |
| 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 | (1,603,253) |
| Cash and cash equivalents at the beginning of the period | 43,651,077 |
| Cash and cash equivalents at the end of the period | 42,047,824 |

North Metropolitan TAFE 2026 S40 Submission - Statement of Changes in Equity

| | 2026 budget estimate (\$) |
|---|----------------------------------|
| Balance of equity at start of period | 568,215,172 |
| Contributed equity | |
| Balance at start of period | 577,605,198 |
| Capital contribution | 9,339,000 |
| Other contributions by owners | 0 |
| Distributions to owners | 0 |
| Balance at end of period | 586,944,198 |
| Reserves | |
| Asset revaluation reserve | |
| Balance at start of period | 119,999,636 |
| Changes in accounting policy or correction of prior period errors | 0 |
| Restated balance at start of period | 119,999,636 |
| Gains/(losses) from asset revaluation | 0 |
| Balance at end of period | 119,999,636 |
| Accumulated surplus (retained earnings) | |
| Balance at start of period | (129,389,662) |
| Changes in accounting policy or correction of prior period errors | 0 |
| Restated balance at start of period | (129,389,662) |
| Surplus/(deficit) or profit/(loss) for the period | (20,588,906) |
| Gains/(losses) recognised directly in equity | 0 |
| Balance at end of period | (149,978,568) |
| Balance of equity at end of period | 556,965,266 |
| Total income and expense for the period | (20,588,906) |



● **CLARKSON**

JSC Campus with Jobs and Skills Centre

● **JOONDALUP (MCLARTY)**

● **JSC JOONDALUP (KENDREW)**

Jobs and Skills Centre



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Jobs and Skills Centre **MIDLAND** ● **JSC**

● **LEEDERVILLE**

● **MOUNT LAWLEY**

● **JSC PERTH** Jobs and Skills Centre

● **EAST PERTH**