

# ANNUAL REPORT 2024



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RTO 3097



Aboriginal and Torres Strait Islander people have nurtured the land for many thousands of years and have allowed the land to nurture them. They are intimately connected and intuitive with the health of the natural environment and recognise when imbalance is present.

We will embrace the traditional knowledge of care and restoration of the terrestrial ecosystems and work with First Nations people to understand, replenish, and heal our land. The generous waterways, skies, and lands of our region provide an abundance of energy that will be embraced in exchange for a better future.

Wodonga TAFE acknowledges the Traditional Custodians of the land on which we work and live, and recognise their continuing connection to country.

We pay respect to Elders past, present, and emerging.



We are committed to providing a safe, welcoming, and respectful environment for all. We value the diversity and uniqueness of the staff, student, and broader community and are committed to working towards addressing barriers and systemic issues that some community members face. As an organisation, we contribute towards best practice in providing welcoming and inclusive environments for all.





We acknowledge all Defence personnel, Veterans, and the family of any Veterans, and thank them for their service.

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# Board Chair and Chief Executive Officer

It is with great pleasure that Wodonga Institute of TAFE (Wodonga TAFE) highlights our achievements in our 2024 Annual Report.

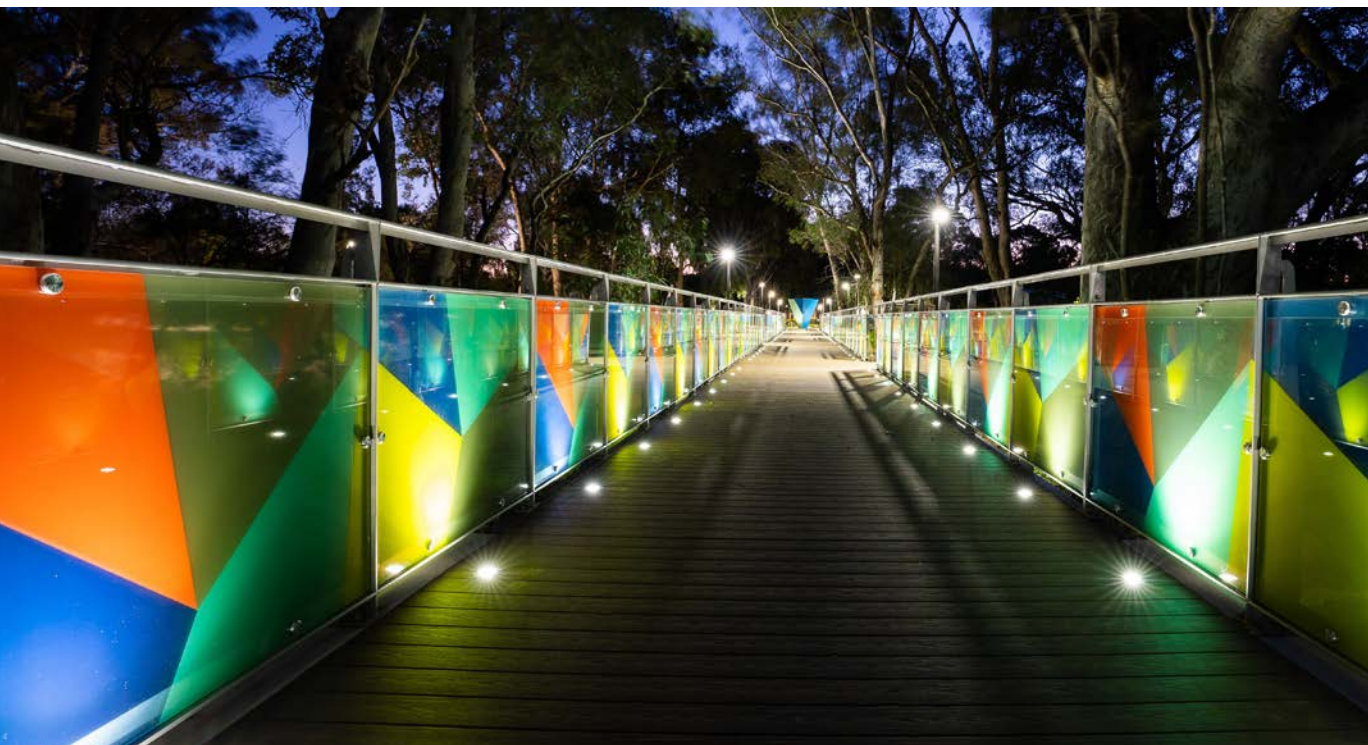
2024 was a challenging but successful year for Wodonga TAFE. We achieved remarkable success across all facets of the organisation, continuing in the top quartile Student Satisfaction rating in the Victorian TAFE sector. The flood restoration of the Shepparton Campus was completed in 2024 and the campus is now operational.

We are optimistic as we enter the new year, looking forward to future opportunities through our advocacy programs, including the GROW initiative and the Education First Youth Foyer, which commenced construction in 2024. We are investing in our TAFE to ensure we are providing not only the skills for today, but also advocating for the role Wodonga TAFE can play in developing skills for the future and the clean economy. We continue to improve our campus services and facilities including the formal opening of the Wodonga TAFE Trades Training Centre which allows for the addition of trades training in both electrical and plumbing.

2024 marked the successful initiation of the Joint Technical Trades Training Services contract which support the trades capability for Army and Navy. We are very proud to be leading TAFE's and other education providers in servicing the Australian Defence Force vocational education needs on a national basis.

Wodonga TAFE is proud to collaborate with exemplary partners from various industries, regional communities, and educational networks, including schools and universities. Together, we strive to integrate vocational education and training into every aspect of the communities we serve. The importance of quality vocational education and training in building the local region's workforce, overcoming unemployment, creating opportunities, addressing tertiary participation challenges, and shaping a prosperous future for this region. We were also proud to continue the implementation of our Veterans and Family Strategy, which aims to improve inclusivity for Veterans and their families. All Wodonga TAFE staff should be incredibly proud of not only what they do as individuals, but what we have achieved as a team.

Wodonga TAFE takes this opportunity to acknowledge and thank The Hon. Gayle Tierney MP, Minister for Skills and TAFE, and Minister for Water, for her support throughout 2024, and the ongoing commitment to removing barriers to education through the FreeTAFE initiative. The commitment shown by the Minister and the Victorian Government to Wodonga TAFE and the region's community is greatly appreciated. We also acknowledge the invaluable support of the Department of Jobs, Skills Industries and Regions, and the Office of TAFE Coordination and Delivery, the Victorian Skills Authority, and the Victorian TAFE Association.



We would like to thank our students for their efforts during 2024, they are Wodonga TAFE's core purpose, and we trust that they both enjoyed and received great benefit from the training provided. We also want to acknowledge and thank our Board Directors and Leadership Team for their continued efforts to lead, support and steer the Institute through a successful year in which we achieved growth, change and innovation. These results can only be sustained by a combined team effort across the whole Institute and its partners, and we thank all for their contribution.

Allison Jenvey

Chair & Ministerial Nominee Director  
Wodonga Institute of TAFE

Finally, Wodonga TAFE thanks and acknowledges all our staff who continue to give so much of themselves in helping shape what education means to its community, industry, and educational partners. The TAFE's growing workforce is made up of incredibly passionate and selfless people, who all contribute to making Wodonga TAFE successful.

Phil Paterson

Managing Director and Chief Executive Officer  
Wodonga Institute of TAFE



# Charter and Purpose

## Manner of establishment and relevant Minister

### Manner of Establishment

Wodonga TAFE was established in 1986 by the Victorian State Government, and staff commenced working from premises at 1 McKoy Street, Wodonga. In 1988 the Institute purchased the site at 87 McKoy Street, West Wodonga, the current main campus, from the Albury-Wodonga Development Corporation. Wodonga TAFE delivered health and childcare training from what is now Building B on the current campus, and the Institute also offered workforce training onsite for local businesses. These facilities also were shared with La Trobe University for approximately 10 years.

In 1991 campus buildings were extended to include Building A, and other buildings were added to the Campus as delivery demand grew. In 2013 operations were further expanded with the integration of Driver Education Centre of Australia (DECA) into Wodonga TAFE. As a well-renowned vocational education and training provider, Wodonga TAFE has experienced significant success over many years.

Wodonga TAFE continued to increase its training offerings with its expansion into the transport and logistic industries and the growing demand saw the development of the Logic Campus at Barnawartha North in 2014. Wodonga TAFE's Shepparton campus continues to grow to meet training and employment demands.

Since, Wodonga TAFE has grown substantially in offerings, staff, delivery footprint and in our industry partnerships. Of note is the Joint Technical Trades Training Services and Driver Machinery Plant Training contracts with Defence. As a result, Wodonga TAFE staff and our training partners are operating out of locations across Australia, including Amberley, Bandiana, Cairns, Darwin, Mornington Peninsula, Perth, Puckapunyal, Townsville, and Watsonia.

### Relevant Minister

Wodonga TAFE is administered by the The Hon. Gayle Tierney MP, Minister for Skills and TAFE.

# Purpose, functions, powers, and duties

## Our functions, powers and duties

Wodonga TAFE's combined focus on innovation, organisational culture, and quality, ensures accessible vocational education services to a large range of diverse and geographically disparate learners.

Located in the city of Wodonga, one of Australia's largest and fastest-growing regional centres, Wodonga TAFE is proud to have earned the reputation of being the vocational education and training provider of choice for individual learners, industry, and communities across the region in which we operate. Servicing a population of approximately 180,000 people, Wodonga TAFE is seen by its stakeholders as high quality, trustworthy, relevant, and innovative. We continue to seek opportunities, to expand our offerings, continually improve our services and products, and address the needs of our communities and industries.

Wodonga TAFE is an integral contributor to the economy of north-east regional Victoria. An independent study conducted by KPMG found that Wodonga TAFE annually contributes over \$81 million in GRP to the region. We serve the local government areas of the City of Wodonga and the shires of Alpine, Indigo, and Towong, and the local government areas of Albury, Greater Hume, and Corowa in New South Wales. However, Wodonga TAFE's reach extends much further than these regional boundaries, providing training on a national scale, particularly within our extensive Australian Defence Force partnership and National Technical Education Network (NTEN), operating across nearly all states and territories.

Our sector-leading performance is achieved by a dedicated and supported workforce, striving together in a '#loveyourtafe' approach.

Our role, core purpose, vision, principles and values steer how we operate to address and achieve our 2025-2030 Strategy, as launched in 2024.

With over 200 active courses (accredited and non-accredited) on offer, Wodonga TAFE continues to expand its offerings to our communities and industry. Over recent years, Wodonga TAFE has substantially increased our financial sustainability and commercial viability by achieving increased fee-for-service revenue streams, relying less on government funding. This is achieved through developing relationships and training partnerships with industry and corporate clients and has been a key driver in the growth of Wodonga TAFE, in our delivery footprint, scope, capability, quality, and offerings.

We provide innovative and high-quality training and learning outcomes; extensive community and industry engagement and collaboration; tailored training programs to industry and community that serve the needs of our markets and economy; and have a strong focus on the economic development and future skills of our region.

We strive to build success through learning for everyone who engages with Wodonga TAFE.

We are a thriving community that facilitates positive and productive interactions between students, staff, industry, and the community, to share knowledge, support one another, and work together to ensure the future prosperity of the region.



## Our purpose

### Our core purpose

*Realising potential*

At the heart of our activities is Wodonga TAFE's contribution to our students, staff, community, and partners, to realise their full potential, in learning and life.

### Our vision

An educational leader, Wodonga TAFE advances our communities through knowledge and skills, building success through learning.

### Our role

To strengthen our communities and industries through accessible, relevant, engaging, and innovative applied education.



## Our values



### **Integrity and Respect**

We are accountable for our actions and maintain the highest level of ethical behaviour.

We treat everyone with respect and understanding.



### **Community and Collaboration**

We are socially, environmentally, and economically responsible.

We value diversity and work with our communities to provide opportunity for all people.



### **Creativity and Innovation**

We empower and challenge everyone to grow, contribute, and make a difference - now and into the future.

We inspire a culture of innovation and transformation.



## Our Strategic Directions

Wodonga Institute of TAFE's Strategy 2025-2030 focuses on six key Strategic Directions:



### **Supportive and empowering environments**

This strategic direction focuses on the importance of providing a supportive and empowering environment where students and staff can realise their potential and aspire to their own greatness - feeling supported, valued, safe, and celebrated.



### **Future-focused learning**

This strategic direction focuses on embedding future-focused learning in everything we do. We provide accessible skills of the future, encompassed by forward-thinking practices, innovation, and technology.



### **Tech-enriched learning and decision making**

This strategic direction focuses on utilising technology, innovation, data, and analytics and reporting, to enhance learning journeys, while growing our operational capability to increase efficiency, effectiveness, and transparency in decision making.



### **Ambitious and deliberate evolution**

This strategic direction focuses on being a leader through collaboration, where we strategically utilise our expertise, resources, and capabilities, to create shared benefits for our organisation and our partners. We plan, invest, and grow with diversification, collaboration, sustainability, and social responsibility at the fore.



### **Thriving teams and capable leaders**

This strategic direction focuses on our people and the integral contribution they make to our organisation and our stakeholders. Our workforce culture fosters ambition and aspiration, and we are committed to developing our staff to recognise and realise their potential.



### **Proactive and purposeful partnerships**

This strategic direction focuses on sustaining and creating meaningful and strategic collaborations that enhance experiences and opportunities for our partners, staff, and students.

## Achievements

- A total of 4288 students completed a course with Wodonga TAFE in 2024, with this number growing year-on-year.
- Logic Innovation Precinct planning and build design is underway for a \$22m investment in Heavy Vehicle Technology and Industrial Advanced Manufacturing. This is the first of three stages and is in line with our advocacy in helping local industry and partners adapt to the future workforce.
- Building A (main corporate and student services and amenities building) is being developed to foster collaboration between corporate stakeholders and students, embodying Wodonga TAFE's values of Community and Collaboration.
- The Education First Youth Foyer, a joint project to combat homelessness, is ahead of schedule and set to be completed by February 2025.
- In April 2024, Wodonga TAFE launched the second instalment of its Reconciliation Action Plan, Innovate, and celebrated the first year of the Elder In Residence program, with Koorie Liaison officer Summer Mathews receiving the Public Sector Employee Award.
- Received the ADF Victorian Employer Support Award for supporting Defence Force Reserves and Veterans, and was recognised as a gold member of the ADF Reserves and Employer Support, alongside companies like BHP, Boeing, and Westpac.
- Launched Victoria's first Mini Woolies, now a permanent classroom to provide a hands-on experience for students with cognitive impairments or intellectual disabilities through the Access Education unit.
- Partnership with Albury Wodonga FoodShare has expanded with the opening of a Community Garden, already providing food for those in need.
- Community Service Students organised Wodonga's Walk Against Violence in November as part of the 16 Days of Activism Campaign, highlighting the impactful role of education in combating gender-based violence and influencing community change.

- Internal launch of Wodonga TAFE's ambitious 2025-2030 Strategy was successful, focusing on realising potential, with next steps to achieving our strategic directions underway.

### **Wodonga TAFE maintained positive survey results in 2024:**

Victorian Skills Authority Student Satisfaction Survey 2024

- Ranked #1 in the Victorian TAFE Network for student satisfaction
- Ranked #1 in the Victorian TAFE Network for students having a positive perception of teaching
- 87.4% of Wodonga TAFE student respondents had a positive perception of our assessment processes

Victorian Public Sector Commission's People Matter Survey 2024

- Ranked #1 in the Victorian TAFE Network for staff satisfaction

# Key Initiatives and Projects

## Logic Innovation Precinct

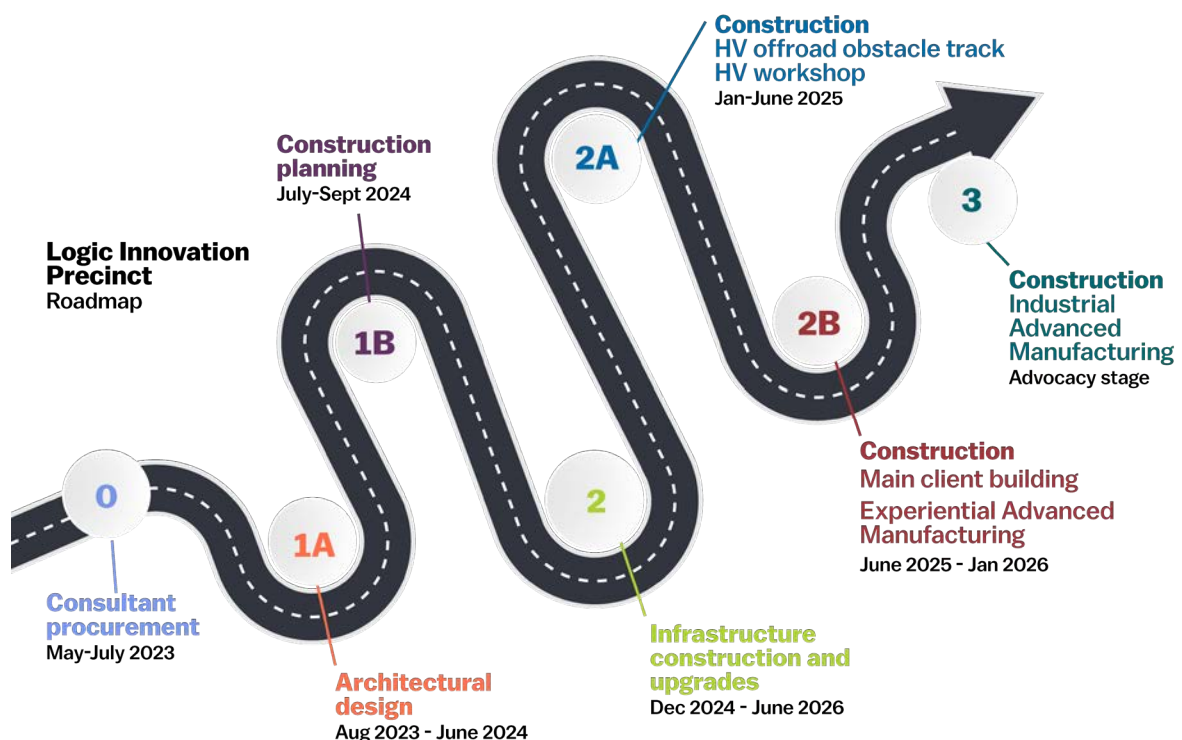
Wodonga TAFE's Logic Innovation Precinct is a game-changer for the region and beyond, meeting the needs of many industries and sectors, including heavy vehicles and transport, logistics, advanced manufacturing, automation and robotics, civil construction, Defence, and emergency services.

Logic Innovation Precinct brings together current and future skills by integrating three segments: Research and Education, Industry Partners, and an Innovation Ecosystem.

Bringing new product ideas, innovation, and future-thinking, Logic Innovation Precinct will support economic growth, jobs, sustainability, and infrastructure, while providing investment opportunities in alignment with government funding and initiatives.

Logic Innovation Precinct combines the existing and evolving training opportunities for Wodonga TAFE into six key deliverable areas, that will be developed over the coming years to form the integrated partnerships required to meet the training needs of the future for our industries and communities.

This project is formulated into three key stages, and provides the scope for an array of additional future development.



## Key Partner: Defence

Wodonga TAFE has for many years provided training services to the Australian Defence Force (ADF) and continues to deliver to Army Logistics Training Centre (ALTC), incorporating Army School of Health, Army School of Logistics, Army School of Electrical and Mechanical Engineering (ASEME), and Army School of Transport. The Institute also increased its capacity for training Army personnel, with its workforce expanded to meet the growing needs of the contract, and significant shifts in how services and training were delivered to and for Army. In 2022 Wodonga TAFE expanded its training and support services to support ALTC national Defence driver training requirements.

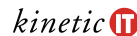
In 2024, Wodonga TAFE commenced its enhanced and expanded operations with Defence in earnest, as the successful tenderer for the Joint Technical Trades Training Services contract. This was the first time both Army and Navy had a joint training agreement, with a sole supplier of training. This training supersedes our contract with ASEME and is valued at approximately \$300 million over 5 years, with a potential to be extended to 10 years. To meet the needs of the contract, Wodonga TAFE's training has been expanded throughout Australia via our National Technical Education Network (NTEN), made up of likeminded TAFEs, universities, and registered training organisations.

Wodonga TAFE continually engages with Defence to meet the needs of the contract, as well as ancillary requirements. The agility of Wodonga TAFE to utilise its support services, skills and training network to achieve desired outcomes, is a highlight of this partnership. This partnership signifies the importance of TAFE on a national scale.

## National Technical Education Network (NTEN)

Wodonga TAFE's National Technical Education Network (NTEN) includes (but is not limited to) Chisholm Institute, TAFE QLD, University of New England Partnerships, National Electrical and Communications Association (NECA), TAFE NSW, Bendigo Kangan Institute, Charles Darwin University, Kinetic IT, Royal Melbourne Technology (RMIT) and South Metropolitan TAFE.

This enables a regional TAFE to have a truly national footprint. This also positions Wodonga TAFE to expand into further training delivery areas and industries, with a particular focus on future skills and employment needs. While this network was created to service the Joint Technical Trades Training contract, it can be utilised across any sector, nationwide. Wodonga TAFE's Training Transformation Solutions division is tasked with seeking quality and sustainable training opportunities and can utilise the NTEN to meet the widespread needs of industries and communities.







## Supporting Wodonga Institute of TAFE students

Wodonga TAFE continued to support students throughout 2024. Support Services and the Skills and Jobs Centre saw increased appointments and interactions with prospective and current students, with support provided in relation to welfare services, disability support, Koorie services, counselling, and career and employment skills and advice.

The Institute's Academic Skills and Study Support team has continued to provide individual support to students and deliver workshops and presentations. Services have been innovated to provide a combination of face-to-face and online support delivery to meet students' needs.

Wodonga TAFE embarked on significant updates and improvements to learning facilities and infrastructure to ensure the continued provision of modern and engaging learning environments for its students. Of note is the addition of learning spaces based at Moorefield Park Drive to incorporate the Trades Training Centre, facilitating the delivery of carpentry, cabinetmaking, electrotechnology, and plumbing. Shepparton campus updates include modern learning and infrastructure facilities to better support the growing offerings at the locale, and the refurbishment and establishment of significant amenities updates, incorporating accessibility features across all buildings.

Further, the Institute is also investing in a complete renewal of our main student-based building at the McKoy Street campus. This renovation will accommodate modern student needs and integrate comprehensive support and academic services.

The Institute further integrated the Belonging Framework, designed to guide the organisation, our staff and our students, to create a welcoming, inclusive, and safe environment for all.



## Supporting Wodonga Institute of TAFE communities and industries

Wodonga TAFE aims to meet the future needs of our communities and industries. The Institute has a strong advocacy focus for initiatives and projects that support our regions' needs. These included:

- Environmental Strategic Plan
- Education First Youth Foyer
- Logic Innovation Precinct incorporating Heavy Vehicle Technology, Advanced Manufacturing, Robotics and Automation, and Future Fuels.
- FoodShare Precinct
- Clean and Circular Economy
- Health Technologies and Innovation
- GROW Program
- Building A – Student and Corporate Spaces

Wodonga TAFE commenced or finalised many funded projects that enhance our offerings to, and strongly benefit, community and industry.



## Supporting Wodonga Institute of TAFE's workforce

Wodonga TAFE grew its workforce yet again in 2024, with over 700 staff making up its highly skilled and diverse workforce. This expansion was a result of the Institute's increased capability and commitment to its service offerings for clients and students. Wodonga TAFE remained focused on building its workforce for the future in developing its established and emerging leaders (dedicated LEAD Program), and providing paths of progression and development, to benefit its workforce and organisation, and subsequently the Institute's students.

In 2024, Wodonga TAFE's Workforce Capability Framework continued implementation across the Institute. This vital tool enabled the support, improvement, and facilitation of capability across the Institute's workforce. This provided the workforce with a great overview of its own capabilities, potential areas of development, succession planning, and the means to map out personal, and professional progression.

In support of this important project, Wodonga TAFE made significant investment to facilitate workforce growth through personal and professional development. In 2024, the Institute hosted a hybrid organisation-wide professional development day – KnowledgeShare - focusing on community and collaboration. There was also significant leadership and management training, focusing on empowering staff to communicate and collaborate, striving together towards collective goals. Development and training opportunities were also devised in health and wellbeing, mental health first aid, WHS for managers, and Respect and Equality in TAFEs.

The Institute continues to nurture Wodonga TAFE staff to learn, grow and better themselves, through positive engagement, support, strengthened communication tools, and by providing meaningful and impactful work to serve our community



# Expectations for the future

## Apprenticeships and Traineeships

- The launch of Trades Training Centre has supported the delivery of new qualifications by Wodonga TAFE. Specifically, Plumbing and Electrotechnology are now being offered out of our new Trades Training Centre. We expect apprenticeship numbers and specialist skillset needs to increase, and therefore must be able to accommodate additional students with relevant facilities and resources. We expect to be able to provide training in further trades industries in the near future.
- Traineeship offerings continue to expand as a need for this is sought by industry, businesses, and community.

## Addressing challenges

- VDSS remains a significant challenge in our area. Wodonga TAFE is addressing this with new Schools Engagement Plan 2024 to include the promotion of Head start (school-based apprenticeships) providing increased opportunities for traineeships, involving continued school engagement, communications, and consultancy.
- Growth in apprenticeships continues to be constrained by Cross Border challenges, and Wodonga TAFE is advocating strongly to address the free apprenticeship issues and the distortion this is creating to apprenticeship opportunities for our local industries.
- We have several initiatives focused on Early Childhood and Community Services, including different delivery models – earn while you learn, and supported by the GROW initiative's development.
- Supply chain industry skill shortage challenges are being addressed through modification of the delivery model and targeted promotion of courses supporting the logistics sector within Northeast Victoria. Specifically transport skill sets and the Certificate III in Supply Chain Operations.

## Enhancing teaching quality

- The Institute has enhanced quality around best teaching practice and assessments, with extensive professional learning and development training and practices in place, as well as standardised digital learning and assessment tools for a high-quality, consistent teaching and assessment approach.

## Partnering

- Wodonga TAFE is partnering with community and industry sectors to develop further non-mandatory work placements. This will provide students with valuable industry experience and help to build relationships with potential employers.
- Pathways to TAFE and to university have been expanded, notably with the GROW Program in partnership with La Trobe University – creating opportunities for community and bolstering the Early Childhood Education and Care, and Community Services industries.
- Wodonga TAFE has partnered with TAFE NSW, the Wodonga Skills and Jobs Centre, and the Regional Redevelopment Joint Venture (RRJV) to provide employment skills and training opportunities to our local communities through the joint venture.

The Riverina Redevelopment Joint Venture is large scope of planned unapproved works, designed to meet the future needs of Defence for the next 30 years. These works will take place in the Riverina and Hume regions of NSW and Victoria, that includes: Albury Wodonga Military Area (including North, South and East Bandiana, Latchford Barracks, and Wirlinga), Blamey Barracks Kapooka (BBK), and RAAF Base Wagga. The overarching project is valued at over \$1.7b (RRJV). Delivery phase starts 2024 and completion of the final stage of works in 2031.



## Future skills

- Through Logic Innovation Precinct, Wodonga TAFE is building industry partnerships to support a contemporary learning and Industry precinct incorporating heavy vehicle technology, future fuels, cyber and automation, robotics, and advanced manufacturing programs.
- We continue to investigate funding opportunities for the Integrated Health Technologies and Innovation Hub. This is a collaborative and interactive space where health, technology, innovation, and education converge - a platform for thought leaders and innovators to address healthcare and wellbeing challenges, and shape the future.
- A large part of our local industries includes manufacturing and engineering, and as such Wodonga TAFE is advocating and seeking funding to expand our offerings into advanced manufacturing and engineering, incorporated for industry and our apprentices and post-apprentice students within our Engineering department, with industrial scale opportunities within Logic Innovation Precinct.

## Sustainability

- Through the launch and initiation of the Institute's Environmental Strategic Plan, we plan to integrate significant sustainable practices within our campuses, and how we operate day-to-day. In 2024 this saw additional specific recycling and composting bins made available throughout the campus, a community garden in partnership with Albury Wodonga Regional FoodShare was established, and solar-powered lighting was installed throughout our external grounds. In 2025 the Institute aims to integrate software (Waste Management System) to better understand our usage and to identify areas of improvement.





## Nature and range of services provided

### Training

In 2024, Wodonga TAFE offered over 200 training programs to public and corporate learners, including Traineeships and Apprenticeships, Certificate I to Advanced Diplomas, and various accredited and non-accredited short courses.

Despite a year of high employment rates, which typically reduce the demand for further education, Wodonga TAFE maintained a steady student intake in 2024. Approximately 10,000 students - both public and corporate - undertook courses in a range of disciplines including: Agriculture and Horticulture; Art, Creative Design & Digital Media; Building Design; Business & Leadership; Construction Trades; Civil Construction, Earthmoving & Traffic Control; Disability Programs; Education; Engineering, Metal Fabrication & Telecommunications; English Language Programs; Fashion Design & Hairdressing; Health & Community; Hospitality, Events & Outdoor Leadership; Motorsports & Automotive; Transport; Warehousing & Logistics; and Work Health & Safety.

Wodonga TAFE also continued its partnerships with regional secondary colleges and community centres in 2024 and offering through the VET Delivered to School Students (VDSS) program, along with a range of community outreach programs in rural and remote locations.

## Services

Along with its training offerings to public clients, Wodonga TAFE continued to offer a range of services to industry, including workforce development consultancy, customised training programs, skills recognition, and employment services.

- Through the Wodonga Skills and Jobs Centre, Wodonga TAFE staff provided expert advice on training, employability skills, and opportunities to people from throughout its community, including current and prospective students, job starters, people returning to the workforce, employees wishing to upskill or change careers, and employers.
- Expanding upon community services with the local Koorie community, Wodonga TAFE, with funding from the Victorian Government established numerous Koorie community, education, and support roles for students and the local community.
- As a pilot with the Victorian Government, Wodonga TAFE has developed a Veteran Liaison Officer role to directly connect with the Veteran communities, and their families. This encourages post-service education and employment, and finds ways to recognise their service through the skills and knowledge attained during, and turning it into recognition of prior learning (RPL).
- Wodonga TAFE also provided a range of dedicated support services for current and prospective students. These free services included counselling and welfare assistance, Koorie support, disability support, careers advice, academic learner support and Veteran support.

## Communities served

Wodonga TAFE's main campus is located at McKoy Street, West Wodonga, with additional campuses located at Logic Centre - Barnawartha North, Moorefield Park Drive (Trades Training Centre), TAFESpace (Wodonga CBD), and Shepparton.

In 2024, Wodonga TAFE continued its delivery of VET Delivered to Secondary Students throughout the northeast region. This included Corryong College, Galen Catholic College, Mansfield Secondary College, Mt Beauty Secondary College, Tallangatta Secondary College, Victory Lutheran College, and Wodonga Senior Secondary College.

Wodonga TAFE also provided outreach Skills and Jobs Centre services, along with a range of training programs in partnership with local community service providers and community organisations across the region, including the rural locations of Tallangatta, Beechworth, Myrtleford, Chiltern, Rutherglen, and Corryong.

2024 saw the partnership with Australian Defence Force, in the Joint Technical Trades Training Services contract, coming into fruition. As a result, Wodonga TAFE staff and our training partners are operating out of locations across Australia, including Amberley, Bandiana, Cairns, Darwin, Enoggera, Mornington Peninsula, Perth, Puckapunyal, Townsville, and Watsonia.

# Resources

## Environmental Performance

Wodonga TAFE has experienced significant growth, with 596.74 FTE in 2024 and an expanded Gross Floor Area of 32,148m<sup>2</sup>. Total electricity usage increased to 1,695,573 kWh, reflecting increased campus activity. However, on-site electricity generation rose to 273,831 kWh, contributing to reduced reliance on non-renewable energy sources. Additional energy efficiency measures included the installation of LED lighting upgrades and motion-sensor lighting, which optimise energy consumption across campus buildings. Gas usage decreased to 3,762,370 MJ, showing a positive trend in efficiency metrics with a reduction in units per FTE and per GFA.

Total water usage reached 35,625 kL in 2024, aligning closely with the 2024 target of 36,000 kL. This decrease can be attributed to improved water management practices, despite lower-than-median rainfall patterns. The shift towards reclaimed water usage continues, with 21,906 kL of reclaimed water used, showcasing a dedication to sustainable water practices. Efficiency metrics indicate a positive trend, with kL per m<sup>2</sup> decreasing over the years.

In alignment with the commitment to environmental responsibility, this year saw the facilities conduct a full audit and condition assessment of exterior lighting at the McKoy Street Campus. This initiative resulted in the replacement of outdated, less efficient solar and some mains powered lighting with new modern solar panels and lights. Sustainability initiatives continue through the strategic transition of the car fleet from petrol to petrol-hybrid cars, with the fleet now including 13 Plug-in Hybrid Electric Vehicles (PHEVs), exemplifying the commitment to sustainable fleet management.

Paper consumption increased to 2,493 reams in 2024, reflecting a higher demand for printed materials. However, the percentage of recycled content remained steady at 95%, emphasising a commitment to sustainability.

Transportation-related greenhouse gas emissions from the fleet increased to 997 tonnes, with the number of petrol hybrid cars in the fleet rising to 13. The total number of vehicles in the fleet increased to 46. Distance travelled by air increased to 538,272 km, with greenhouse gas emissions from air travel rising to 114.57 tonnes. Total emissions from energy use increased to 1,111.57 tonnes, with a target of 1,151.62 tonnes for 2025.

Wodonga TAFE remains dedicated to achieving its environmental goals and contributing to a sustainable future. The progress made in 2024 sets a strong foundation for continued improvement and innovation in environmental performance.



<b>Staff FTE</b>		539.74	554.42	596.74	596.74
<b>Gross Floor Area (GFA) - m2</b>		25,822	29,832	32,148	32,148
Type	Measure	2022	2023	2024	2025 target
<b>Electricity</b>					
Total electricity usage (Kwt)	Kilowatts	1,255,307	1,495,804	1,695,573	1,682,080
On-site electricity generated	Kilowatts			273,831*	1,525,497
Greenhouse gas emissions		1,407	1,601	21,855.84	22,000
Units per FTE (Kwt per FTE)		2,326	2,698	2,841	2,819
Units per GFA (Kwt per m2)		48.6	50.14	52.74	52.32
<b>Gas</b>		<b>Mega joules</b>			
Total gas usage (MJ)		4,238,113	4,173,998	3,762,370	3,350,742
Units per FTE (MJ per FTE)		7,852	7,529	6,305	5,615
Units per GFA (MJ per m2)		168	139.92	117.03	104.23
<b>Paper Use</b>		<b>A4 Reams</b>			
Total reams purchased		2,083	1,445	2,493	2,400
Units per FTE (reams per FTE)		3.9	2.6	4.18	4.02
Percentage of recycled content		100%	95%	95%	95%
Costs per FTE (reams per FTE)				\$180.57	\$192.25
<b>Water consumption</b>		<b>Kilolitres</b>			
Total water usage (KI)		16,882	41,698	35,625	36,000
Reclaimed water usage (KI)		8,966	27,731	21,906	22,000
Mains water usage (KI)		7,916	13,967	13,719	14,000
Units per GFA (KI per m2)		0.6	0.7	1.11	1.12
<b>Transportation</b>		<b>Tonnes</b>			
Greenhouse gas emissions from fleet - total (T)		188	638	997	1033
No. petrol hybrid cars in fleet		10	12	13	13
Vehicles in fleet - total		37	42	46	46
Distance travelled by air - total (KM)		147,664	242,040	538,272	558,530
Greenhouse gas emissions air travel (T)		26.09	60.51	114.57	118.62
<b>Greenhouse gas emissions</b>		<b>Tonnes</b>			
Total - energy use (T)		214.09	698.51	1111.57	1151.62

\*The data presented for electricity generated by solar energy reflects only a partial year of activity. Recording began partway through the year, and as such, the figures do not represent a full 12 months of solar electricity generation.

## Occupational Health and Safety

The goal of the Wodonga TAFE's occupational health and safety (OH&S) strategy is to ensure all staff remain safe and healthy at work. An OH&S management system has been implemented across Wodonga TAFE and the majority of business units within Wodonga TAFE have implemented OH&S local action plans aimed at enhancing safety performance and ensuring safe systems of work. The People Matter Survey results showed improved attention to OH&S matters and a high level of commitment to OH&S management.

During the 2024 financial year, Wodonga TAFE implemented a number of initiatives to improve the health and safety of staff including publishing regular OH&S bulletins, ergonomic assessments, regular workplace inspections to identify and address any workplace risks, the OH&S Working Party, and further developed the training program.

### Occupational Health and Safety Performance Indicators

Measure/Indicator	2021	2022	2023	2024
Number of reported hazards/incidents for the year per 100 full-time equivalent staff members	21.9	36.11	19.95	25.63
Number of 'lost time' standard claims for the year per 100 full-time equivalent staff members	0.21	0.92	2.01	2.3
Average cost per claim for the year (including payments to date and an estimate of outstanding claim costs as advised by WorkSafe)	\$3,534	\$20,186	\$23,424	\$16,037
In the event of a fatality, a discussion of the circumstances that led to the fatality and the preventive measures that have been taken to prevent recurrence. If the fatality is under investigation or subject to an inquiry, a statement to that effect shall be included.	0	0	0	0

In 2024, Wodonga TAFE saw an increase in reported incidents compared to the previous year, with a total of 153 incidents logged, up from 109 in 2023.

To encourage timely reporting of all safety-related incidents, ongoing communication and educational efforts were implemented across the organisation. These initiatives played a key role in the rise in incident reports. Furthermore, the safety reporting system was upgraded and integrated with the HR platform, making it more accessible via both phone and computer. Further enhancements and customisation to the safety reporting system are planned for 2025.

Of the incidents reported, 24% involved students, while 76% involved staff. Additionally, 16 incidents were related to theft or security concerns, an area that will be a focus in 2025.



*Wodonga TAFE's Kids On Campus Early Learning Centre boasts a high percentage of male educators compared to the industry average, showcasing the diversity of our Centre.*

## Diversity, Inclusion and Belonging

The Belonging Framework continues to drive diversity, equity, and inclusion initiatives at Wodonga TAFE to create a safe, welcoming and inclusive environment for staff, students and the wider TAFE community. Bolstered by the appointment of a Diversity and Inclusion Officer and a major review of the Belonging Framework, 2024 saw a significant build in momentum.

Connection-building and celebration event highlights for 2024 included the Respect and Equality at TAFE Week, IDAHOBIT Day, Anzac Day, NAIDOC Week, Reconciliation Week, Sorry Day, RU OK Day, Harmony Day and Refugee Week. In addition, the Certificate IV in Community Services class ran a highly successful campaign for the 16 Days of Activism violence against women.

Results from the first Gender Equality Action Plan Progress Report demonstrate positive outcomes in achieving a balanced workforce gender composition, a decrease in the gender pay gap, increased uptake of flexible working arrangements, and an increase in students undertaking studies in non-traditional careers. The implementation of Equity Impact Assessments for all new policies, programs and services was also a major system improvement in ensuring all aspects of the organisation are inclusive.

Other capacity building initiatives from 2024 include joining with the VTA Network to partner with Pride in Diversity to assist in supporting our staff and students in the LGBTIQ+ community, mandatory training for all staff in cultural diversity, and system improvements in the capture of workforce diversity data. These initiatives will greatly improve Wodonga TAFE's ability to track success, highlight areas for improvement and make data-informed decisions about actions to foster inclusion at Wodonga TAFE into the future.



## Employment and Conduct Principles

All employees have been correctly classified in workforce data collections.

Wodonga TAFE recruits and promotes the most suitably qualified, experienced, and capable employees through an open, transparent, and merit-based selection process that complies with relevant legislative requirements. All employees are expected to conduct themselves in a manner consistent with the Wodonga TAFE Staff Code of Conduct and its Values.

Wodonga TAFE participated in the annual Victorian Public Sector Commission (VPSC) People Matter Survey in 2024 which resulted in a very pleasing

participation rate of 75%, consistent with last year's rate of 77%. The results help us to better understand employee engagement and job satisfaction as well as benchmark organisational culture and features of the work environment. The results are used for planning workplace cultural change programs.

The Institute's overall job satisfaction was 71%, which was higher than the comparison group average of 65% and the Public Sector average of 67%. An employee engagement index of 71 was higher than the comparison group average of 66, and the same result as 2023. Satisfaction also remained stable as last years rating of 71%. Inclusion slightly declined from 80% in 2023 to 78% in 2024. Wodonga TAFE was the top rating Victorian TAFE for staff satisfaction.

## People Matter Survey Results

Responses for	Wodonga TAFE in 2024	Comparator average in 2024	Public sector average in 2024
Response rate	75%	64%	65%
Satisfaction	71%	65%	67%
High to severe work-related stress	17%	23%	23%
Engagement index	71	66	68
Inclusion	78%	79%	79%



## Workforce data

The total Full Time Equivalent (FTE) for 2024 was 596.74 and a breakdown of workforce data is below.

### Performance and Accountability Framework FTE Table – For years ending 31 December 2023 and 2024

	December 2024						
	Full Time		Part Time		Casual		Total
	Ongoing	Fixed Term	Ongoing	Fixed Term	Teacher	Other	
<b>PACCT Staff</b>	205.81	28.33	16.50	4.77	-	7.61	263.03
<b>Executive</b>	-	6.00	-	-	-	-	6.00
<b>Other</b>	15.83	10.92	5.10	-	-	7.01	38.86
<b>Teacher</b>	190.85	29.67	35.55	9.53	23.26	-	288.85
<b>Total</b>	412.48	74.92	57.15	14.30	23.26	14.63	596.74

\*Above table includes all staff employed during the reporting year for 2024 as per the performance and accountability framework

	December 2023						
	Full Time		Part Time		Casual		Total
	Ongoing	Fixed Term	Ongoing	Fixed Term	Teacher	Other	
<b>PACCT Staff</b>	115.28	45.75	15.39	5.78	-	2.34	184.53
<b>Executive</b>	-	5.50	-	-	-	-	5.50
<b>Other</b>	14.08	9.17	5.87	1.13	-	6.08	36.33
<b>Teacher</b>	110.02	160.00	27.04	14.80	16.21	-	328.06
<b>Total</b>	239.38	220.42	48.29	21.705	16.21	8.49	554.42

## Workforce Disclosures (December 2024 - December 2023)

	December 2024						
	All employees		Ongoing			Fixed term and casual	
Gender	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Women Executive	3	3	-	-	-	3	3
Women (total)	349	258	181	69	224	93	34
Men Executives	3	3	-	-	-	3	3
Men (total staff)	355	297	247	23	262	78	35
Self-described	1	1	1	-	-	-	-
Age							
15-24	22	18	11	-	11	11	7
25-34	82	64	51	7	56	24	8
35-44	163	130	103	25	120	35	10
45-54	197	164	125	27	143	40	21
55-64	185	150	118	21	130	42	20
Over 64	62	35	21	12	27	25	8
Total Employees	711	562	429	92	487	177	75

\*Above table includes employees from the last pay period in December 2024.

	December 2023						
	All employees		Ongoing			Fixed term and casual	
Gender	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Women Executive	3	3	-	-	-	3	3
Women (total)	335	254	136	59	177	140	77
Men Executives	3	3	-	-	-	3	3
Men (total staff)	338	287	184	11	192	143	96
Self-described	-	-	-	-	-	-	-
Age							
15-24	22	18	8	-	8	14	11
25-34	80	65	36	4	39	40	30
35-44	161	130	75	22	91	64	39
45-54	184	157	98	17	109	69	48
55-64	175	144	88	18	101	69	43
Over 64	57	32	15	9	21	33	12
Total Employees	679	546	320	70	369	289	178

Note: With changes brought about by the Secure Jobs, Better Pay legislation, effective December 2023 placing limits on fixed term employment, Wodonga TAFE analysed its fixed term positions against the changes and identified where 81 positions could be converted to ongoing to ensure compliance with new legislation. This has reduced the FTE fixed term status and increased the ongoing status.

# Governance

Wodonga TAFE is governed by a Board of Directors established under the *Constitution of the Wodonga Technical and Further Education Order 2016* (the Constitution) and the *Education Training and Reform Act 2006* (the Act). The Board's role under the Act is to oversee and govern the Institute efficiently and effectively; develop and implement strategic plans and statements of corporate intent in accordance with the requirements of the Act; and oversee the operational planning of the Institute. The Board also has a Terms of Reference and a Board Plan which provide guidance to Directors regarding their accountabilities and interactions.

The skills-based Board is comprised of members who have experience in Leadership/Management, Finance, Risk Management, Legal, Corporate Governance, Human Resource Management, Marketing, Technology and Cyber Security, Asset Management and Tertiary Education. The Board is committed to ethical conduct in line with the Victorian Public Sector Commission Code of Conduct and is ultimately responsible to the Victorian Government for the governance and management of the Wodonga TAFE.

## Board members

Board members are either appointed by the Minister, appointed by the Board, or elected by staff. The CEO is an ex-officio director.

The following Directors served on the Board during 2024:

- Allison Jenvey - Chair
- Phil Paterson - CEO
- Glenda Beecher
- Vernon Hilditch
- Catherine Prichard
- Morgana Ryan
- Matthew Austin
- David Smith
- Luke Wilson (commenced 1 May 2024)
- Annette Kearns (term expired 31 October 2024)
- Tammy Atkins (term expired 29 February 2024)



## Board Committees

In 2024 the following Board Committees assisted the Board in fulfilling its duties:

- Audit, Risk and Remuneration Committee
- Finance Committee
- Strategy, Innovation and Growth Committee

### Audit, Risk and Remuneration Committee

The Audit, Risk and Remuneration Committee is a committee of the Institute Board, with a Terms of Reference adopted by resolution of the Board on 25 July 2024, and as such is fully accountable to the Institute Board.

The primary objective of the Audit, Risk and Remuneration Committee is to provide assistance and recommendations to the Institute Board in the effective conduct of its responsibilities relating to the: scope of work, performance and independence of internal audit; oversight of external audit process and findings; operation, implementation and monitoring of the risk management framework; Institute's process

for monitoring compliance with laws and regulations (including the Financial Management Act 1994, the Victorian Government Risk Management Framework and Government guidelines); Institute Codes of Conduct; entitlements for Directors and senior executives; public reporting of financial information on remuneration matters; and application of Government policies.

Per Standing Direction 3.2.1.1(c), the financial statements in the Annual Report have been reviewed by the Audit, Risk and Remuneration Committee, were adopted by the Institute's Board and have been authorised by Board to be released to Parliament within the Annual Report. Membership during 2024 included:

- Glenda Beecher – Chair
- Vernon Hilditch
- Allison Jenvey
- Catherine Prichard
- Morgana Ryan
- Matthew Austin
- Luke Wilson (commenced 1 May 2024)
- Tammy Atkins (term expired 29 February 2024)



## Finance Committee

The Finance Committee is a committee of the Institute Board, with a Terms of Reference approved by resolution of the committee on 30 October 2024, and as such is fully accountable to the Institute Board.

The primary objective of the Finance Committee is to assist the Board in the effective conduct of its financial responsibilities, particularly those under the Financial Management Act 1994 and Government guidelines. It does so by monitoring, reporting and making recommendations with regards to: financial policies and procedures which support the financial integrity, values and objectives of the Institute; budget planning and setting; financial performance monitoring including the achievement of strategic financial and infrastructure goals; investments, financial authorities and banking arrangements; and financial reporting capability, financial systems and financial decision support tools.

Membership during 2024 included:

- Catherine Prichard – Chair (commenced as Chair 1 October 2024)
- Annette Kearns – Chair (term expired 31 October 2024)
- Phil Paterson - CEO
- Vernon Hilditch
- Allison Jenvey
- Matthew Austin
- David Smith

## Strategy, Innovation and Growth Committee

The Strategy, Innovation and Growth Committee is a committee of the Institute Board, with a Terms of Reference approved by resolution of the committee on 27 November 2024, and as such is fully accountable to the Institute Board.

The primary objective of the Committee is to assist the Board in the effective conduct of its responsibilities. It does so by adding insight and value to the Institute's strategy, innovation, and growth collaborative effort. The Committee's areas of focus are supporting the development of strategic plans and monitoring progress against the plans; encouraging innovative thinking across the Institute, particularly in support of teaching and learning developments; providing strategic insights to support new growth opportunities, including collaborative partnerships and agreements; overseeing investment in strategic initiatives arising from the planning process.

Membership during 2024 included:

- Morgana Ryan – Chair (commenced as Chair 1 March 2024)
- Tammy Atkins – Chair (term expired 29 February 2024)
- Phil Paterson - CEO
- Glenda Beecher
- Allison Jenvey
- David Smith
- Annette Kearns (term expired 31 October 2024)
- Luke Wilson (commenced 1 May 2024)

## Executive management structure

### **Phil Paterson – Chief Executive Officer and Managing Director**

The Chief Executive Officer and Managing Director leads the operational management of the Institute and works with the Board of Directors to deliver against the strategic objectives for the Institute in line with Government priorities.

### **Victoria Conlan – Executive Director Communications Engagement and Experience**

The Executive Director, Community & Industry Engagement is responsible for the development and implementation of Engagement Strategies aimed at growing vocational training participation rates within the community, industries, school leavers and youth cohorts. Oversight of Marketing, Community and Industry engagement teams, Student Welfare and Skills and Jobs Centres.

### **Damien Crawley – Executive Director, Training Transformation Solutions**

The Executive Director, Training Transformation Solutions is responsible for Training Transformation Solutions (TTS) which holds significant defence force contracts nationally. The role has oversight of key initiatives such as Logical Innovations Precinct which delivers innovation in heavy vehicle, clean economy and advanced manufacturing technologies.

### **Carolyn Davis – Executive Director People & Capability**

The Executive Director, People & Capability is responsible for the development and implementation of strategic human resource management, workplace health, safety and wellbeing and the maintenance of a positive high-performance culture across the Institute. The role is responsible for capability building across the Institute for our people along with Information and Communication Technology systems. This role also has oversight of Kids on Campus Early Learning Centre operations.

### **Graham Hart – Executive Director Education & Training**

The Executive Director, Education & Training is responsible for the provision of educational leadership across the Institute, ensuring the delivery of high-quality teaching and learning programs that meet the needs of students and industry partners.

### **Belinda Leskie – Chief Finance Officer**

The Chief Finance Officer (CFO) holds a key role in overseeing the financial performance of the Institute. Responsibilities include managing governance and risk, procurement, and facilities. The CFO leads strategic asset management and infrastructure, ensuring adherence to financial governance frameworks, policies, and accounting standards.

### **Chris Logue – General Manager RTO Quality & Compliance**

The General Manager RTO Quality and Compliance provides leadership and direction for the Institute's quality and compliance Quality Management System, student support, RTO and Quality Systems and Student Management System. This role also leads the Quality Learning and Teaching Unit, Library and Education Design and Training.

# Organisational Chart as at 31 December 2024



# Financial Performance Summary

## Summary of current year financial performance

The financial information in this report of operations is consistent with the information provided in the financial statements.

The Institute's achieved a net surplus of \$6,734k for the year ending 31 December 2024 surpassing the Board-approved budget of (\$3.14m). This success can be attributed to an 43% increase in revenue from fees, charges and sales.

Growth through the expansion of fee for service training services has resulted in an increase in service expenses, which has been balanced by a corresponding increase in fee-for-service income streams.

Wodonga TAFE's financial position is stable with net assets of \$115m and the working capital ratio reduced to 2.6:1. Liquidity also remains strong.



## Five-year financial summary

### Comparative results 2020 - 2024

Item	2024	2023	2022	2021	2020
	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue from operations <sup>1</sup>	124,941	84,896	71,478	62,742	59,549
Expenditure from operations <sup>2</sup>	113,962	80,135	71,506	63,229	56,788
<b>EBITDA incl net gain from reval of annual leave liability</b>	<b>9,718</b>	<b>4,761</b>	<b>(28)</b>	<b>(487)</b>	<b>2,761</b>
Govt capital contributions	1,261	-	2,655	333	472
Depreciation and amortisation <sup>3</sup>	(4,124)	(4,122)	(2,997)	(3,045)	(3,243)
Gains(losses) on disposal of assets	68	(204)	60	(1,545)	370
Movements in the provision for LSL	(189)	(71)	338	(419)	(23)
<b>Net result</b>	<b>6,734</b>	<b>364</b>	<b>27</b>	<b>(5,161)</b>	<b>337</b>
Assets <sup>3</sup>	140,306	122,141	116,892	108,626	102,098
Liabilities	(25,384)	(14,858)	(9,972)	(9,951)	(10,489)
<b>Total equity</b>	<b>114,922</b>	<b>107,283</b>	<b>106,919</b>	<b>98,675</b>	<b>91,609</b>

Note:

<sup>1</sup> 2024 revenue has increased \$40.0m upon 2023 this is primarily driven by increases in Government Grant Income and delivering training services to the Australian Defence Force (ADF), after the successful tender submission for technical trades training services on a national basis.

<sup>2</sup> Expenses have increased by \$33.8m, attributed to an increase in salaries and wages and services expenditure which support the delivery of Government Grant Income and delivering training services to the ADF.

<sup>3</sup> The asset base has increased as a result of \$11.7m cash held in relation to the Heavy Vehicle Technology Precinct which are yet to be spent, and a buildings revaluation increment recognised of \$905k.

# Compliance

## Wodonga Institute of TAFE

### Financial Management Compliance Attestation Statement

I, Allison Jenvey, on behalf of the Board of Directors, certify that for the period 1 January 2024 to 31 December 2024, the Wodonga TAFE has no Material Compliance Deficiency with respect to the applicable Standing Directions made under the Financial Management Act 1994 and Instructions.

The Audit, Risk and Remuneration Committee has reviewed and verified the Institute's compliance assessment.

Allison Jenvey  
Board Chair  
19th March 2025

### Financial reporting directions

This report is prepared in accordance with the requirements of the Financial Management Act 1994, the Standing Directions, the Instructions, applicable Australian Accounting Standards and Financial Reporting Directions. For further details, please refer to the Financial Statements.

No post-balance sheet date events have been identified as having an effect, and in 2024, there were no significant financial reporting factors affecting performance.

# Additional information available on request

Consistent with the requirements of the Freedom of Information Act 1982, Wodonga TAFE has additional material available relating to the following items, details of which may be available on request from the Institute's Freedom of Information Officer:

- declarations of pecuniary interests of relevant officers
  - shares held beneficially by senior officers as nominees of a statutory authority
  - publications produced and how they can be obtained
  - changes in prices, fees, charges, rates, and levies
  - major external reviews
  - major research and developmental activities
  - overseas visits undertaken
- major promotional, public relations, and marketing activities
  - assessments and measures undertaken to improve the health and safety of employees
  - industrial relations issues
  - major committees sponsored
  - consultancies and contractors.

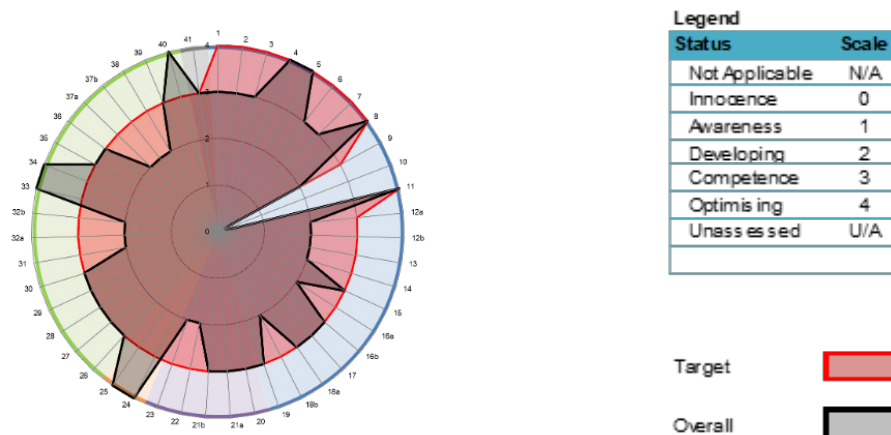
# Advertising campaigns

In 2024, Wodonga TAFE had two government advertising campaigns totalling over \$100,000 or greater (exclusive of GST). The details of these are below.

Campaign name	Start/end date	Advertising media	Creative development	Print and collateral	Research and evaluation	Other expenditure	Total
		Cost Excluding GST (\$)					
2024 Main enrolment campaign (Phase 2)	Jan 24 - Mar 24	168,616	-	-	-	-	168,616
2025 Main enrolment campaign (Phase 1)	Oct 24 - Dec 24	159,600	-	-	-	-	159,600
Total		328,216	-	-	-	-	328,216

# Asset Management Accountability Framework

This report provides an overview of Wodonga Institute of TAFE's self-assessment of compliance with the Asset Management Accountability Framework (AMAF). The AMAF is a non-prescriptive, devolved accountability model for asset management, requiring adherence to 41 mandatory requirements. The Institute's target maturity rating is 'competence,' signifying that systems and processes are fully established, consistently applied, and systematically meeting AMAF requirements. This rating also includes a commitment to continuous improvement, aiming to exceed the minimum standards set by the AMAF.



## Leadership and Accountability (requirements 1-19)

The Institute has achieved or surpassed its target maturity level for most requirements in this category. However, there were instances of non-compliance in allocating asset management responsibility and monitoring asset performance. The Institute is developing a plan to enhance its maturity rating in these areas by leveraging the Enterprise Asset Management System.

## Planning (requirements 20-23)

The Institute has met or exceeded its target maturity level for most requirements in this category. However, there were instances of non-compliance in risk management and contingency planning. The Institute is leveraging condition assessment reports to identify asset risks and develop risk management strategies and treatment plans.

## Acquisition (requirements 24 and 25)

The Institute has exceeded its target maturity level in this category.

## Operation (requirements 26-40)

The Institute has met or exceeded its target maturity level for most requirements in this category. However, there were instances of non-compliance in monitoring, preventative action, and information management, with monitoring and preventative action being a material non-compliance area. The Institute is developing a plan to address these issues and improve the use of the Enterprise Asset Management system, which was integrated with the Fixed Asset register in 2023 but has not yet been fully utilised for maintenance activities.

## Disposal (requirement 41)

The Institute has met its target maturity level in this category.



## Carers Recognition Act

Wodonga TAFE recognises and values the role of Carers and the importance of care relationships in the Victorian community. The Institute ensures that its policies and procedures are in line with the requirements of the Carers Recognition Act 2012. Wodonga TAFE understands the importance of providing access to education, and provides flexibility to accommodate any group, including Carers. As an employer, Wodonga TAFE provides flexible work arrangements for Carers when required.

## Compliance with other legislation

Wodonga TAFE complies with all relevant legislation and subordinate instruments including, but not limited to:

- Education and Training Reform Act 2006 (ETRA)
- TAFE Institute Constitution
- Directions of the Minister for Skills and TAFE (or predecessors)
- TAFE Institute Commercial Guidelines
- TAFE Institute Strategic Planning Guidelines
- Public Administration Act 2004
- Financial Management Act 1994
- Freedom of Information Act 1982
- Building Act 1993
- Public Interest Disclosure Act 2012
- Local Jobs First Act 2003
- Carers Recognition Act 2012
- Gender Equality Act 2020
- Disability Act 2006

## Compulsory student services and amenities fees

Wodonga TAFE did not receive any compulsory non-academic fees, subscriptions, or charges in 2024.

## Conduct principles

All staff are required to comply with the Wodonga TAFE's Staff Code of Conduct and the Code of Conduct for Victorian Public Sector employees. The Institute values and behaviours also provide guidance to staff on expected behaviour and professional conduct.

## Consultancies

In 2024, there were 18 consultancies where the total fees payable to the consultants were \$10,000 or greater. The total expenditure incurred during 2024 in relation to these consultancies is \$2,348,623 (excl. GST). In 2024, there were 18 additional consultancies where the total fees payable were less than \$10,000. The total expenditure incurred during 2024 in relation to these consultancies is 84,083 (excl. GST).

### Details of individual consultancies (valued at \$10,000 or greater, excl. GST)

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee \$	Expenditure 2024 \$	Future expenditure \$
DS Architects Pty Ltd	Logical Innovations Project Design	Feb-24	Dec-24	1,017,120	1,017,120	292,790
Watson Young Architects	Architectural Services	Feb-24	Dec-24	496,738	496,738	Nil
UniLodge Australia Pty Ltd	Management Fees - Student Accommodation	Jan-24	Dec-24	301,656	301,656	156,000
Kinetic IT Pty Ltd	SOC IT Managed Services	May-24	Dec-24	167,336	167,336	Nil
Bon Consulting Pty Ltd	Project Management Services	Jun-24	Oct-24	47,740	47,740	Nil
iCognition Pty Limited	EDRM SaaS Implementation Project	Jun-24	Jun-24	47,250	47,250	Nil
AccomplishBiz Pty Ltd	Project Management - AMEP Tender	Oct-24	Nov-24	47,250	47,250	Nil
Aegis Risk Management Services Pty Ltd	Workers Compensation Fee & Return to Work Coordination	Jun-24	Dec-24	35,417	35,417	Nil
Charter Keck Cramer Pty Ltd	Surveying Services	Mar-24	Oct-24	32,995	32,995	Nil
Quantum Information Technology Pty Ltd	Software Relationship Manager	Jan-24	Dec-24	27,056	27,056	Nil
Megumi & Associates Pty Ltd	Executive Team Health Check	Sep-24	Oct-24	24,708	24,708	Nil
Web Matrix Pty Ltd	Annual Service & Support	Jan-24	Dec-24	21,312	21,312	Nil

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee \$	Expenditure 2024 \$	Future expenditure \$
Rockbarton Pty Ltd	AV Project Management Services	Jan-24	Apr-24	15,936	15,936	Nil
NTT Australia Pty Ltd	AV Project Management Services	Jul-24	Jul-24	15,082	15,082	Nil
ArcBlue Consulting (Aus) Pty Ltd	Supplier Categorisation	Jun-24	Jun-24	14,000	14,000	Nil
LinkedIn	Recruiter - Corporate	Jan-24	Dec-24	13,720	13,720	Nil
Technology One Limited	Software Technical Services	Jan-24	Dec-24	11,757	11,757	Nil
Atturra Business Applications	Business Consulting	Aug-24	Dec-24	11,550	11,550	Nil

Also published at [www.wodongatafe.edu.au/about-us/publications](http://www.wodongatafe.edu.au/about-us/publications)

## Disclosure of Emergency Procurement

In 2024 Wodonga TAFE activated Emergency Procurement on one occasion in accordance with the requirements of government policy and accompanying guidelines. One new contract, valued at or more than \$100 000 (GST inclusive), were awarded in connection with the emergency. Details of the Department's emergency procurements are shown below.

Nature of Emergency	Date of activation	Summary of goods and services procured under new contracts	Total spend on goods and services in response to the emergency	Number of new contracts awarded valued at \$100,000 (incl. GST) or more
Weather-Related Damage to Facilities at McKoy Street Site	6 December 2024	Engaged C&M Building Services & North East Tree Care	\$23,292.50	0

# Freedom of Information

Wodonga TAFE has implemented procedures that, subject to privacy provisions, facilitate all reasonable requests for information from students, staff, and the general public without recourse to the Freedom of Information Act 1982. Wodonga TAFE ensures that its procedures are in line with the requirements of the Freedom of Information Act 1982. During the calendar year ended 31 December 2024, Wodonga TAFE received one request for information under the Freedom of Information process.

# ICT expenditure

## Details of ICT expenditure for 2024

BAU ICT Operational Expenditure	BAU ICT Capital Expenditure	Non-BAU Operational expenditure	Non-BAU Capital expenditure
\$6,409,000	\$9,000	\$352,000	\$382,000

# Local Jobs First policy

The Local Jobs First Act 2003 requires departments and public sector bodies to apply the Local Jobs First policy to all projects over \$3 million in metropolitan Melbourne or state-wide, and \$1 million in regional Victoria. In 2024 Wodonga TAFE had two applicable projects. The total value of Local Jobs First project within the 2024 reporting period is \$1,769,300 the anticipated total value of \$39million will continue in 2025.

# Major commercial activities

Wodonga TAFE undertook no major commercial activities in 2024.

# National Competition policy

Wodonga TAFE has established policies and processes to ensure compliance with the National Competition Policy which take into account the Victorian Government's Competitive Neutrality Policy and related legislation. Wodonga TAFE views this activity as a critical part of its approach to business development along with a focus on continuous improvement and improved and efficient work practices.

# Public Interest Disclosure Act

The Public Interest Disclosure Act 2012 encourages and facilitates the disclosure of improper conduct by public bodies, and other persons, and helps people to make disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and for rectifying action to be taken. Wodonga TAFE does not tolerate improper conduct by employees or the taking of reprisals against those who come forward to disclose such conduct.

Wodonga TAFE endeavours to ensure that it complies with the provisions of the Public Interest Disclosure Act 2012 and that its processes are transparent with appropriate accountabilities. The organisation also aims to support the making of disclosures that reveal corrupt conduct, mismanagement of public resources, or risks to public health and safety for the environment. Wodonga TAFE does not receive Protected Disclosures, rather such information is sent directly to the Independent Broad-based Anti-Corruption Commission (IBAC).



## Victorian Public Sector Travel policy

Wodonga TAFE has policies and procedures in relation to domestic and international travel and accommodation to ensure compliance with the Victorian Public Sector Travel Policy.

Enquiries about details of any of the items mentioned above should be made in writing and addressed to:

Belinda Leskie  
Chief Finance Officer

Wodonga TAFE  
PO Box 963 Wodonga Victoria 3689  
1300 698 233  
[ceo@wodongatafe.edu.au](mailto:ceo@wodongatafe.edu.au)

# Wodonga Institute of TAFE - Financial Statements

## Table of Contents

Wodonga TAFE has presented its audited general purpose financial statements for the year ended 31 December 2024 in the following structure to provide users with the information about the Institute's stewardship of resources entrusted to it.

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# Certifications

## Independent Auditor's Certification of The Statement of Performance VAGO



### Independent Auditor's Report

#### To the Board of Wodonga Institute of TAFE

<b>Opinion</b>	<p>I have audited the accompanying performance statement of Wodonga Institute of TAFE (the institute) which comprises the:</p> <ul style="list-style-type: none"><li>• performance statement for the year ended 31 December 2024</li><li>• the management certification.</li></ul> <p>In my opinion, the performance statement of Wodonga Institute of TAFE in respect of the year ended 31 December 2024 presents fairly, in all material respects, in line with the reporting requirements outlined by the Minister in the statement of priorities.</p>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the performance statement</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. I and my staff are independent of the institute in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the performance statement in Victoria and have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Board's responsibilities for the performance statement</b>	<p>The Board are responsible for the preparation and fair presentation of the performance statement and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of the performance statement that is free from material misstatement, whether due to fraud or error.</p>
<b>Auditor's responsibilities for the audit of the performance statement</b>	<p>As required by the <i>Audit Act 1994</i>, my responsibility is to express an opinion on the performance statement based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the performance statement as a whole is 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 the Australian Standards on Assurance Engagements 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 decisions of users taken on the basis of this performance statement.</p>

## Independent Auditor's Certification of The Statement of Performance VAGO

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As part of an audit in accordance with the Australian Standards on Assurance Engagements, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of performance statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. 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.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the institute's internal control
- evaluate the overall presentation, structure and content of the performance statement, including the disclosures, and whether performance statement represents the underlying events and results in a manner that achieves fair presentation.

I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

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MELBOURNE  
31 March 2025



Charlotte Jeffries  
*as delegate for the Auditor-General of Victoria*

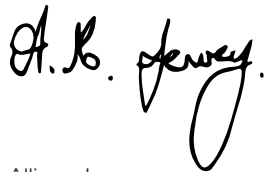


## Performance Statement Management Certification for 2024

In our opinion, the accompanying Statement of Performance of Wodonga Institute of TAFE, in respect of the year ended 2024, is presented fairly.

The Statement outlines the performance indicators as determined by the responsible Minister, pre-determined targets where applicable, the actual results of the year against these indicators, and an explanation of any significant variance between the actual results and performance targets.

As at the date of signing, we are not aware of any circumstance which would render any particulars in the Statement to be misleading or inaccurate.



Allison Jenvey  
Chair & Ministerial Nominee Director  
Wodonga Institute of TAFE  
Wodonga  
18 March 2025



Phil Paterson  
Managing Director and Chief Executive Officer  
Wodonga Institute of TAFE  
Wodonga  
18 March 2025



Belinda Leskie  
Chief Finance Officer  
Wodonga Institute of TAFE  
Wodonga  
18 March 2025

# Performance Statement

## Performance Statement for the Year Ended 31 December 2024

Indicator	Description and methodology	Measure	2024 target	2024 actual	Explanation of variances	Prior year result
Training revenue diversity	Govt. Funded Training / Total Training Revenue	%	24.6%	20.0%	The strategic cultivation of key commercial contracts has continued in 2024, driving growth in fee-for-service revenue, in turn reducing the percentage of government-funded training revenue.	26.3%
	Fee for Service / Total Training Revenue	%	73.5%	78.5%	Student fees and charges have remained stable from 2023 to 2024.	71.8%
	Student Fees & Charges / Total Training Revenue	%	1.9%	1.5%		1.9%
Employment costs as a proportion of training revenue	(Employment Costs + 3rd Party Training Delivery Costs) / Total Training Revenue	%	96.6%	94.8%	<p>In 2024, employment costs as a proportion of training revenue decreased to 94.8%, as a result of significant increases in fee-for-service revenues, which rose by 79.0%, surpassing labour costs.</p> <p>Strategic management of vacancies and a rise in fee-for-service training activity helped mitigate the impact of increased employment costs, resulting in the metric falling below the target of 96.6%.</p>	105.3%
Training revenue per teaching FTE	Training Revenue (excl. Revenue delivered via 3rd party delivery) / Total teaching FTE (including annualised casual teaching staff)	\$	\$149,913	\$236,774	<p>In 2024, training revenue per teaching FTE significantly exceeded the target, reaching \$215,181 against a target of \$149,913, driven by the growth in Defence contracts and the nature of commercial arrangements.</p> <p>The reduction in teaching FTE from 2023 to 2024 positively contributed to the metric, as a more efficient workforce generated higher revenue.</p>	\$187,051
Operating margin percentage	EBIT excl. capital contributions / Total revenue excl. capital contributions	%	(2.0%)	2.7%	<p>In 2024, the operating margin percentage achieved a positive 2.7%, surpassing the target of (2.0%), reflecting improved financial management and cost control measures.</p> <p>This significant improvement from 0.7% in 2023 and (3.8%) in 2022 highlights the effectiveness of strategic initiatives aimed at enhancing operational efficiency and profitability.</p>	0.7%

## Independent Auditor's Certification of the Financial Report



### Independent Auditor's Report

#### To the Board of Wodonga Institute of TAFE

<b>Opinion</b>	<p>I have audited the financial report of Wodonga Institute of TAFE (the institute) which comprises the:</p> <ul style="list-style-type: none"><li>• balance sheet as at 31 December 2024</li><li>• comprehensive operating statement for the year then ended</li><li>• statement of changes in equity for the year then ended</li><li>• cash flow statement for the year then ended</li><li>• notes to the financial statements, including material accounting policy information</li><li>• declaration by the Board Chair, Chief Executive Officer and Chief Finance Officer.</li></ul> <p>In my opinion the financial report is in accordance with Part 7 of the <i>Financial Management Act 1994</i> and Division 60 of the <i>Australian Charities and Not-for-profits Commission Act 2012</i>, including:</p> <ul style="list-style-type: none"><li>• presenting fairly, in all material respects, the financial position of the institute as at 31 December 2024 and of its financial performance and its cash flows for the year then ended</li><li>• complying with Australian Accounting Standards and Division 60 of the <i>Australian Charities and Not-for-profits Commission Regulations 2022</i>.</li></ul>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the institute in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Board's responsibilities for the financial report</b>	<p>The Board of the institute is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

## Independent Auditor's Certification of the Financial Report

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### Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is 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 the 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 this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. 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.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the institute's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the institute's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the institute to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

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MELBOURNE  
31 March 2025



Charlotte Jeffries  
as delegate for the Auditor-General of Victoria

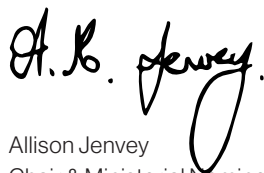
## Declaration by the Board Chair, Chief Executive Officer and Chief Finance Officer

The attached financial statements for the Wodonga Institute of TAFE have been prepared in accordance with Standing Direction 5.2 of the Standing Directions of the Minister of Finance under the Financial Management Act 1994, applicable Financial Reporting Directions, Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the Comprehensive Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash flow Statement and Accompanying Notes to and forming part of the financial report, presents fairly the financial transactions during the year ended 31 December 2024 and financial position of the Institute as at 31 December 2024.

At the date of signing this financial report, we are not aware of any circumstances that would render any particulars included in the financial report to be misleading or inaccurate.

The Board Chair, the Chief Executive Officer, and the Chief Finance Officer sign this declaration as delegates of, and in accordance with a resolution of, the Board of the Wodonga Institute of TAFE.



Allison Jervey  
Chair & Ministerial Nominee Director  
Wodonga Institute of TAFE  
Wodonga  
18 March 2025



Phil Paterson  
Managing Director and Chief Executive Officer  
Wodonga Institute of TAFE  
Wodonga  
18 March 2025



Belinda Leskie  
Chief Finance Officer  
Wodonga Institute of TAFE  
Wodonga  
18 March 2025



# Financial Statements

## Comprehensive Operating Statement

for the year ended 31 December 2024

	Notes	2024 \$'000	2023 \$'000
<b>Continuing operations</b>			
<b>Revenue and income from transactions</b>			
Government grants			
Operating grants - revenue	2.1.1	20,431	16,382
Operating grants - income	2.1.1	14,448	17,595
Capital grants - income	2.1.2	1,261	-
Revenue from fees, charges and sales	2.2	81,709	45,963
Other revenue	2.3	2,650	2,169
Other income	2.3	4,442	2,787
<b>Total revenue and income from transactions</b>		<b>124,941</b>	<b>84,896</b>
<b>Expenses from transactions</b>			
Employee benefits	3.1.1	63,667	57,443
Supplies and services	3.3	45,525	17,165
Other operating expenses	3.4	4,959	5,598
Depreciation and amortisation	3.5	4,124	4,122
<b>Total expenses from transactions</b>		<b>118,275</b>	<b>84,328</b>
<b>Net result from transactions</b>		<b>6,666</b>	<b>568</b>
<b>Other economic flows included in net result</b>			
Net gain/(loss) on non-financial assets	4.1.3	68	(204)
<b>Total other economic flows included in net result</b>		<b>68</b>	<b>(204)</b>
<b>Net result from continuing operations</b>		<b>6,734</b>	<b>364</b>
<b>Net result</b>		<b>6,734</b>	<b>364</b>
<b>Other economic flows - other comprehensive income</b>			
<b>Items that will not be reclassified to net result</b>			
Changes in physical asset revaluation surplus		905	-
<b>Comprehensive result</b>		<b>7,639</b>	<b>364</b>

The accompanying notes form part of these financial statements.

## Balance Sheet

as at 31 December 2024

	Notes	2024 \$'000	2023 \$'000
<b>Assets</b>			
<b>Financial assets</b>			
Cash and cash equivalents	6.1	50,425	32,437
Receivables	5.1	9,638	11,288
<b>Total financial assets</b>		<b>60,063</b>	43,725
<b>Non-financial assets</b>			
Property, plant and equipment	4.1	78,855	77,331
Intangible assets	4.2	-	11
Other non-financial assets	5.2	1,388	1,074
<b>Total non-financial assets</b>		<b>80,243</b>	78,416
<b>Total assets</b>		<b>140,306</b>	122,141
<b>Liabilities</b>			
Payables	5.3	4,097	5,235
Contract liabilities	5.4	12,279	1,269
Employee provisions	5.5	9,008	8,354
<b>Total liabilities</b>		<b>25,384</b>	14,858
<b>Net assets</b>		<b>114,922</b>	107,283
<b>Equity</b>			
Contributed capital	6.2	14,015	14,015
Accumulated surplus		40,845	34,111
Reserves	9.1	60,062	59,157
<b>Net worth</b>		<b>114,922</b>	107,283

The accompanying notes form part of these financial statements.

## Statement of Changes in Equity

for the year ended 31 December 2024

	Physical asset revaluation surplus \$'000	Accumulated surplus \$'000	Contributions by owner \$'000	Total \$'000
<b>At 1 January 2023</b>	<b>59,157</b>	<b>33,747</b>	<b>14,015</b>	<b>106,919</b>
Net result for the year	-	364	-	364
Revaluation of PPE	-	-	-	-
<b>Year ended 31 December 2023</b>	<b>59,157</b>	<b>34,111</b>	<b>14,015</b>	<b>107,283</b>
Net result for the year	-	6,734	-	6,734
Revaluation of PPE	905	-	-	905
<b>Year ended 31 December 2024</b>	<b>60,062</b>	<b>40,845</b>	<b>14,015</b>	<b>114,922</b>

*The accompanying notes form part of these financial statements.*

## Cash Flow Statement

As at 31 December 2024

	Notes	2024 \$'000	2023 \$'000
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Government contributions		49,947	35,838
Receipts from customers – fees, charges and sales		92,741	41,620
Goods and services tax recovered from the ATO		2,958	1,780
Interest received		2,067	1,318
Other receipts		5,764	3,843
<b>Total receipts from operating activities</b>		<b>153,477</b>	84,399
<b>Payments</b>			
Payments to suppliers		(62,068)	(19,196)
Payments to employees		(62,755)	(57,453)
Goods and services tax paid to the ATO		(6,002)	(3,770)
<b>Total payments from operating activities</b>		<b>(130,825)</b>	(80,419)
<b>Net cash flows from operating activities</b>	6.1.1	<b>22,652</b>	3,980
<b>Cash flows from investing activities</b>			
Purchases of non-financial assets		(4,793)	(2,037)
Proceeds from sales of non-financial assets		129	650
<b>Net cash used in investing activities</b>		<b>(4,664)</b>	(1,387)
<b>Cash flows from financing activities</b>			
<b>Net cash inflow (outflow) from financing activities</b>		<b>-</b>	-
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>17,988</b>	2,593
Cash and cash equivalents at the beginning of year		32,437	29,844
<b>Cash and cash equivalents at the end of year</b>	6.1	<b>50,425</b>	32,437

The accompanying notes form part of these financial statements.

# Note 1 – About This Report

Wodonga TAFE is a statutory body corporate, established pursuant to an Act made by the Victorian Government under the *Education and Training Reform Act 2006* Section 3.1.12 4(a).

Wodonga TAFE is a Technical and Further Education (TAFE) provider, based predominantly in Wodonga of Victoria.

Its registered office and principal address is:

Wodonga Institute of TAFE  
87 McKoy Street, Wodonga VIC 3690, Australia

## 1.1 Basis of preparation

These financial statements are presented in Australian dollars, the functional and presentation currency of the Wodonga TAFE (the "Institute"). These financial statements have been prepared in accordance with the historical cost convention, unless a different measurement basis is specifically disclosed in the notes associated with the item measured on a different basis. Amounts in the financial report have been rounded to the nearest thousand dollars, unless otherwise stated.

The accrual basis of accounting has been applied in the preparation of these financial statements whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Judgements, estimates and assumptions are required to be made about the financial information being presented. The 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. Actual results may differ from these estimates.

Judgements made by management in the application of Australian Accounting Standards (AAS) that have significant effects on the financial statements relate to:

- determining whether government contributions received should be recognised as revenue under AASB 15 or income under AASB 1058 depending on whether the performance obligations within the contract are assessed as sufficiently specific and measuring Wodonga TAFE's satisfaction of a performance obligation (refer to Note 2.1);
- AASB 16 *Leases* and the requirements to determine the lease term to the extent that extension options are certain (refer to Note 6.3);

Estimates and assumptions made by management in the application of Australian Accounting Standards (AAS) that have significant effects on the financial statements relate to:

- actuarial assumptions for employee benefit provisions based on likely tenure of existing staff, patterns of leave claims, future salary movements and future discount rates (refer to Note 5.5);
- the loss rate used in calculating the allowance for expected credit losses (refer to Note 7.1.2);
- the fair value of land, buildings, infrastructure, plant and equipment (refer to note 7.3); and
- the fair value of assets measured at current replacement cost as a result of rising costs of construction and inflation.

These estimates and associated assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision.

These financial statements cover Wodonga TAFE as an individual reporting entity. Wodonga TAFE had no controlled entities for the period ended 31 December 2024.

## Good and Services Tax (GST)

Income and expenses are recognised net of the amount of associated GST.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.



## Funding risk

Funding risk is the risk of over reliance on a particular funding source to the extent that a change in that funding source could impact on the operating results of the current year and future years.

Wodonga TAFE manages funding risk by continuing to diversify and increase funding from commercial activities.

There has been no significant change in Wodonga TAFE's exposure, or its objectives, policies and processes for managing funding risk or the methods used to measure this risk from the previous reporting period.

## 1.2 Compliance information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994 (FMA)*, the *Australian Charities and Not-for-Profit Act 2012* and applicable AAS, which include Interpretations, issued by the Australian Accounting Standards Board (AASB). In particular, they are presented in a manner consistent with the requirements of the AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

For the purposes of preparing financial statements, Wodonga TAFE is classed as a not-for-profit entity. Where appropriate, those AAS paragraphs applicable to not-for-profit entities have been applied.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported. Accounting policies applied are disclosed in sections where the related balance or financial statement matter is disclosed.

## Note 2 – How We Earned Our Funds

### 2.1 Government grants

#### 2.1.1 Revenue and income from government grants

Grants and other transfers	2024	2023
	\$'000	\$'000
<b>Government grants – operating revenue</b>		
<b>Government - contestable</b>		
DE/DJSIR	19,374	15,065
Other States, Territories, Local Govt.	807	697
<b>Commonwealth Government - contestable</b>		
Commonwealth	250	620
<b>Total government grants – operating revenue</b>	<b>20,431</b>	16,382
<b>Government grants – operating income</b>		
<b>Government – other grants</b>		
DE/DJSIR	13,453	16,274
Other Vic. Government Departments	995	1,321
<b>Commonwealth government - other grants</b>		
Commonwealth		
<b>Total government grants – operating income</b>	<b>14,448</b>	17,595
<b>Total government grants – operating</b>	<b>34,879</b>	33,977

#### Revenue and income from government grants

Wodonga TAFE is first required to determine whether the government grants received should be accounted for as Revenue per AASB 15 or Income per AASB 1058.

Significant judgement is applied to assess if a government grant or contract contains sufficiently specific performance obligations.

## Revenue from government grants

Wodonga TAFE's revenue streams are predominately for transactions relating to the delivery of courses to students and education services to clients. In all cases, the total transaction price for these services is allocated amongst the various performance obligations based on the consideration specified in the contract with the customer. The transaction price for a contract excludes any amounts collected on behalf of third parties. Revenue is recognised either at a point in time or over time as Wodonga TAFE satisfies the performance obligations by transferring the promised goods or services to its customers. Where government grants have been received for services to be delivered in the following year, these amounts are deferred as a contract liability (Note 5.4).

Revenue is measured at the amount of consideration to which Wodonga TAFE expects to be entitled in exchange for transferring promised goods or services to a customer.

## Income from government grants

Income from government grants without any sufficiently specific performance obligations, or that are not enforceable, is recognised when Wodonga TAFE has an unconditional right to receive cash which usually coincides with receipt of cash. On initial recognition of the asset, Wodonga TAFE recognises any related grants by owners, increases in liabilities and decreases in assets ('related amounts') in accordance with other Australian Accounting Standards. Related amounts may take the form of:

- contributions by owners, in accordance with AASB 1004 *Contributions*
- a lease liability in accordance with AASB 16 *Leases*
- a financial instrument, in accordance with AASB 9 *Financial Instruments*
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

Specific criteria in relation to determining whether government grants are accounted for as revenue per AASB 15 or income per AASB 1058 are set out below.

Source of Funding	Nature	Performance obligation	Timing of satisfaction
State government – contestable	Refers to Victorian state government funding for which the Institute must compete with other registered training providers. Funding is allocated primarily through a combination of a 'User Choice' system for all providers and a competitive tendering process for private providers.	The funding agreement for these grants outlines the performance obligations to provide education services to eligible students. These grants are recognised as revenue from contracts with customers in line with the requirements of AASB 15.	Revenue is recognised over time, on the basis of the number of units of training delivered to eligible students over the life of the agreement.
State government – other grants	Refers to funding that is not recognised as contestable and includes specific purpose grants.	In general, funding agreements for these grants do not contain sufficiently specific performance obligations and are therefore recognised as income under AASB 1058. Wodonga TAFE recognises income immediately in the comprehensive operating statement when control is achieved over the funds which occurs on execution of the relevant contract.  Where <b>performance obligations are sufficiently specific</b> in accordance with AASB 15.	Revenue is recognised <b>over time</b> in the comprehensive operating statement as the performance obligations are delivered.

2.1.2 Capital grants income	2024	2023
	\$'000	\$'000
State government – capital	1,261	-
<b>Total government grants - capital</b>	<b>1,261</b>	<b>-</b>

Income Type	Nature	Performance obligation	Timing of satisfaction
State government – capital	Where Wodonga TAFE receives a financial asset to construct or acquire a non-financial asset which is to be retained and used by the Wodonga Institute of TAFE.	Whilst Wodonga TAFE has an obligation acquire or construct a non-financial asset, such transactions are accounted for following specific guidance under AASB 1058.	When the asset is acquired.  Or  Over time, as the building or facility is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction are the best measure of the stage of completion of the building.

## 2.2 Revenue from fees, charges and sales

	2024	2023
	\$'000	\$'000
Student fees and charges	1,449	1,156
Fee for service - government	78,553	42,525
Fee for service - other	1,476	2,102
<b>Other non-course fees and charges</b>		
Student amenities and services	231	180
<b>Total revenue from fees, charge and sales</b>	<b>81,709</b>	<b>45,963</b>

The timing of satisfaction of a sufficiently specific performance obligation and the amount of revenue to be allocated to each performance obligation involves significant judgement. The accounting policy below outlines the material performance obligations and, how and when these are satisfied.

Revenue for student fees and charges is recognised as the course is delivered to the student and is measured as the amount Wodonga TAFE expects to be entitled to. Any fee waivers are recognised as a reduction in the amount of revenue recognised. Where revenue has been received for programs or services to be delivered in the following year, these amounts are deferred as a contract liability.

Other non-course fees and charges are recognised as the service is delivered to the student. For example, student amenities and services revenue is recognised as Wodonga TAFE provides the service to the student.

Wodonga TAFE uses performance obligations as set out in project plans to recognise revenue over time in line with AASB 15.

Revenue Type	Nature	Performance obligation	Timing of satisfaction
Student fees and charges	<p>Wodonga TAFE provides educational services to eligible domestic students.</p> <p>Student fees and charges revenue includes student tuition fees and course materials received or to be received from eligible students for the provision of these services.</p>	Provision of education services.	<p>Student fees and charges are recognised in accordance with the relevant enrolment terms and conditions and over the period that the education and training services are provided.</p> <p>Any fee waivers are recognised as a reduction in the amount of revenue recognised. Where revenue has been received for programs or services to be delivered in the following year, these amounts are deferred as a contract liability.</p>
Fee for service – government	Relates to course fees funded by State and Federal government departments (excluding revenue/income recognised in Note 2.1.1).	Provision of services.	<p>Revenue is recognised over time by reference to the percentage completion of each contract, i.e. in the reporting period in which the services are rendered.</p> <p>Where fee for service revenue has been clearly received in respect of programs or services to be delivered in the following year, such amounts are disclosed as a contract liability.</p>
Fee for service – other	Relates to revenue from training programs to domestic students (who are not eligible for a government funded subsidy) and private organisations (industry).		
Revenue from sale of goods		Delivery of goods.	<p>Revenue is recognised at a point in time when the goods are delivered and have been accepted by customers. Sales are recognised based on the contractual price, net of any discounts (if applicable). Payment of transaction price is due immediately.</p>

### Revenue recognised in relation to contract liabilities

The following table shows how much of the revenue recognised in the current reporting period relates to carried-forward contract liabilities and how much relates to performance obligations that were satisfied in a prior year:

	2024 \$'000	2023 \$'000
Student fees and charges	463	193
Fee for Service	-	-
	<b>463</b>	193



### Transaction price allocated to remaining performance obligations

Revenue is recognised on a quantitative basis using the time bands that are most appropriate for the duration of the remaining performance obligations.

The following table includes revenue expected to be recognised in the future related to performance obligations that are unsatisfied (or partially satisfied) at the reporting date:

	<b>2025</b>	<b>2026</b>	<b>2027</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Student fees	540	-	-
<b>Revenue expected to be recognised</b>	<b>540</b>	<b>-</b>	<b>-</b>

*Note: These are estimates only, based on professional judgement and past experience.*

### Payment terms

The payment terms for student fees are as follows:

- Up-front payment via cash, EFTPOS or credit card prior to course commencement;
- Payment plan via a third party (debit success);
- Federal Government assistance (VET Student Loan); and/or
- Invoice to a third party (e.g. a student's employer or workers' compensation provider), (payment terms are 30 days).

Students are generally entitled to a refund (less administration fee) if they withdraw from a course within 28 days of enrolment. Students who withdraw after this time are generally not entitled to a refund.

## 2.3 Other Revenue and Income

	<b>2024</b>	2023
	<b>\$'000</b>	<b>\$'000</b>
Childcare revenue	<b>2,650</b>	2,169
<b>Total other revenue</b>	<b>2,650</b>	2,169
Interest income	<b>2,066</b>	1,318
Rental income	<b>792</b>	366
Other income	<b>1,584</b>	1,103
<b>Total other income</b>	<b>4,442</b>	2,787
<b>Total other revenue and income</b>	<b>7,092</b>	4,956

Other Revenue Type	Nature	Performance obligation	Timing of satisfaction
Childcare revenue	Revenue received from childcare services provided.	Provision of childcare services.	Recognised evenly over the period of providing care to the child given the inputs are expended evenly throughout the period. The child receives the care as the care is provided.

Other Income Type	Nature	Performance obligation	Timing of satisfaction
Interest	Interest income includes interest received on bank term deposits and other investments and the unwinding over time of the discount on financial assets.	None.	Recognised taking into account the effective interest rates applicable to the financial assets.
Rental income from operating leases	Wodonga TAFE receives rental income for certain land and buildings leased out to the general public during the semester break period and when the buildings are excess to the current requirement. Wodonga TAFE also receives rental income from long term lease arrangements with third parties.	None.	Rental income is recognised on a time proportional basis and is brought to account when Wodonga TAFE's right to receive the rental is established.
Other income		Other income is recognised when Wodonga TAFE's right to receive payment is established.	

## Note 3 – How We Expended Our Funds

### 3.1 Employee benefits

The present value of employee benefit obligations including annual leave, long service leave and on-costs are determined using various assumptions that may differ from actual developments in the future. These include future salary growth rate, future discount rates, tenure of existing staff, and patterns of leave claims.

All assumptions are reviewed at each reporting date.

#### 3.1.1 Employee benefits in the Comprehensive Operating Statement

	<b>2024</b>	2023
	<b>\$'000</b>	\$'000
Salaries, wages, overtime and allowances	<b>50,473</b>	45,637
Superannuation	<b>6,060</b>	5,231
Payroll tax	<b>790</b>	782
Mental Health Levy	<b>361</b>	370
Worker's compensation	<b>799</b>	473
Annual Leave	<b>3,906</b>	3,597
Long service leave	<b>1,123</b>	1,297
Termination Benefits	<b>132</b>	31
Other	<b>23</b>	25
<b>Total employee benefits</b>	<b>63,667</b>	57,443

Employee expenses include all costs related to employment, including wages and salaries, fringe benefits tax, leave entitlements, termination payments and Work Cover premiums. Superannuation expenses / benefits disclosed above are employer contributions that are paid or payable during the reporting period.

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. Wodonga TAFE recognises termination benefits when it is demonstrably committed to either 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 which are expected to be wholly-settled more than 12 months after balance sheet date are discounted to present value.

### 3.2 Superannuation

Wodonga TAFE employees are entitled to receive superannuation benefits and Wodonga TAFE contributes to both defined benefit and defined contribution plans. The defined benefit plan(s) provide benefits based on years of service and final average salary.

Wodonga TAFE does not recognise any defined benefit liability in respect of the plan(s) because the entity has no legal or constructive obligation to pay future benefits relating to its employees; its only obligation is to pay superannuation contributions as they fall due. The Department of Treasury and Finance recognises and discloses the State's defined benefit liabilities in its financial statements.

However, superannuation contributions paid or payable for the reporting period are included as part of employee benefits in the comprehensive income statement.

The name and details of the major employee superannuation funds and contributions made by Wodonga TAFE are as follows:

	<b>2024</b>	2023
	<b>\$'000</b>	\$'000
<b>Paid contribution for the year</b>		
<b>Defined benefit plans:</b>		
State Superannuation Fund – revised and new	<b>27</b>	30
<b>Total defined benefit plans</b>	<b>27</b>	30
<b>Accumulation contribution plans:</b>		
VicSuper	<b>2,190</b>	1,987
Other	<b>4,572</b>	3,842
<b>Total accumulation contribution plans</b>	<b>6,762</b>	5,829
<b>Total paid contributions for the year</b>	<b>6,789</b>	5,859
<b>Contribution outstanding at year end</b>		
<b>Defined benefit plans:</b>		
State Superannuation Fund – revised and new	-	-
<b>Total defined benefit plans</b>	-	-
<b>Accumulation contribution plans:</b>		
VicSuper	-	-
Other	<b>45</b>	46
<b>Total accumulation contribution plans</b>	<b>45</b>	46
<b>Total contribution outstanding at year end</b>	<b>45</b>	46

### Accumulation contribution plans

Contributions are expensed when they become payable.

The bases for contributions are determined by the various schemes.

The above amounts were measured as at 31 December of each year; or in the case of employer contributions, they relate to the years ended 31 December.

### 3.3 Supplies and services

	2024 \$'000	2023 \$'000
Purchases of supplies and consumables	3,677	1,894
Communication expenses	413	362
Payments to Contractors	2,461	2,010
Building repairs and maintenance	2,155	1,969
General consultancy	3,114	2,379
Services purchased within portfolio	16,689	7,590
Legal expenses	223	115
3rd Party training providers	16,793	846
<b>Total supplies and services</b>	<b>45,525</b>	<b>17,165</b>

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

### 3.4 Other operating expenses

	2024 \$'000	2023 \$'000
Audit fees and services	149	135
Insurance	236	187
Equipment below capitalisation threshold	905	1,344
Marketing and promotional expenses	837	673
Staff development	365	356
Travel and motor vehicle expenses	972	936
Utilities	652	665
Other	593	807
Catering	151	122
Uniform	107	155
Bad debt expense	(8)	218
<b>Total other operating expenses</b>	<b>4,959</b>	<b>5,598</b>

Other operating expenses generally represent the day-to-day running costs incurred in normal operations and are recognised when they are incurred and reported in the financial year to which they relate.

Audit fees and services relate to costs associated with internal audit services, as well as remuneration of the Victorian Auditor-General's office for the audit of the financial statements.

3.5 Depreciation and amortisation

	2024	2023
	\$'000	\$'000
Buildings	2,099	2,099
Plant and equipment	1,088	1,025
Land Improvements	732	729
Motor vehicles	194	229
Amortisation of Intangible Assets	11	40
Total depreciation and amortisation	4,124	4,122



## Note 4 – The Assets We Invested In

### 4.1 Property, plant and equipment

#### Fair value measurement

Where the assets included in this section are carried at fair value, additional information is disclosed in Note 7.3 in connection with how those fair values were determined.

In accordance with government purpose classifications (used by the Australian Bureau of Statistics to classify expenses and acquisitions of non-financial assets of the public sector and general government sector), Wodonga TAFE's property, plant and equipment are assets used for the purpose of education. Property, plant and equipment includes all operational assets.

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2024	2023	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Land	14,146	14,146	-	-	14,146	14,146
Buildings	50,430	49,525	(4,397)	(2,298)	46,033	47,227
Construction in progress	2,759	243	-	-	2,759	243
Plant and equipment	16,265	15,102	(9,808)	(8,822)	6,456	6,280
Motor Vehicles	5,671	4,903	(4,180)	(4,170)	1,491	733
Land Improvements	9,431	9,431	(1,461)	(729)	7,970	8,702
<b>Total carrying amount</b>	<b>98,702</b>	<b>93,350</b>	<b>(19,847)</b>	<b>(16,019)</b>	<b>78,855</b>	<b>77,331</b>

Refer to 4.1.1 for reconciliation of movements in carrying amount of property, plant and equipment.

#### Initial recognition

Immediately upon acquisition, items of property, plant and equipment, are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is received for no or nominal consideration, the cost is the asset's fair value at the date of acquisition.

The cost of constructed non-financial physical assets includes the cost of all materials used in construction, direct labour on the project and an appropriate proportion of variable and fixed overheads.

The cost of a leasehold improvements is capitalised and depreciated over the shorter of the remaining term of the lease or their estimated useful lives.

#### Subsequent measurement

Where there is an indication that the value of Property, plant and equipment has changed, these assets are subsequently measured at fair value less accumulated depreciation and impairment. Fair value is determined with regard to the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised by asset category.

Non-specialised land, non-specialised buildings and artworks are valued using the market approach, whereby assets are compared to recent comparable sales or sales of comparable assets that are considered to have nominal value.

Specialised land and specialised buildings: The market approach is also used for specialised land, although is adjusted for the Community Service Obligation (CSO) to reflect the specialised nature of the land being valued.

The CSO adjustment is a reflection of the valuer's assessment of the impact of restrictions associated with an asset to the extent that is also equally applicable to market participants.

For the majority of Wodonga TAFE's specialised buildings, the current replacement cost method is used, adjusting for the associated depreciation.

The fair value of plant, equipment and vehicles, is normally determined by reference to the asset's current replacement cost.

The last formal revaluation of land and building assets (including land improvements) was conducted for the year ended 31 December 2022. For the year ended 31 December 2024, an assessment was conducted using indices provided by the Office of the Victorian Valuer-General. No revaluation was required as a result of this assessment, due to materiality considerations.

### Revaluations of non-financial physical assets

Non-current physical assets measured at fair value are revalued in accordance with Financial Reporting Directions (FRDs) issued by the Minister of Finance.

Refer to Note 7.3 for additional information on fair value determination of property, plant and equipment.

## 4.1.1 Reconciliation of movements in carrying amount of property, plant and equipment

<b>2024</b>	<b>Land \$'000</b>	<b>Buildings \$'000</b>	<b>Construction in progress \$'000</b>	<b>Plant, &amp; Equipment \$'000</b>	<b>Motor Vehicles \$'000</b>	<b>Land Improvements \$'000</b>	<b>Total \$'000</b>
Opening net book amount	14,146	47,227	243	6,280	733	8,702	77,331
Additions	-	-	2,516	1,324	953	-	4,793
Revaluations	-	905	-	-	-	-	905
Disposals	-	-	-	(60)	(1)	-	(61)
Transfers	-	-	-	-	-	-	-
Depreciation	-	(2,099)	-	(1,088)	(194)	(732)	(4,113)
<b>Net carrying amount</b>	<b>14,146</b>	<b>46,033</b>	<b>2,759</b>	<b>6,456</b>	<b>1,491</b>	<b>7,970</b>	<b>78,855</b>

<b>2023</b>	<b>Land \$'000</b>	<b>Buildings \$'000</b>	<b>Construction in progress \$'000</b>	<b>Plant, &amp; Equipment \$'000</b>	<b>Motor Vehicles \$'000</b>	<b>Land Improvements \$'000</b>	<b>Total \$'000</b>
Opening net book amount	14,146	49,326	580	6,198	513	9,345	80,108
Additions	-	-	370	1,218	449	-	2,037
Revaluations	-	-	-	-	-	-	-
Disposals	-	-	(621)	(111)	-	-	(732)
Transfers	-	-	(86)	-	-	86	-
Depreciation	-	(2,099)	-	(1,025)	(229)	(729)	(4,082)
<b>Net carrying amount</b>	<b>14,146</b>	<b>47,227</b>	<b>243</b>	<b>6,280</b>	<b>733</b>	<b>8,702</b>	<b>77,331</b>

### 4.1.2 Capital Commitments

These capital commitments are recorded below at their nominal value and inclusive of GST.

<b>Payable</b>	<b>2024</b>	2023
	<b>\$'000</b>	<b>\$'000</b>
Within one year	<b>2,399</b>	1,727
Later than one year but not later than five years	-	-
Later than five years	-	-
<b>Total capital expenditure commitments</b>	<b>2,399</b>	1,727
GST payable on the above	<b>(218)</b>	(173)
<b>Net capital expenditure commitments</b>	<b>2,181</b>	1,554

The disclosed capital commitment relates to the 'Heavy Vehicle Technology Program' at Logic Centre. Funded by a \$22m grant from the Department of Jobs, Skills, Industry and Regions. Funds to be received 2023-2025.

### 4.1.3 Gain/loss on property, plant and equipment

	<b>2024</b>	2023
	<b>\$'000</b>	<b>\$'000</b>
Net gain/(loss) on disposal of property, plant and equipment	<b>68</b>	(88)
Net gain/(loss) on disposal of intangibles	-	(116)
Total Net gain/(loss) on disposal of non-financial assets	<b>68</b>	(204)

Net gain/(loss) on non-financial assets includes realised and unrealised gains and losses from revaluations, impairments, and disposals of all physical and intangible assets.

Any gain or loss on disposal of non-financial assets is recognised at the date control of the asset is passed to the buyer and is determined after deducting from the proceeds the carrying value of the asset at the time.

## 4.2 Intangible assets

	2024 \$000		2023 \$000	
	ICT Software	Total	ICT Software	Total
<b>Gross carrying amount</b>				
Opening Balance	522	522	738	738
Additions	-	-	-	-
Disposals	-	-	(216)	(216)
<b>Closing balance</b>	<b>522</b>	<b>522</b>	522	522
<b>Accumulated amortisation and impairment</b>				
Opening Balance	(511)	(511)	(565)	(565)
Amortisation charge	(11)	(11)	(40)	(40)
Disposals	-	-	94	94
<b>Closing balance</b>	<b>(522)</b>	<b>(522)</b>	(511)	(511)
<b>Net carrying amount at end of the year</b>	<b>-</b>	<b>-</b>	11	11

### Initial recognition

#### Internally generated intangible assets

When recognition criteria AASB 138 *Intangible Assets* are met, internally generated intangible assets are recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

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

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

#### Configuration and customisation costs incurred related to a Software as a Service (SaaS) arrangement

SaaS arrangements are service contracts providing Wodonga TAFE with the right to access the software provider's application software over the contract period. Where costs incurred to configure or customise SaaS arrangements result in the creation of a resource which is identifiable, and where Wodonga TAFE has the power to obtain the future economic benefits flowing from the underlying resource and to restrict the access of others to those benefits, such costs are recognised as a separate intangible software asset. Where costs incurred to configure or customise do not result in the recognition of an intangible software asset, then those costs that provide Wodonga TAFE with a distinct service (in addition to the SaaS access) are recognised as expenses when the supplier provides the services. When such costs incurred do not provide a distinct service, the costs capitalised as a prepayment are recognised as expenses over the duration of the SaaS contract.

Judgement is required in determining whether:

- costs incurred result in the creation of an intangible asset that meets the recognition criteria in AASB 138;
- the configuration and customisation costs provide a distinct service where such costs do not give rise to the recognition of an intangible asset.

### Subsequent measurement

Intangible assets are amortised as an 'expense from transactions' on a straight-line basis over their useful lives.

Intangible assets have useful lives of 0 – 10 years.

Intangible assets recognised in accordance with AASB 1059 are subsequently measured under the revaluation model.

### Impairment of intangible assets

Intangible assets with indefinite useful lives (and intangible assets not yet available for use) are tested annually for impairment and whenever there is an indication that the asset may be impaired. Intangible assets with finite useful lives are tested for impairment whenever an indication is identified.

If there is an indication of impairment, the assets concerned are tested as to whether their carrying value exceeds their possible recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written off by a charge to the Comprehensive Operating Statement. Impairment of goodwill is not reversed.

## 4.3 Depreciation and amortisation

Depreciation and amortisation is provided on software, property, plant and equipment, including freehold buildings but excluding land.

Depreciation and amortisation 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.

Depreciation and amortisation methods and useful life used for each class of depreciable assets are:

Class of Assets	Useful Life	Method
Buildings	5 - 50 years (2023: 5 - 50 years)	Straight Line
Plant & equipment & other assets	2 - 40 years (2023: 2 - 40 years)	Straight Line
Motor vehicles	2 - 15 years (2023: 2 - 15 years)	Straight Line
Land Improvements	5 – 40 years (2023: 5 - 40 years)	Straight Line
Software	3 - 10 years (2023: 3 - 10 years)	Straight Line

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

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

## Note 5 – Balances From Operations

### 5.1 Receivables

	2024 \$'000	2023 \$'000
<b>Current</b>		
Trade receivables	9,812	11,470
Loss allowance trade receivables	(174)	(182)
<b>Total receivables from contracts with customers</b>	<b>9,638</b>	<b>11,288</b>
<b>Statutory</b>		
GST input tax credit recoverable	-	-
<b>Total current receivables</b>	<b>9,638</b>	<b>11,288</b>

Receivables consist of:

- statutory receivables, which include predominantly GST input tax credits recoverable; and
- contractual receivables, which include mainly debtors in relation to goods and services, loans to third parties, accrued investment income, and finance lease receivables.

Receivables other than sale of goods and services are stated exclusive of the amount of GST receivable. Receivables that are contractual are classified as financial instruments. Statutory receivables are recognised and measured similarly to contractual receivables, but are not classified as financial instruments and are not included in the category of financial assets at amortised cost, because they do not arise from a contract.

Receivables are recognised initially at fair value and subsequently measured at amortised cost, using the effective interest method, less an allowance for any required impairments.

Trade receivables are recognised initially at the amount of consideration that is unconditional unless they contain significant financing components, when they are recognised at fair value. Wodonga TAFE holds the trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortised cost using the effective interest method.

Due to the short-term nature of the current receivables, their carrying amount approximates the fair value.

### Impairment

Wodonga TAFE measures loss allowances at an amount equal to lifetime Expected Credit Losses (ECLs). Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial instrument. ECLs are a probability-weighted estimate of credit-losses. Credit losses are measured as the present value of all cash shortfalls.

The movement in the allowance for impairment in respect of trade receivables during the year is shown in the following table:

	2024 \$'000	2023 \$'000
Balance at the beginning of the year	(182)	(142)
Amounts written off	-	-
Increase/(decrease) in loss allowance recognised in net result	8	(40)
<b>Balance at the end of the year</b>	<b>(174)</b>	<b>(182)</b>



In respect of trade and other receivables, Wodonga TAFE is not exposed to any significant credit risk exposure to any single counterparty or any group of counterparties having similar characteristics. Trade receivables consist of a large number of customers in various industries and geographical areas. Based on historical information about customer default rates, management considers the credit quality of trade receivables that are not past due or impaired to be good.

#### Ageing analysis of contractual receivables

	Carrying amount \$'000	Not past due and not impaired \$'000	Less than 1 month \$'000	1-3 months \$'000	3 months – 1 year \$'000	1-5 years \$'000
<b>2024</b>						
Trade receivables	9,812	9,578	161	15	58	-
<b>Total</b>	<b>9,812</b>	<b>9,578</b>	<b>161</b>	<b>15</b>	<b>58</b>	<b>-</b>
<b>2023</b>						
Trade receivables	11,470	8,860	2,389	142	79	-
<b>Total</b>	<b>11,470</b>	<b>8,860</b>	<b>2,389</b>	<b>142</b>	<b>79</b>	<b>-</b>

Note: The disclosures above exclude statutory receivables (e.g. GST credits).

The average credit period on receivables is 30 days.

There are no financial assets that have their terms renegotiated so as to prevent them from being past due or impaired, and they are stated at the carrying amounts as indicated.

## 5.2 Other non-financial assets

	2024 \$'000	2023 \$'000
<b>Current</b>		
Prepayments	1,388	1,074
<b>Total current other non-financial assets</b>	<b>1,388</b>	<b>1,074</b>

**Prepayments** represent payments in advance of receipt of goods and services or that part of expenditure made in one accounting period covering a term extending beyond that period.

## 5.3 Payables

	2024 \$'000	2023 \$'000
<b>Contractual</b>		
Supplies and services	3,524	4,822
<b>Total contractual payables</b>	<b>3,524</b>	<b>4,822</b>
<b>Statutory</b>		
GST payable	464	320
Other taxes payable	109	93
<b>Total statutory payables</b>	<b>573</b>	<b>413</b>
<b>Total current payables</b>	<b>4,097</b>	<b>5,235</b>

Payables consist of:

- contractual payables, such as accounts payable, and refund liabilities. Accounts payable represent liabilities for goods and services provided to Wodonga TAFE prior to the end of the financial year that are unpaid, and arise when the Institute becomes obliged to make future payments in respect of the purchase of those goods and services; and
- statutory payables, such as goods and services tax and fringe benefits tax payable.

Contractual payables are classified as financial instruments and categorised as financial liabilities at amortised cost.

Statutory payables are recognised and measured similarly to contractual payables, but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from a contract.

### Ageing analysis of contractual payables

The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances as the impact of discounting is not significant.

	Carrying amount \$'000	Nominal amount \$'000	Less than 1 month \$'000	1-3 months \$'000	3 months – 1 year \$'000	1-5 years \$'000
<b>2024</b>						
Supplies and services	3,524	3,524	2,949	473	102	-
<b>Total</b>	<b>3,524</b>	<b>3,524</b>	<b>2,949</b>	<b>473</b>	<b>102</b>	<b>-</b>
<b>2023</b>						
Supplies and services	3,822	3,822	5,656	83	83	-
Total	3,822	3,822	5,656	83	83	-

*Note: The disclosures above exclude statutory payables (e.g. GST payable).*

The average credit period is 30 days.

No interest is charged on the other payables. Terms and conditions of amounts payable to other government agencies vary according to a particular agreement with that agency.

Due to their short-term nature, the carrying amounts of trade and other payables are not considered to be materially different to their fair values.

## 5.4 Contract and other liabilities

Refer to 2.2 for further information around revenue recognised in relation to contract liabilities.

### Contract Liabilities

	2024 \$'000	2023 \$'000
Student fees	540	269
Fee for Service	-	-
<b>Total contract liabilities</b>	<b>540</b>	<b>269</b>

## Contract liabilities

Any fees received by Wodonga TAFE during the current financial year in respect of performance obligations that have not been satisfied are classified as a liability and recognised as a contract liability.

### Other Liabilities

	2024 \$'000	2023 \$'000
Deferred capital grants	11,739	1,000
<b>Total other liabilities</b>	<b>11,739</b>	<b>1,000</b>

## Deferred capital grants

Grant consideration was received from Department of Jobs, Skills, Industry and Regions to support the construction of Heavy Vehicle Technology Precinct. Grant consideration is recognised as income following specific guidance under AASB 1058 as the asset is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction most closely reflect the stage of completion of Heavy Vehicle Technology Precinct. As such, Wodonga TAFE has deferred recognition of a portion of the grant consideration received as a liability for outstanding obligations.

	2024 \$'000	2023 \$'000
<b>Contractual</b>		
Deferred capital grants at beginning of the year	1,000	-
Grant consideration for capital works received during the year	12,000	1,000
Grant consideration recognised as income under AASB 1058	(1,261)	-
<b>Closing balance of deferred capital grants</b>	<b>11,739</b>	<b>1,000</b>

## 5.5 Employee benefits in the balance sheet

	2024 \$'000	2023 \$'000
<b>Current Provisions</b>		
<b>Employee benefits</b>		
<b>Annual Leave</b>		
Unconditional and expected to settle within 12 months	2,525	2,387
Unconditional and expected to settle after 12 months	359	334
<b>Long service leave</b>		
Unconditional and expected to settle within 12 months	469	460
Unconditional and expected to settle after 12 months	2,880	2,825
<b>On costs</b>		
<b>Annual leave</b>		
Unconditional and expected to settle within 12 months	456	368
Unconditional and expected to settle after 12 months	71	60
<b>Long service leave</b>		
Unconditional and expected to settle within 12 months	72	62
Unconditional and expected to settle after 12 months	672	557
<b>Total current provisions</b>	<b>7,504</b>	7,053
<b>Non-Current Provisions</b>		
<b>Long service leave</b>		
Conditional and expected to settle after 12 months	1,504	1,301
<b>Total non-current provisions</b>	<b>1,504</b>	1,301
<b>Total employee provisions</b>	<b>9,008</b>	8,354

The leave obligations cover Wodonga TAFE's liabilities for long service leave and annual leave which are classified as either other long-term benefits or short-term benefits.

The current portion of this liability includes all of the accrued annual leave, the unconditional entitlements to long service leave where employees have completed the required period of service and also for those employees that are entitled to pro-rata payments in certain circumstances. However, based on past experience, the Institute does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

The following amounts reflect leave that is not expected to be taken or paid within the next 12 months:

	2024 \$'000	2023 \$'000
Unconditional and expected to settle within 12 months	2,994	3,277
Unconditional and expected to settle after 12 months	3,239	5,016
<b>Total current employee provisions</b>	<b>6,233</b>	8,293

## Note 6 – How We Financed Our Operations

### 6.1 Cash and cash equivalents

	2024 \$'000	2023 \$'000
Cash at bank and on hand	3,002	2,000
Deposits at call	47,423	30,437
<b>Total cash and deposits</b>	<b>50,425</b>	<b>32,437</b>

Cash and cash equivalents comprise cash on hand and cash at bank, deposits at call and those highly liquid investments with an original maturity of three months or less, which are held for the purpose of meeting short term cash commitments rather than for investment purposes, and which are readily convertible to known amounts of cash and are subject to an insignificant risk of changes in value.

#### 6.1.1 Reconciliation of operating result to net cash flows from operating activities

	2024 \$'000	2023 \$'000
Net result for the year	6,734	364
<b>Non-cash movements</b>		
Depreciation / amortisation of non-financial assets	4,124	4,122
Net (gain)/loss on sale or disposal of non-financial assets	(68)	204
<b>Movements in assets and liabilities</b>		
Decrease / (increase) in receivables	1,650	(5,494)
Decrease / (increase) in other non-financial assets	(314)	(102)
(Decrease) / increase in payables	(1,138)	3,571
(Decrease) / increase in contract liabilities	11,010	876
(Decrease) / increase in provisions	654	439
<b>Net cash flows from operating activities</b>	<b>22,652</b>	<b>3,980</b>

#### Per cash flow statement

Cash flows are included in the cash flow statement on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority are presented as operating cash flows.

## 6.2 Contributed capital

	2024 \$'000	2023 \$'000
<b>Contributed capital</b>		
Balance at 1 January	14,015	14,015
<b>Balance at 31 December</b>	<b>14,015</b>	14,015

Funding that is in the nature of contributions by the Victorian State Government are treated as contributed capital in accordance with the requirements of AASB 1004 *Contributions*. Capital funds provided by the Commonwealth Government are treated as income.

## 6.3 Leases

### Policy

At inception of a contract, Wodonga TAFE will assess whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To identify whether a contract conveys the right to control the use of an identified asset, it is necessary to assess whether:

- The contract involves the use of an identified asset;
- The customer has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- The customer has the right to direct the use of the asset.

This policy is applied to contracts entered into, or changed, on or after 1 January 2019.

### As a lessee

Wodonga TAFE recognises a right of use asset and a lease liability at the lease commencement date. The right of use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- Any lease payments made at or before the commencement date; plus
- Any initial direct costs incurred; and
- An estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located; less any lease incentive received.

The right of use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right of use asset or the end of the lease term. The estimated useful lives of right of use assets are determined on the same basis as those of property, plant and equipment. In addition, the right of use asset is periodically reduced by impairment losses, if any, and adjusted for certain measurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, an appropriate incremental borrowing rate as provided by Treasury Corporation of Victoria (TCV). Generally, Wodonga TAFE uses an appropriate incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- Fixed payments;
- 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 under a residual value guarantee; and
- The exercise price under a purchase option that Wodonga TAFE is reasonably certain to exercise, lease payments in an optional renewal period if Wodonga TAFE is reasonable certain to exercise an extension option, and penalties for early termination of a lease unless Wodonga TAFE is reasonable certain not to terminate early.



The lease liability is measured at amortised cost using the effective interest method. It is remeasured:

- When there is a change in future lease payments arising from a change in an index or rate;
- If there is a change in Wodonga TAFE's estimate of the amount expected to be payable under a residual value guarantee; or
- If Wodonga TAFE changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right of use asset, or is recorded in profit or loss if the carrying amount of the right of use asset has been reduced to zero.

### **Peppercorn leases**

The locations where Wodonga TAFE have operated under a peppercorn lease in the past are disclosed below:

- TAFE Space – 158 Lawrence Street, Wodonga VIC 3690

The premises has not been leased out for a significant period.

### **Short-term and low value leases**

Wodonga TAFE has elected not to recognise right-of-use assets and lease liabilities for short-term leases of machinery that have a lease term of 12 months or less and leases of low-value assets (individual assets worth less than AUD\$10,000), including IT equipment. Wodonga TAFE recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

# Note 7 – Managing Risks and Uncertainties

## 7.1 Financial instruments

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

<b>Contractual Financial Assets</b>	<b>2024</b>	2023
	<b>\$'000</b>	\$'000
<b>Financial assets measured at amortised cost</b>		
Cash and cash equivalents	<b>50,425</b>	32,437
Trade receivables	<b>9,638</b>	11,288
<b>Total contractual financial assets</b>	<b>60,063</b>	43,725
<b>Contractual Financial liabilities</b>		
<b>Loans and payables</b>		
Supplies and services	<b>3,524</b>	4,823
<b>Total contractual financial liabilities</b>	<b>3,524</b>	4,823

*Note: The total amounts disclosed here exclude statutory amounts (e.g. GST input tax credit recoverable and taxes)*

### Categories of financial instruments

Wodonga TAFE classifies its financial assets at amortised cost only if both of the following criteria are met:

- The asset is held within a business model whose objective is to collect contractual cashflows; and
- The contractual terms give rise to cash flows that are solely payments of principal and interest.

Financial assets measured at amortised cost are financial instrument assets with fixed and determinable payments that are not quoted on an active market. These assets are initially recognised at fair value plus any directly attributable transaction costs. Subsequent to initial measurement, receivables are measured at amortised cost using the effective interest method (and for assets, less any necessary impairment).

Wodonga TAFE recognises the following financial assets in this category:

- Cash and deposits; and
- Receivables (excluding statutory receivables).

Financial liabilities at amortised cost are initially recognised on the date they originate. They are initially measured at fair value minus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method.

Wodonga TAFE recognises the following liabilities in this category:

- payables (excluding statutory payables); and
- advances from government.

### 7.1.1 Financial risk management objectives and policies

Wodonga TAFE is exposed to a variety of financial risks, market risk (including foreign currency risk, interest rate risk, and equity price risk), credit risk and liquidity risk.

Wodonga TAFE's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of Wodonga TAFE. Wodonga TAFE uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks and ageing analysis for credit risk.

Primary responsibility for the identification and management of financial risks rests with Wodonga TAFE's finance function, overseen by the Audit and Risk Committee of Wodonga TAFE on behalf of the Board.

### 7.1.2 Credit risk

Credit risk refers to the possibility that a customer will default on its financial obligations as and when they fall due. Credit risk arises from the contractual financial assets of Wodonga TAFE, which comprise cash and deposits and non-statutory receivables. Wodonga TAFE's exposure to credit risk arises from the potential default of a counter party on their contractual obligations resulting in financial loss to Wodonga TAFE.

The trade receivables balance at 31 December 2024 and 31 December 2023 largely relate to student debtors, sponsor debtors and other debtors who engage Wodonga TAFE to provide training services or short courses as well as government agencies. These balances do not include any counterparties with external credit ratings.

Wodonga TAFE does not hold any security on the trade receivables balance. In addition, Wodonga TAFE does not hold collateral relating to other financial assets.

In addition, Wodonga TAFE does not engage in hedging for its contractual financial assets and mainly obtains contractual financial assets that are on fixed interest, except for cash assets, which are mainly cash at bank. Wodonga TAFE's policy is to only deal with banks with high credit ratings.

The carrying amount of contractual financial assets recorded in the financial statements, net of any allowances for losses, represents the Wodonga TAFE's maximum exposure to credit risk without taking account of the value of any collateral obtained.

There are no material financial assets which are individually determined to be impaired.

**Credit quality of contractual financial assets that are neither past due nor impaired**

	Financial Institutions (AA- rating) \$'000	Other counter-party \$'000	Total \$'000
<b>2024</b>			
Cash and cash equivalents	50,425	-	50,425
Receivables	-	9,638	9,638
<b>Total contractual financial assets</b>	<b>50,425</b>	<b>9,638</b>	<b>60,063</b>
<b>2023</b>			
Cash and cash equivalents	32,437	-	32,437
Receivables	-	11,288	11,288
<b>Total contractual financial assets</b>	<b>32,437</b>	<b>11,288</b>	<b>43,725</b>

*Note: The total amounts disclosed here exclude statutory amounts (e.g. GST input tax credit recoverable and taxes payable).*

AASB 9 uses an 'expected credit loss' (ECL) model. Under this model, loss allowances are measured on either of the following bases:

- 12-month ECLs: these are ECLs that result from possible default events within the 12 months after the reporting date; or
- Lifetime ECLs: these are ECLs that result from all possible default events over the expected life of a financial instrument.

In measuring the expected credit losses, trade receivables have been assessed on a collective basis as they possess shared credit risk characteristics. They have been grouped based on the days past due.

The expected loss rates are based on the payment profile for sales over the past 24 months before 31 December 2024 and the past 48 months before 31 December 2023 as well as the corresponding historical credit losses during that period. The historical rates are adjusted to reflect current and forward-looking macroeconomic factors affecting the customer's ability to settle the amount outstanding. Wodonga TAFE has identified gross domestic product (GDP) and unemployment rates of the countries in which the customers are domiciled to be the most relevant factors and accordingly adjusts historical loss rates for expected changes in these factors. However, given the short period exposed to credit risk, the impact of these macroeconomic factors has not been considered significant within the reporting period.

The following table provides information about the estimated exposure to credit risk and ECLs for trade and other receivables as at 31 December 2024:

31 December 2024	Estimated gross carrying amount \$'000	Weighted average loss rate	Estimated loss allowance \$'000	Credit impaired
Current (not past due)	9,528	1.63%	155	Yes
1 - 30 days past due	6	2.3%	-	Yes
31 - 60 days past due	163	3.9%	6	Yes
61 - 90 days past due	27	5.4%	2	Yes
More than 90 days past due	88	12.1%	11	Yes
	<b>9,812</b>		<b>174</b>	

31 December 2023	Estimated gross carrying amount \$'000	Weighted average loss rate	Estimated loss allowance \$'000	Credit impaired
Current (not past due)	8,777	1%	88	Yes
1 - 30 days past due	2,381	3%	79	Yes
31 - 60 days past due	145	6%	9	Yes
61 - 90 days past due	20	8%	2	Yes
More than 90 days past due	147	8.5%	12	Yes
	<b>11,470</b>	-	<b>182</b>	-

Loss rates are based on actual credit loss experience. These rates are multiplied by scale factors to reflect differences between economic conditions during the period over which the historical data has been collected, current conditions and Wodonga TAFE's view of economic conditions over the expected lives of the receivables.

Trade receivables and contract assets are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with Wodonga TAFE, and a failure to make contractual payments for a period of greater than 120 days past due.

Impairment losses on trade receivables and contract assets are presented as net impairment losses within operating profit. Subsequent recoveries of amounts previously written off are credited against the same line item.

### 7.1.3 Liquidity risk

Liquidity risk is the risk that Wodonga TAFE would be unable to meet its financial obligations as and when they fall due.

Wodonga TAFE operates under a payments policy of settling financial obligations within 30 days and in the event of a dispute, making payments within 30 days from the date of resolution.

Wodonga TAFE's maximum exposure to liquidity risk is the carrying amounts of financial liabilities as disclosed in note 7.1.

Wodonga TAFE manages liquidity risk by:

- maintaining adequate short term reserves and banking facilities that can be drawn at short notice to meet its short-term obligations;
- holding investments and other contractual financial assets that are readily tradeable in the financial markets; and
- careful maturity planning of its financial obligations based on forecasts of future cash flows.

Wodonga TAFE's exposure to liquidity risk is deemed to be not material based on prior periods data and current assessment of risk.

There has been no significant change in Wodonga TAFE's exposure, or its objectives, policies and processes for managing liquidity risk, or the methods used to measure this risk from the previous reporting period.

### 7.1.4 Market Risk

In its daily operations, Wodonga TAFE, is exposed to a number of market risks. Market risks relate to the risk that market rates and prices will change and that this will have an adverse effect on the operating result and /or net worth of Wodonga TAFE.

The Board ensures that all market risk exposure is consistent with Wodonga TAFE's business strategy and within the risk tolerance of Wodonga TAFE. Regular risk reports are presented to the Board.

There has been no significant change in the organisation's exposure, or its objectives, policies and processes for managing market risk or the methods used to measure this risk from the previous reporting period.

## Interest rate risk

Interest rate risk arises from the potential for a change in interest rates to change the expected net interest earnings in the current reporting period and in future years, or cause a fluctuation in the fair value of the financial instruments.

The objective is to manage the interest rate risk to achieve stable and sustainable net interest earnings in the long term. This is managed predominantly through a mixture of short term and longer term investments. Management monitors movement in interest rates on a monthly basis.

There has been no significant change in the organisation's exposure, or its objectives, policies and processes for managing interest rate risk or the methods used to measure this risk from the previous reporting period.

The organisation's exposure to interest rate risks and the effective interest rates of financial assets and financial liabilities are set out in the financial instrument composition and maturity analysis table below:

## Interest rate exposure of financial instruments

	Interest rate exposure				
	Weighted average interest rate %	Carrying amount at 31 December \$'000	Floating interest rate \$'000	Fixed interest rate \$'000	Non-interest bearing \$'000
<b>2024</b>					
<b>Financial assets</b>					
Cash and cash equivalents	4.50	50,425	50,425	-	-
Trade receivables	-	9,638	-	-	9,638
<b>Total financial assets</b>	-	60,063	50,425	-	9,638
<b>Financial liabilities</b>					
Trade and other payables	-	2,342	-	-	2,342
<b>Total financial liabilities</b>	-	2,342	-	-	2,342

	Interest rate exposure				
	Weighted average interest rate %	Carrying amount at 31 December \$'000	Floating interest rate \$'000	Fixed interest rate \$'000	Non-interest bearing \$'000
<b>2023</b>					
<b>Financial assets</b>					
Cash and cash equivalents	4.07	32,437	32,437	-	-
Trade receivables	-	11,288	-	-	11,288
<b>Total financial assets</b>	-	43,725	32,437	-	11,288
<b>Financial liabilities</b>					
Trade and other payables	-	3,822	-	-	3,822
<b>Total financial liabilities</b>	-	3,822	-	-	3,822

## Sensitivity analysis and assumptions

	Carrying amount at 31 December	Interest rate risk			
		-1% (100 basis points)		+1% (100 basis points)	
<b>2024</b>		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
<b>Financial assets</b>					
Cash and cash equivalents	50,425	(504)	(504)	504	504
<b>Total impact</b>	50,425	(504)	(504)	504	504

	Carrying amount at 31 December	Interest rate risk			
		-1% (100 basis points)		+1% (100 basis points)	
<b>2023</b>		Result \$'000	Equity \$'000	Result \$'000	Equity \$'000
Cash and cash equivalents	32,437	(324)	(324)	324	324
<b>Total impact</b>	32,437	(324)	(324)	324	324



## 7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, are measured at nominal value.

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

There were no contingent assets or contingent liabilities as at 31 December 2024 (31 December 2023: nil) that may have a material effect on the financial operations of Wodonga TAFE.

## 7.3 Fair value determination

### Significant judgement: Fair value measurements of assets and liabilities

Fair value determination requires judgement and the use of assumptions. This section discloses the most significant assumptions used in determining fair values. Changes to assumptions could have a material impact on the results and financial position of Wodonga TAFE.

This section sets out information on how Wodonga TAFE determined fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The following assets and liabilities are carried at fair value:

- land, buildings, plant and equipment, vehicles, leasehold improvements.

In addition, the fair values of other assets and liabilities that are carried at amortised cost also need to be determined for disclosure purposes.

Wodonga TAFE determines the policies and procedures for determining fair values for both financial and non-financial assets and liabilities as required.

### Fair value estimation

A number of inputs are used in determining fair values. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- Level 1 - quoted (unadjusted) market prices in active markets for identical assets or liabilities;
- Level 2 - valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and
- Level 3 - valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

Wodonga TAFE determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

A summary of changes between levels can be found in Note 7.3(a).

The Valuer-General Victoria (VGV) is Wodonga TAFE's independent valuation agency.

## Fair value determination of financial assets and liabilities

Wodonga TAFE currently holds a range of financial instruments that are recorded in the financial statements where the carrying amounts are a reasonable approximation of fair value, either due to their short-term nature or with the expectation that they will be paid in full.

There is no reportable difference between the carrying amount and fair value for the year ended 31 December 2024.

### (a) Fair value determination of non-financial assets including right of use assets

Wodonga TAFE holds property, plant and equipment for which fair values are determined.

Wodonga TAFE, in conjunction with the Valuer-General Victoria (VGV), monitors changes in the fair value of each asset through relevant data sources to determine whether revaluations are required. The recurring fair value measurements of non-financial physical assets, such as land and buildings, are based on level 2 observable inputs and level 3 unobservable inputs due to the nature and characteristics of Wodonga TAFE's campus assets. There is little or no observable market evidence of the market selling price of campus assets as they are specialised assets with a Community Service Obligation (CSO) applied.

The following table shows the relevant fair value information relating to those assets.

	Carrying amount at 31 December \$'000	Fair value hierarchy		
		Level 1	Level 2	Level 3
		Quoted Prices \$'000	Observable Price Inputs \$'000	Unobservable Inputs \$'000
<b>2024</b>				
Non-specialised land	<b>14,146</b>	-	<b>14,146</b>	-
Specialised land	<b>7,970</b>	-	-	<b>7,970</b>
<b>Total land at fair value</b>	<b>22,116</b>	-	<b>14,146</b>	<b>7,970</b>
Specialised buildings	<b>46,033</b>	-	-	<b>46,033</b>
<b>Total buildings at fair value</b>	<b>46,033</b>	-	-	<b>46,033</b>
Plant, Equipment & Other assets	<b>6,456</b>	<b>6,456</b>	-	-
<b>Total Plant, Equipment &amp; Other assets at fair value</b>	<b>6,456</b>	<b>6,456</b>	-	-
Motor Vehicles	<b>1,491</b>	<b>1,491</b>	-	-
<b>Total Motor Vehicles at fair value</b>	<b>1,491</b>	<b>1,491</b>	-	-

	Carrying amount at 31 December \$'000	Fair value hierarchy		
		Level 1	Level 2	Level 3
		Quoted Prices \$'000	Observable Price Inputs \$'000	Unobservable Inputs \$'000
<b>2023</b>				
Non specialised land	14,146	-	14,146	-
Specialised land	8,702	-	-	8,702
<b>Total land at fair value</b>	22,848	-	14,146	8,702
Specialised buildings & improvements	47,227	-	-	47,227
<b>Total buildings &amp; improvements at fair value</b>	47,227	-	-	47,227
Plant, Equipment & Other assets	6,280	6,280	-	-
<b>Total Plant, Equipment &amp; Other assets at fair value</b>	6,280	6,280	-	-
Motor Vehicles	733	733	-	-
<b>Total Motor Vehicles at fair value</b>	733	733	-	-

### Impairment

Non-financial assets, including items of software, property, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired.

The assets concerned are tested as to whether their carrying value exceeds their recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written off as an 'other economic flow', except to the extent that it can be debited to an asset revaluation surplus amount applicable to that class of asset.

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 recoverable amount for most assets is measured at the higher of current replacement cost and fair value less costs to sell. Recoverable amount for assets held primarily to generate net cash inflows is measured at the higher of the present value of future cash flows expected to be obtained from the asset and fair value less costs to sell.

## **(b) Valuations of property, plant and equipment**

Non-financial physical assets are measured at fair value on a cyclical basis, in accordance with Financial Reporting Direction (FRD) 103 *Non-financial Physical Assets* issued by the Minister of Finance. A full revaluation of education assets normally occurs every five years, but may occur more frequently if fair value assessments indicate material changes in values. Independent valuers are generally used to conduct these scheduled revaluations with interim revaluations determined in accordance with the requirements of the FRD. Revaluation increases and decreases arise from differences between an asset's carrying value and the fair value. Consistent with all Government education assets, an independent valuation of all land and buildings was performed by the Valuer-General Victoria with an effective date of 31 December 2022.

For the year ended 31 December 2024 Wodonga TAFE conducted a managerial revaluation. As part of the managerial revaluation, the following inputs and assumptions were included:

- (a) assumptions made about the future
- (b) source of estimation uncertainty
- (c) the nature or class of assets impacted
- (d) the carrying amount of the assets subject to the significant uncertainty
- (e) sensitivity of the carrying amounts to methods, assumptions and estimates including the reasons for their sensitivity; and
- (f) expected resolution of the uncertainty and the range of reasonably possible outcomes within the next financial year in respect of the carrying amounts.

In the current year, the RBA has continued to maintain and manage interest rates in response to the current actual inflation rates as well unemployment rates which has seen the cash rate being set at 4.35% at balance date compared to prior year of 3.1%. The RBA have taken these measures in response to higher than target inflation rates currently being experienced in the Australian economy. The cash rate target has had a consequential impact on the risk free and capitalisation rates used in determining the fair value of non-financial assets.

Further, rising costs of construction and inflation creates estimation uncertainty for assets measured at current replacement cost.

**Non-specialised land and non-specialised buildings** are valued using the market approach. Under this valuation method, the assets are compared to recent comparable sales or sales of comparable assets which are considered to have nominal or no added improvement value.

For non-specialised land and non-specialised buildings, an independent valuation was performed by the Valuer General Victoria with an effective date of 31 December 2022. Valuation of the assets was determined by analysing comparable sales and allowing for share, size, topography, location and other relevant factors specific to the asset being valued. From the sales analysed, an appropriate rate per square metre has been applied to the subject asset.

To the extent that non-specialised land and non-specialised buildings do not contain significant, unobservable adjustments, these assets are classified as Level 2 under the market approach.

**Specialised land and specialised buildings:** the market approach is also used for specialised land, although is adjusted for the Community Service Obligation (CSO) to reflect the specialised nature of the land being valued.

The CSO adjustment is a reflection of the valuer's assessment of the impact of restrictions associated with an asset to the extent that is also equally applicable to market participants. This approach is in light of the highest and best use consideration required for fair value measurement, and takes into account the use of the asset that is physically possible, legally permissible, and financially feasible. As adjustments of CSO are considered as significant unobservable inputs, specialised land would be classified as a Level 3 asset.

For Wodonga TAFE's majority of specialised buildings, the current replacement cost method is used. The replacement cost of specialised buildings is based on comparing the existing building with a modern equivalent, then adjusting for associated depreciation. As depreciation adjustments are considered as significant, unobservable inputs in nature, specialised buildings are classified as Level 3 fair value measurements.

An independent valuation of Wodonga TAFE's specialised land and specialised buildings was performed by the Valuer-General Victoria. The valuation was performed using the market approach adjusted for CSO. The effective date of the valuation is 31 December 2022.

**Construction in progress assets** are held at cost. Wodonga TAFE transfers the assets out of construction in progress and into the relevant asset category when they are ready for use.

**Motor vehicles** are valued using the current replacement cost method. Wodonga TAFE acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in Wodonga TAFE who set relevant depreciation rates during use to reflect the utilisation of the vehicles.

**Plant and equipment** is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold other than as part of a going concern, fair value is determined using the current replacement cost method.

**Leasehold improvements** are held at fair value being current replacement cost. As there is no evidence of a reliable market-based fair value (or other relevant fair value indicators) for leasehold improvements, depreciated cost is the fair value for these types of assets. The valuation of leasehold improvements is based on significant unobservable inputs and accordingly is classified as a Level 3 asset.

There were no changes in valuation techniques throughout the period to 31 December 2024. For all assets measured at fair value, the current use is considered the highest and best use.

Note: Where Wodonga TAFE has a non-financial asset which is not held primarily for its ability to generate net cash inflows, it is required to disclose that fact, and why the non-financial asset is being used in a manner that differs from its highest and best use.

#### Reconciliation of level 3 items for the periods ended 31 December 2023 and 31 December 2024

	Leasehold Improvements \$'000	Specialised land and buildings \$'000	Plant and equipment \$'000
<b>Level 3 Fair value measurements 2023</b>			
As at 1 January 2023	-	58,672	-
Additions	-	86	-
Disposals	-	-	-
Depreciation	-	(2,829)	-
Revaluation	-	-	-
Transfers into or out of Level 3	-	-	-
<b>Balance as at 31 December 2023</b>	-	55,929	-

	Leasehold Improvements \$'000	Specialised land and buildings \$'000	Plant and equipment \$'000
<b>Level 3 Fair value measurements 2024</b>			
As at 1 January 2024	-	55,929	-
Additions	-	-	-
Disposals	-	-	-
Depreciation	-	(2,831)	-
Revaluation	-	905	-
Transfers into or out of Level 3	-	-	-
<b>Balance as at 31 December 2024</b>	-	54,003	-

Description of significant unobservable inputs to Level 3 valuations

2024 and 2023	Valuation technique	Significant unobservable inputs
Specialised land	Market approach	Community Service Obligation (CSO) adjustment
Specialised buildings	Current replacement cost	Useful life of buildings and cost per square metre.
Motor vehicles	Current replacement cost	Useful life of vehicles
Plant and equipment	Current replacement cost	Useful life of plant and equipment
Library collections	Current replacement cost	Useful life of collection
Leasehold improvements	Current replacement cost	Useful life of lease

There were no significant inter-relationships between unobservable inputs that materially affect fair values.

## Note 8 – Governance Disclosures

### 8.1 Responsible Persons

In accordance with the Ministerial Directions issued by the Minister of Finance under the *Financial Management Act 1994*, the following disclosures are made regarding responsible persons and executive officers for the reporting period.

The persons who held the positions of Ministers and Accountable Officers in Wodonga TAFE were as follows:

Position	Name	Relevant Period
Minister for Skills and TAFE	The Hon. Gayle Tierney MLC	1 January 2024 to 31 December 2024
Minister for Regional	The Hon. Gayle Tierney MLC	1 January 2024 to 18 December 2024
Minister for Water	The Hon. Gayle Tierney MLC	19 December 2024 to 31 December 2024
Director, Chief Executive Officer and Accountable Officer	Phil Paterson	1 January 2024 to 31 December 2024
Chair Ministerial Nominee Director	Allison Jenvey	1 January 2024 to 31 December 2024
Ministerial Nominee Director	Tammy Atkins	1 January 2024 to 29 February 2024
Ministerial Nominee Director	Morgana Ryan	1 January 2024 to 31 December 2024
Ministerial Nominee Director	Annette Kearns	1 January 2024 to 31 October 2024
Ministerial Nominee Director	Vernon Hilditch	1 January 2024 to 31 December 2024
Board Nominee Director	David Smith	1 January 2024 to 31 December 2024
Board Nominee Director	Glenda Beecher	1 January 2024 to 31 December 2024
Board Nominee Director	Catherine Prichard	1 January 2024 to 31 December 2024
Ministerial Nominee Director	Luke Wilson	1 May 2024 to 31 December 2024
Staff Director - Elected	Matthew Austin	1 January 2024 to 31 December 2024

### Remuneration

Remuneration received or receivable by the Accountable Officer in connection with the management of Wodonga TAFE during the reporting period was in the range: \$420,000 - \$429,999 (\$420,000 - \$429,999 in 2023).

Remuneration received or receivable by the Responsible Persons, excluding the Accountable Officer, during the reporting period was in the range:

Income range	2024	2023
Less than \$10,000	2	1
\$10,000 – \$19,999	1	-
\$20,000 – \$29,999	5	6
\$30,000 – \$39,999	-	-
\$40,000 – \$49,999	1	1
Total number	9	8
Total remuneration (\$'000)	\$187	\$188

The compensation detailed above excludes the salaries and benefits the Portfolio Minister receives. The Minister's remuneration and allowances is reported within the State's Annual Financial Report.



## 8.2 Remuneration of executives

The number of executive officers, other than the Accountable Officer, and their total remuneration during the reporting period is shown in the table below. Total annualised employee equivalents provides a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered, and is disclosed in the following categories.

**Short-term employee benefits** include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services.

**Post-employment benefits** include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased.

**Other long-term benefits** include long service leave, other long service benefits or deferred compensation.

**Termination benefits** include termination of employment payments, such as severance packages.

	2024 \$'000	2023 \$'000
<b>Remuneration</b>		
Short-term employee benefits	1,322	1,153
Post-employment benefits	135	115
Other long-term benefits	9	54
Termination benefits	-	-
<b>Total remuneration</b>	<b>1,466</b>	<b>1,322</b>
<b>Total number of executives</b>	<b>5</b>	<b>5</b>
<b>Total annualised employee equivalent <sup>(i)</sup></b>	<b>5</b>	<b>4.5</b>

<sup>(i)</sup> Annualised employee equivalent is based on paid working hours of 38 ordinary hours per week over the 52 weeks for a reporting period.

## 8.3 Related parties

Related parties of Wodonga TAFE include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over);
- all departments and public sector entities that are controlled and consolidated into the whole-of-state consolidated financial statements.

### Significant transactions with related entities:

Wodonga TAFE has Directors that hold Board or Key Management Personnel positions with the following entities:

- Victorian TAFE Association
- Beechworth Health Service
- Albury Wodonga Health
- LaTrobe University
- Goulburn Valley Water

All related party transactions have been entered into on an arm's length basis.

## Related party transactions

	Transaction values for year ended 31 December		Balances outstanding as at 31 December	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Debtor – Victorian TAFE Association	71	52	-	-
Debtor - Beechworth Health Service	12	19	-	-
Debtor – Albury Wodonga Health	60	-	-	-
Debtor – LaTrobe University	10	-	-	-
Debtor - Goulburn Valley Water	6	6	-	-
<b>Total</b>	<b>159</b>	<b>77</b>	<b>-</b>	<b>-</b>

Key management personnel of Wodonga TAFE include the Minister for Skills and TAFE, the Hon. Gayle Tierney MLC, and members of the Wodonga TAFE Board, Chief Executive Officer, the Chief Finance Officer, and Wodonga TAFE Executive Directors.

## Compensation of Key Management Personnel

	2024 \$'000	2023 \$'000
<b>Remuneration</b>		
Short-term employee benefits	<b>1,898</b>	1,680
Post-employment benefits	<b>186</b>	158
Other long-term benefits	<b>17</b>	68
Termination benefits	-	-
<b>Total remuneration</b>	<b>2,101</b>	1,906

## Transactions and balances with key management personnel and other related parties

Wodonga TAFE had no related party transactions for the period ending 31 December 2024.

## 8.4 Remuneration of auditors

	Total Remuneration	
	2024 \$'000	2023 \$'000
<b>Remuneration of the Victorian Auditor-General's Office</b>		
Audit of the financial statements	76	<b>73</b>
<b>Total remuneration of the Victorian Auditor-General's Office</b>	<b>76</b>	<b>73</b>
<b>Remuneration of other auditors</b>		
Internal audit service	73	<b>53</b>
<b>Total remuneration of other auditors</b>	<b>73</b>	<b>53</b>
<b>Total</b>	<b>149</b>	<b>126</b>

The Victorian Auditor-General's Office is not allowed to provide non-audit services.

## Note 9 – Other Disclosures

### 9.1 Reserves

	2024 \$'000	2023 \$'000
<b>Physical asset revaluation surplus:<sup>1</sup></b>		
Balance at 1 January	59,157	59,157
Revaluation increment/(decrement) of non-current assets	905	-
<b>Balance at 31 December</b>	<b>60,062</b>	59,157

*Note: <sup>1</sup>The physical asset revaluation surplus arises on the revaluation of land and buildings.*

Wodonga TAFE recognised a revaluation increment of \$905,000 in relation to the Shepparton campus. This adjustment reflects the increment from the revaluation process in 2022, when the asset's fair value was not fully recognised due to the impact of flooding. The site was restored to full operating capacity in 2024.

### 9.2 Events after reporting date

A non-adjusting event, the new TAFE teachers Multi Enterprise Agreement 2025 will be voted on by TAFE teaching staff in 2025. If the agreement is supported by TAFE teachers and approved by the Fair Work Commission, the first salary and allowance increase under the new agreement would apply from November 2024, which is the formal commencement date for the new agreement. These increases, as well as other entitlements which are effective from a date prior to the formal commencement of this new agreement, will be made progressively in the months after the agreement formally commences. The estimated impact on the 2024 Annual Report is not material.

No other matters or circumstances have arisen since the end of the financial year that significantly affected or may affect the operations of the TAFE, the results of the operations or the state of affairs of the TAFE in future financial years.

### 9.3 Application of standards issued but not yet effective

Certain new Australian Accounting Standards and interpretations have been published that are not mandatory for the 31 December 2024 reporting period. The Department of Treasury and Finance assesses the impact of these new standards and advises Wodonga TAFE of their applicability and early adoption where applicable.

AASB 2021-7c - Amendments to Australian Accounting Standards - Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections is effective from 1 January 2022. However, this amendment is part of a series of amendments that defers the mandatory effective date (application date) of amendments to AASB 10 and AASB 128 that were originally made in AASB 2014-10 *Amendments to Australian Accounting Standards - Sale or Contribution of Assets* between an Investor and its Associate or Joint Venture to annual reporting periods beginning on or after 1 January 2025 instead of 1 January 2018. Wodonga TAFE has not undertaken an assessment as to the impact of these changes at this stage.

AASB 18 *Presentation and Disclosure in Financial Statements* will replace AASB 101 *Presentation of Financial Statements*. The standard aims to improve how entities communicate in their financial statements, with a focus on information about financial performance in the statement of profit or loss. The key presentation and disclosure requirements established by AASB 18 are:

- the presentation of newly defined subtotals in the statement of profit or loss;
- the disclosure of management-defined performance measures; and
- enhanced requirements for grouping information (i.e. aggregation and disaggregation).

Wodonga TAFE has not undertaken an assessment as to the impact of these changes at this stage.

AASB 2022-10 - *Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial assets of Not-for-Profit Public Sector Entities* amends AASB 13 *Fair Value Measurement*, including adding authoritative implementation guidance and providing related illustrative examples, for fair value measurements of non-financial

assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. The amendment did not have an impact on the Institute's financial statements. Updated FRD103, which permits Victorian public sector entities to apply Appendix F of AASB13 in their next scheduled formal asset revaluation or interim revaluation process.

## 9.4 New or amended Accounting Standards and Interpretations adopted

The following Australian Accounting Standards and interpretations are mandatory for the 31 December 2024 reporting period.

In March 2020, the AASB issued AASB 2020-1 - *Amendments to Australian Accounting Standards - Classification of Liabilities as Current or Non-Current*, which makes amendments to AASB 101 *Presentation of Financial Statements* to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current.

In December 2022, the AASB issued AASB 2022-6 - *Amendments to Australian Accounting Standards - Non-current Liabilities with Covenants*, which amends AASB 101 to improve the information an entity provides in its financial statements about liabilities arising from loan arrangements for which the entity's right to defer settlement of those liabilities for at least twelve months after the reporting period is subject to the entity complying with conditions specified in the loan arrangement. It also amends an example in Practice Statement 2 regarding assessing whether information about covenants is material for disclosure.

The amendment did not have an impact on Wodonga TAFE's financial statements.

AASB 2022-5 - *Amendments to Australian Accounting Standards - Lease Liability in a Sale and Leaseback* amends AASB 16 *Leases* to add subsequent requirements for sale and leaseback transactions that satisfy the requirements in AASB 15 *Revenue from Contracts with Customers* to be accounted for as a sale. The amendment did not have an impact on Wodonga TAFE's financial statements.

AASB 2023-1 - *Amendments to Australian Accounting Standards - Supplier Finance Arrangements* amends AASB 107 and AASB 7 to require an entity to provide additional disclosures about its supplier finance arrangements. The amendment did not have an impact on Wodonga TAFE's financial statements.

# Summary of reporting requirements

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45.	PAEC and VAGO (June 2003 <u>Special Review</u> – Recommendation 11)	Overseas operations: <ul style="list-style-type: none"> <li>• Financial and other information on initiatives taken or strategies relating to the Institute's overseas operations</li> <li>• Nature of strategic and operational risks for overseas operations</li> <li>• Strategies established to manage such risks of overseas operations</li> <li>• Performance measures and targets formulated for overseas operations</li> <li>• The extent to which expected outcomes for overseas operations have been achieved</li> </ul>	N/A



WODONGATAFE

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