

TasTAFE

Annual Report 2020-2021

The logo consists of several curved, overlapping bands in a gradient of colors from yellow to orange, forming a partial arc. The text 'TasTAFE' is centered below this graphic.

TasTAFE



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The Honourable Sarah Courtney MP
Minister for Skills, Training and Workforce Growth
Parliament House
Hobart

Dear Minister

I am pleased to submit for your information and presentation to Parliament the TasTAFE Annual Report for the year ended 30 June 2021, in accordance with the requirements of Sections 83 and 84 of the Training and Workforce Development Act 2013.

The Financial Statements of TasTAFE and the Auditor-General's report are included.

Yours sincerely

A handwritten signature in black ink, appearing to read "Mike Blake".

Mike Blake
Chair, TasTAFE Board

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Message from the CEO and the Chair of the Board

It is with great pleasure we present TasTAFE's 2020-21 Annual Report.

This report highlights TasTAFE's achievements and performance over the past financial year. We thank our Ministers, the Honourable Jeremy Rockliff MP, and the Honourable Sarah Courtney MP, and the State Government for their support and for providing policy direction that enables TasTAFE to continue to lead in the provision of vocational education and training (VET) and the development of Tasmania's skilled workforce.

We especially acknowledge the efforts of all TasTAFE staff for their continued commitment in a challenging year. We also acknowledge our students and their successes in many industry, training and international awards throughout the year. The success of our organisation requires a strong commitment from all and this has been clearly demonstrated over the past 12 months.

It was particularly pleasing that TasTAFE student engagement in the 2020 (ASQA-required) quality indicator survey remained high, with 90% of respondents agreeing with the statement "Overall, I am satisfied with the training". Also of note, is that of the 35 quality indicator statements, 24 of these received an agreement level of 90% or higher.

In an eventful year we make particular mention of the following:

COVID-19: the global pandemic has challenged everyone across the globe. TasTAFE, its staff, its students and their employers, continued to be impacted by the global COVID-19 pandemic during 2020-21. Despite minimal disruptions caused by local outbreaks, the high case numbers in other states and closed borders have significantly affected the state and TasTAFE. TasTAFE staff have worked hard during this time to ensure that students and their training have been impacted as little as possible. Learnings from the pandemic have been acknowledged, and where appropriate, maintained. During the COVID-19 recovery period TasTAFE developed a COVID Safety Plan as required by WorkSafe Tasmania. In July 2020 we reopened our training facilities to students, staff, and the public, with strict COVID Safe-Workplace Guidelines. At the onset of the pandemic in March 2020 TasTAFE moved swiftly to ensure the theoretical components of its courses could be delivered on-line. This on-line delivery continues and has been embedded as part of TasTAFE's delivery practice where it adds value and increases flexibility for students. We are very proud of our students and staff for adapting to these challenges and for embracing the innovative learning solutions that were needed.

The pandemic has also impacted the available workforce in many of the booming industries that were first to emerge from its impact. TasTAFE continues to engage with industry and government to develop new approaches to training and upskilling staff for these industries. We also work closely with them as they try to attract interested people to join these industries from a smaller pool due to low unemployment and closed international borders.

PESRAC: In March 2021 the Premier's Economic and Social Recovery Advisory Council (PESRAC) released its final report. The report recommended TasTAFE be established as a government business under the control and accountability of its Board of Directors, with authority and power to employ its workforce under the *Fair Work Act 2009*. The Government accepted this recommendation and work, led by the Department of State Growth, has commenced to develop a new governance model for TasTAFE. It is important to note that this will not impact on TasTAFE's day to day training of its students.

Centres of Excellence: During 2020-21 TasTAFE continued developing its Centres of Excellence, working with industry stakeholders and employers to ensure these Centres reflect their needs and provide training that is contemporary and high-quality. Details are in the Performance and Operations section of this report. We take this opportunity to thank those members of industry and community for their valuable contribution to the advisory committees established for these projects and strong support of TasTAFE and its staff.

Financial Performance: TasTAFE, like many organisations, suffered significant reductions in revenue as a result of COVID-19. The pandemic particularly impacted commercial short courses and international student enrolments. In 2021 TasTAFE has seen a gradual recovery in short course demand, however international student enrolments will remain a challenge in the medium-term. TasTAFE was able to access JobTrainer funding in 2021 helping to offset the impact of revenue shortfalls due to COVID-19 and allowing TasTAFE to record a small operating surplus for the 2020-21 year.

10-Year Strategic Plan: TasTAFE is developing a 10-year strategic plan to provide the organisation with a long-term vision and clear strategic direction. It will support the development of a cohesive culture within TasTAFE and provide a common sense of purpose, shared values, and a clear direction. The plan will also strategically identify the types of training that must be undertaken to develop Tasmania's current and future workforce. Plan development commenced with staff consultation sessions statewide in the first half of 2021 and will continue until the plan is finalised in early 2022.

Acknowledgement and thanks: 2020-21 has been another challenging year for TasTAFE and we acknowledge this and would like to thank:

- Our staff for the innovation and altered workload required during the COVID-19 disruption, including the recovery period;
- Our stakeholders for their willingness to engage with the TasTAFE Board and management at its meetings and consultations throughout the State;
- Michelle Swallow for her seven and a half years on the TasTAFE Board;
- Nicola Morris for her five years on the TasTAFE Board; and
- Jenny Dodd, outgoing CEO, for her leadership of TasTAFE during her three years with us.



Mike Blake
Chair, TasTAFE Board



Grant Dreher
CEO, TasTAFE



About this report

The TasTAFE Annual Report 2020–21 is a report to the Minister for Skills, Training and Workforce Growth, the Honourable Sarah Courtney MP, required under Sections 83 and 84, of the *Training and Workforce Development Act 2013*.

This is a report on the operations of TasTAFE during the period 1 July 2020 to 30 June 2021, and includes the audited financial statements and other information required under Section 83 (a) of the *Training and Workforce Development Act 2013*.

All financial information presented in this report is consistent with the audited financial report for TasTAFE.

Queries in relation to this report should be addressed to:

The Chief Executive Officer
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Further information about TasTAFE can be obtained from our public website:
www.tastafe.tas.edu.au

About TasTAFE

TasTAFE is Tasmania's largest provider of vocational education and training. With a focus on practical, real-life learning, we work closely with industry to produce job-ready and highly valued graduates. TasTAFE has over 280 training products in its approved scope as well as more than 70 nationally or locally recognised skill sets. In the 2020 calendar year, TasTAFE had 21,912 enrolments, 18,059 students, 5,349 active apprentices, delivered over 3.7 million hours of training and issued 5,364 individual qualifications. These figures attest to the value TasTAFE adds to our students and the Tasmanian economy.

In 2020-21, training was conducted at TasTAFE campuses in Hobart, Clarence, Launceston, Devonport, and Burnie, TasTAFE specialist training facilities in Hobart, Launceston, Claremont, Devonport, and Burnie as well as workplace-based training for businesses and Trade Training Centres statewide.

The functions of TasTAFE in legislation are to:

- provide vocational education and training that benefits the Tasmanian economy and builds the productivity of the Tasmanian workforce, is of a high quality and results in those persons obtaining nationally recognised skills and qualifications;
- provide foundation skills training that may lead, by itself or in conjunction with other training, to obtaining a qualification;
- develop, in consultation with relevant industry associations, models for the provision of vocational education and training to industry employees to develop skills needed to alleviate or prevent skill shortages in the Tasmanian workforce;
- collaborate with employers in relation to the development of the skills of their employees;
- provide vocational education and training in accordance with the Minister's priorities in relation to training and workforce development for communities in Tasmania, including rural and isolated communities and other communities where other providers of vocational education and training cannot, or are not, effectively meeting the demand for it;
- consult with and, where practicable and appropriate, enter into partnerships with other education providers in relation to vocational education and training or other education or training; and
- collaborate with the principals of schools, other providers of vocational education and training, providers of higher education and employers, in relation to the support of persons as they move through school, vocational education and training, higher education and other education or training and into the Tasmanian workforce.



The TasTAFE logo symbolises TasTAFE's position as a contemporary vocational education and training provider.

Composed of a series of interlocking arcs arranged in a form that represents growth, development and progress, the TasTAFE 'ripple' also reflects the idea that the core operations of TasTAFE have an effect on the broader social community and, in turn, the Tasmanian economy, a 'ripple effect'.

Corporate Plan 2020-2023

TasTAFE: Leading the development of Tasmania's skilled workforce

Endorsed by the Minister for Education and Training, the TasTAFE Corporate Plan (August 2020) identified four key goals:

Student-Focused

TasTAFE will capture and retain the positive approaches that have resulted because of COVID-19 to the way we deliver training to students. This will ensure that we will continue to deliver quality vocational education and training and to provide high standards of client service, so that students achieve employment and can pursue lifelong tertiary education.

Demand-Driven

TasTAFE will provide vocational education and training that is responsive to Tasmanian industry needs and that benefits students.

People and Culture

TasTAFE will attract and retain staff that deliver quality vocational education and training, and demonstrate responsiveness to industry stakeholders.

Operating Environment

TasTAFE will remain financially stable meeting the expectations of the Tasmanian Government, and provide efficient, effective and contemporary environments and experiences for our students.

Minister's Policy Expectations

The *Training and Workforce Development Act 2013* requires TasTAFE to comply with the Minister's Policy Expectations.

For 2020-21, the Minister recognised the COVID-19 pandemic would have a significant impact on how TasTAFE delivered its core business and necessitating greater delivery of online training. TasTAFE was expected to continue to focus on delivering its core business of high-quality training in areas of industry and government priority while meeting the six policy expectations below.

Maintain activity levels and a high quality of service delivery

The Government is committed to TasTAFE, as the public provider, delivering a significant proportion of government-funded vocational education and training in Tasmania. Digital training methods should continue to be developed to support contemporary, future-focused training.

TasTAFE should aim to maintain 2019-20 training activity levels in 2020-21 where practicable. Achievements were:

	Calendar year 2020	Calendar year 2019	2 nd Quarter 2021	2 nd Quarter 2020
Students	18,059	21,189	13,111	11,161
Activity Hours	3,726,702	4,676,969	1,359,094	945,359
Enrolments	21,192	26,448	14,594	12,391

Source: AVETMISS data

There was a decline in activity in 2020 compared to 2019 with performance affected by the impacts of COVID-19.

TasTAFE has invested in digital training and the majority of course offerings now have a minimum online component.

Learner engagement by TasTAFE students in the 2020 ASQA required quality indicator survey remained high, with 90% of respondents in agreement with the statement "Overall, I am satisfied with the training". It was also positive to note that, of the 35 quality indicator statements, 24 of these received an agreement level of 90% or higher.

Deliver in core industry areas of comparative or differential strength and high Government priority

TasTAFE to focus training delivery activity on foundation skills and qualifications linked to the following core industry areas:

- Agriculture
- Arts and Recreation
- Automotive
- Building and Construction
- Hair and Beauty
- Health Services, Aged Care and Disability Services
- Information and Communications Technology
- Manufacturing
- Tourism, Travel and Hospitality.

Excluding commercial activity, in 2020-21 TasTAFE is expected to maintain the total training hours it delivers in these core industry areas. The non-commercial training hours delivered by TasTAFE in the above priority areas were:

	As at 30 June 2021	As at 30 June 2020	As at 30 June 2019
Non-Commercial Activity Hours	765,379	564,861	697,543

Source: AVETMISS data

Promote and support apprenticeships and traineeships and upskilling workers

The Government set a target of a 40% increase in apprentices and trainees by 2025. Tasmania also signed the National Partnership for the Skilling Australians Fund that requires an increase in apprenticeship and traineeship commencements between 2017-18 and 2020-21.

TasTAFE is the largest provider of training for apprentices and trainees in Tasmania and is expected to:

- maintain its capacity to meet industry demand for apprentices and trainees;
- support the growth in numbers during the economic recovery from the COVID-19 pandemic; and
- continue to provide and support existing workers and those persons displaced from employment due to the COVID-19 pandemic to upskill.

Apprenticeship and Traineeship Enrolments:

	Calendar year 2020	Calendar year 2019	2 nd Quarter 2021	2 nd Quarter 2020
Enrolments	5,349	5,414	4,947	4,191

Source: AVETMISS data

During 2020-21, TasTAFE experienced steady demand for apprentice training. Growth over a number of years has been particularly strong across traditional trade areas including construction and allied trades, electrotechnology, plumbing, and automotive. Despite COVID-19, total enrolments for 2020 were only marginally behind those for 2019.

TasTAFE established an Apprentice and Industry Liaison Unit to connect with industry and ensure an efficient process for sign-up and commencement of training. This new initiative, combined with improved reporting, was instituted to ensure targets are being met and providing the ability to take corrective action if required.

In June 2020, in response to COVID-19, TasTAFE introduced an online suite of short courses and skill sets, that were mostly fee free, referred to as *SKILL-UP for your Future*. This was a targeted suite of short courses and skill sets specifically focused on transferrable skills useful to employers across various jobs and industries, as well as skills to support people to successfully enter into employment. This was well received with over 500 enrolments.

In June 2021, TasTAFE launched phase 2 of *SKILL-UP for your Future* which included additional skills sets in Health, Business, Information and Communication Technology, and Tourism and Hospitality.

Another example of TasTAFE providing Tasmanians with skills relevant to their industry is its collaboration with Fruit Growers Tasmania to develop a bespoke training program, the *Agri-skills Entry Program*, a package of skill sets that provide a pathway into employment and an opportunity for those already working in the agricultural sector to up-skill.

The program is part of Tasmania's COVID-19 recovery plan and will help build Tasmania's fruit growing, vegetable, livestock and dairy workforces. TasTAFE delivered 120 of these skill sets in the first round in the second half of 2020.

Deliver foundation skills

Section 57(2) b. of the *Training and Workforce Development Act 2013* cites a function of TasTAFE as:

'to provide to persons foundation skills training that when successfully completed may lead, or in conjunction with other training, to those persons obtaining a qualification.'

TasTAFE was expected to continue to focus on providing foundation skills, including language, literacy, numeracy and general education skills, to those facing barriers to participation in education.

TasTAFE has a range of re-engagement and pathway training products available to its students to help them achieve their educational, professional, and personal goals and offers both specialised learning programs and support to meet the needs of students who are re-engaging with study or developing their language, literacy, and numeracy skills.

These programs include:

- Skills for Education and Employment (SEE) Program
- Vocational Preparation Teams
- Work Pathways Programs
- Literacy and Numeracy Support
- Adult Migrant English Program.

Deliver in rural and regional areas and to disadvantaged student cohorts

TasTAFE was expected to provide programs and service delivery models to promote and support participation of disadvantaged groups in training.

Section 57(2)(e) of the *Training and Workforce Development Act 2013* states that TasTAFE's function is to provide vocational education and training in (i) rural and isolated communities; and (ii) other communities where other providers of vocational education and training cannot, or are not, effectively meeting demand for it.

This expectation includes:

- Ensuring access to training for students in rural and remote areas. TasTAFE can explore innovative methods of delivery, taking into account student accessibility and access to technology;
- Collaborating and maintaining a strong relationship with the Tasmanian Prison Service and providing a high-quality service and relevant training to prisoners;
- Ensuring access to training and support for Aboriginal and Torres Strait Islander learners that will improve participation in training and improved employment outcomes;
- Ensuring access to training and support for new migrants and humanitarian visa holders; and
- Ensuring access to training and support for other individuals of working age experiencing barriers to participation in training.

During 2020, TasTAFE continued delivered training to the following disadvantaged student cohorts although these Key Performance Indicators were negatively affected by the impacts of COVID-19:

Cohort	2020	2019
Aboriginal and Torres Strait Islander students	1,289	1,518
Students with disability	2,447	3,066
Students from low socio-economic status backgrounds	9,622	11,968
Students living in remote areas	415	407
Students from a non-English speaking background	2,118	2,635

Source: AVETMISS data

TasTAFE continued to provide support programs targeting specifically disadvantaged student cohorts including:

- Support for Aboriginal students
- Disability Support Officers
- English Language Services Teams
- Adult Migrant English Program (AMEP)
- Young Migrant Education Program (YMEP)
- ELICOS (English Language Intensive Courses for Overseas Students).

In addition to the above programs, the TasTAFE Training Facility at the Risdon Prison Complex was established on 1 October 2020 and continues TasTAFE's delivery of training for inmates, now referred to as students, as they train with TasTAFE in areas including construction, horticulture, hospitality, and foundations skills.

TasTAFE's education delivery model at Risdon is designed to increase:

- engagement and enrolment in vocational education and training;
- retention rates in vocational education and training courses;
- job readiness for employment opportunities post-release; and
- pathways to continue with vocational education and training post-release.

For the period 1 October 2020 to 30 June 2021, over 300 individual students enrolled at Risdon with almost 200 completing a qualification or skillset.

Maintain Strong Community and Industry Relationships

Section 57(2)(c) of the *Training and Workforce Development Act 2013* states that TasTAFE's function is to develop, in consultation with relevant industry associations, models for the provision of vocational education and training to employed persons for the purposes of developing skills, including developing skills needed to alleviate or prevent skill shortages in the Tasmanian workforce.

TasTAFE is expected to:

- Work collaboratively with communities to deliver appropriate training for members. Consideration should be given to enhancing access to training for particular communities to maximise delivery to students in remote and regional areas;

- Maintain strong relationships with industry, in particular through the implementation of Centres of Excellence, in order to deliver responsive training to alleviate or prevent skill shortages in priority Tasmanian industries and to support economic recovery from the COVID-19 pandemic; and
- Strengthen partnerships with the University of Tasmania (UTAS) and the Department of Education to achieve education and training outcomes for all Tasmanians.

In delivering on this requirement, TasTAFE builds and maintains strong relationships with industry and organisations in the vocational education and training sectors. Active industry steering committees drive each of the Centres of Excellence including Water and Energy Trades and Agricultural Training.

In 2021, TasTAFE recruited two new Managers of Industry Relationships and Business Growth; one position is based in Hobart and the other in Launceston covering the North and North West. These positions are focused on establishing and/or maintaining trusted relationships with industry bodies and other external stakeholders such as employers and community organisations to identify current and emerging training gaps and set in place new product development processes or training solutions to meet these responsibilities and opportunities. These positions were welcomed by TasTAFE's external stakeholders.

TasTAFE is required by the national regulator to report on employers' satisfaction with training. In 2020, as in the previous two years, satisfaction was over 85%. Of particular note were responses to three quality indicator statements:

- Overall, we are satisfied with the training – 86%
- We would recommend TasTAFE to others – 87%
- We would recommend the training to others – 89%.

TasTAFE continues to develop its partnership with UTAS, engaging on various areas including:

- Co-delivery, the shared use of assets, and training capacity in relation the new Agriculture Centre of Excellence at Freer Farm where TasTAFE is working with UTAS' Tasmanian Institute of Agriculture. To support the establishment of formal articulation pathways, we are working to map respective study pathways and student outcomes. Our joint objectives include removing duplication and recognising complimentary learning that will support students gain theory and practical skills on their study pathway;
- Negotiating formal pathways with credit from TasTAFE's Advanced Diploma in Hospitality Management into the UTAS pathway degree;
- Partnering in TasTAFE's Cyber Innovation Training Hub; and,
- Colocation of nursing training and client services at Inveresk as part of UTAS' Northern Redevelopment.

TasTAFE also engages with the Department of Education around opportunities for students such as:

- Embedding vocational learning outcomes and pathways;
- The VET in Schools programs which work towards Years 11 and 12 Tasmanian school students achieving vocational skills and competencies alongside their TCE studies with many leaving High School and/or College with a VET qualification and their TCE; and
- Partnering in TasTAFE's Cyber Innovation Training Hub.

Ministerial Directives

For the period 1 July 2020 – 30 June 2021, no Ministerial Directives were received.

Performance and Operations

Vocational Education and Training Statistics

	2020 Calendar Year	2019 Calendar Year	2 nd Quarter 2021	2 nd Quarter 2020
Students	18,059	21,189	13,111	11,161
Total Enrolments	21,192	26,448	14,594	12,391
Apprentices and Trainees	5,349	5,414	4,947	4,191
Activity Hours (Deed Funding)	3,098,928	3,705,384	1,042,495	804,935
Activity Hours (Non-Deed Funding)	627,774	971,585	316,599	140,424
Unit Completion Rate	80.2%	82.3%	83.5%	80.6%
Qualifications Completed (i.e. Certificate issued)	3,814	4,391	963	754
Other Accredited Outcomes (i.e. Statements of Attainment where students have not completed a qualification)	991	2,821	1,359	441

Source: AVETMISS data collection

Performance across all these Key Performance Indicators were negatively affected by the impacts of COVID-19.

Student Support Services

TasTAFE does not only measure its success by training statistics. TasTAFE also acknowledges the importance of vocational education and training to disadvantaged student cohorts and is proud to have a suite of support services to help students who may have various barriers to accessing and participating in education.

Support for Aboriginal and Torres Strait Islander Students

The Government is committed to ensuring that Aboriginal students reach their full potential through further education pathways and employment, in line with the Closing the Gap Partnership.

TasTAFE has a range of financial support mechanisms in place for Aboriginal students, who are studying online or on campuses and meet the eligibility for Tasmanian Government Aboriginal Specific Programs and Services.

Aboriginal Support Officers provide support, advice and assistance to Aboriginal students, including apprentices and trainees, who wish to enrol, or are already enrolled, at TasTAFE. This assistance includes helping students to overcome barriers to successful learning, assisting students in determining career/study pathways and providing supporting course information, arranging tutorial/study support, providing referrals to other internal support services, providing referrals to external providers, transport support, and support with TasTAFE course/material costs.

There are three (2.6 Full Time Equivalents) permanent Aboriginal Support Officers based at Campbell Street Hobart, Alanvale and Burnie campuses providing support to students on campus and while undertaking online study.

Aboriginal Support Officers establish a connection with all Aboriginal students at the point of enrolment to discuss their specific needs and the support available.

Aboriginal Support Officers positions are identified positions and these staff have strong links into Aboriginal communities and consult closely with these communities to ensure TasTAFE's services continue to address the barriers Aboriginal students face in a vocational education and training setting.

A critical barrier to participation for Aboriginal students is the financial impost of progressing with further education. In this respect, once a student has presented and met eligibility requirements, financial assistance is assessed and provided in accordance with the individual needs of each student.

Financial assistance for students may include assistance with course tutorial and associated costs, the cost of study materials and Personal Protective Equipment, childcare, transport, one on one study support and on-campus accommodation.

Aboriginal Support Officers also play a crucial educative role, developing awareness of Aboriginal culture and issues, promoting Aboriginal culture and events (such as NAIDOC Week and Aboriginal Children's Day) and delivering Aboriginal Cultural Respect training to students undertaking courses that include study units in Diversity and Inclusion.

Support for Students with Disability

TasTAFE Disability Liaison Officers provide information and assistance to students with a diagnosed disability, including apprentices and trainees, and work with them to identify what support requirements are needed for them to successfully undertake a course of study at TasTAFE.

Disability Liaison Officers work collaboratively with students and teachers to best support students to remain in training and complete their studies. The range of individual assistance and support may include, but is not limited to, the provision of specialist equipment or assistive technology, interpreters, additional learning support and alternative methods of assessment.

There are five permanent Disability Liaison Officers (3.4 Full Time Equivalents) based at Campbell Street Hobart, Alanvale, Burnie and Devonport campuses providing services statewide to students attending campuses and those who study online. Supporting the Disability Liaison Officers are four permanent Participation Assistants (1.4 Full Time Equivalents), who provide the additional practical learning support to students who require this.

Support for International Students

There are three (2 Full Time Equivalents) International Student Advisors based at Campbell Street Hobart and Alanvale campuses, who connect with all international students before they arrive in Tasmania and provide ongoing support and assistance to these students while studying at TasTAFE.

This includes enrolment support, course selection and study pathway advice, orientation to Tasmania and TasTAFE, advice about money, visas, legal and health issues, tourism and volunteer opportunities, counselling support and advocacy, and support with any issues affecting course participation and/or academic progress.

Counselling Support

TasTAFE Student Counsellors provide counselling and career/course counselling to prospective and enrolled students. This is a free and confidential service available to TasTAFE students statewide.

Counsellors can assist with information/support on financial and welfare matters, Centrelink requirements, fees and payment options.

Student Counsellors provide personal counselling, including supporting students to improve course completion through improving motivation, concentration and confidence, time management skills and working to learning and assessment timelines, interpersonal skills in the classroom, including conflict resolution and negotiation skills, assisting students to overcome personal issues affecting their study and helping with strategies to manage stress, anxiety and depression.

Counsellors also provide prospective and enrolled students with specialist careers counselling and support for course selection including providing advice about course options and the linkages with industry and potential employment opportunities, supporting individuals to identify careers and industries of interest and supporting the individual to identify any specific personal challenges with commencing study and then addressing them.

There are eight permanent Student Counsellors (6.6 Full Time Equivalents) based at Campbell Street Hobart, Clarence, Alanvale, Burnie and Devonport campuses providing services statewide to students attending campuses and studying online and individuals considering undertaking TasTAFE study but who may require some additional support prior to taking the step of applying for a course.

In 2021, a pilot program commenced to provide course counselling to TasTAFE students within the Risdon Prison complex in preparation for their release.

Skills for Education and Employment (SEE) Program

The SEE program is designed as a mutual obligation activity for registered job seekers who wish to improve their employment opportunities through strengthened English language, reading, writing, or numerical skills.

SEE programs are free for eligible job seekers registered with Centrelink or Job Active Services. Job seekers may join a SEE program at any time during the year.

TasTAFE delivers the SEE program in all three regions of Tasmania.

English Language Services Teams

TasTAFE offers a range of courses to assist migrant students to improve their English for living, working, and studying in Australia.

English Language Services offer a range of opportunities including preliminary and short courses, as well as courses ranging from Certificate I through to Certificate III.

Courses include:

- up to four levels of English as a Second or Other Language (including the Adult Migrant English Program); and
- the Young Migrant Education Program (YMEP), a specific youth program for students aged 18-24 years (South only).

Adult Migrant English Program

The Adult Migrant English Program (AMEP) is funded by the Australian Government's Department of Education and Training.

The AMEP teaches English in a variety of contexts to help migrants and humanitarian entrants settle in Australia.

TasTAFE currently holds the contract in Southern Tasmania only.

In Southern Tasmania approximately 60% of AMEP students are from a humanitarian background and 40% are migrants on a range of different visa types. In the majority of national AMEP centres it is the other way around. The higher percentage of humanitarian entrants leads to a concentration of students with lower levels of education and English proficiency.

TasTAFE liaises closely with the Migrant Resource Centre Tasmania as they currently hold the contract for the Humanitarian Settlement Program (HSP) and students are referred to the AMEP through the HSP.

The AMEP is supported by a Vocational Counsellor and classes are also supported by in-class volunteers, many being retired teachers.

For those AMEP students who cannot attend class, TasTAFE can supply a trained volunteer English tutor for one hour per week or refer the student to a Distance Learning Provider.

At the completion of AMEP students can enter the SEE program as a language student.

Young Migrant Education Program (South)

TasTAFE delivers a separate migrant youth (18-24 years) program, the Young Migrant Education Program (YMEP). Many young humanitarian arrivals have had no or interrupted schooling and are eligible for extra AMEP hours. TasTAFE offers up to three years in the YMEP program. YMEP is supported by a youth worker and it is the aim of this program to transition our youth students into work, further training at TasTAFE or study with the University of Tasmania. This is a successful and well-supported community interactive program.

Other English Language Programs (Statewide)

An allocation of Foundations DEED funding is available each year for continuing English language study. Current student numbers in English Language Programs statewide are as follows:

- AMEP – 250
- Foundations DEED – 140
- SEE – 50

ELICOS (English Language Intensive Courses for Overseas Students)

In 2018, TasTAFE developed an ELICOS course for international students. This is in line with changes to the ELICOS standards. This operates in both the North and South. The majority of students in this course are on a pathway to further VET study.

Vocational Preparation Teams

TasTAFE provides a range of programs to support students throughout their study, whether they are returning to study after a long break, building on skills, working through barriers to engagement, or entering further education for the first time.

TasTAFE offers preparatory courses to help develop skills and discover career options, and providing an opportunity to:

- explore options and build skills and confidence before students commence vocational study;
- receive extra help in some areas of learning;
- help students get back into learning after having had time away from study; and
- receive more support and time to develop skills if students have a disability or a learning barrier.

Work Pathways Programs

Work Pathways programs are for students who have completed Year 12 and identify as having an intellectual disability or cognitive impairment.

These programs help students develop skills and knowledge to enter the workplace or move onto further training. They are transitional programs supporting students to become more independent in an adult environment.

Literacy and Numeracy

A range of reading, writing, numeracy and computing courses are offered at each of the main TasTAFE campuses and online.

These courses suit a wide range of needs, from people who want to improve their basic skills to prepare for a vocational pathway, people returning to study, people already in work who want to improve their skills or change jobs, or people with learning barriers.

In-class support and drop-in study support options are also available for students undertaking vocational courses, including apprentices and trainees.

Library Support

TasTAFE operates libraries at Burnie, Devonport, Alanvale, Campbell Street, Drysdale South and Clarence campuses, with library services accessible online for students statewide.

Libraries provide TasTAFE students with a physical study space and a place to network and collaborate with other students.

There are three (2.8 Full Time Equivalents) Librarians, supported by 19 (15.6 Full Time Equivalents) Library Technicians.

Library staff provide a range of library and learning supports for students including the provision of print and online resources and the delivery of information/research skills sessions. These sessions are provided on campus and via video conference sessions and tailored to suit individual and group learning. A range of other services are offered on campus including general and 3D printing, photocopying and scanning facilities.

Library staff also provide technology and digital support for all students on campus, via online chat, phone and e-mail. Additionally, Libraries provide technology support through the provision of IT Hardware for those students studying on campus who do not have access to their own devices.

Survey Results

Student Outcomes Survey

The annual National Centre for Vocational Education Research (NCVER) Student Outcomes Survey measures student satisfaction levels. The 2020 and 2019 results show TasTAFE students have better outcomes than the Australian average:

Graduates' agreement with statements for 2020 and 2019:

	Tasmania 2020	Australia 2020	Tasmania 2019	Australia 2019
Satisfied with teaching	89.0%	87.1%	89.1%	86.9%
Satisfied with assessment	90.3%	89.1%	90.2%	89.2%
Satisfied with the overall quality of training	89.4%	88.4%	91.0%	88.1%
Recommend training	86.8%	85.4%	92.7%	90.6%
Recommend training provider	86.9%	84.3%	91.36	88.9%
Found the training relevant to their current job	81.4%	75.8%	81.7%	80.5%

Learner Engagement Survey 2021

As a Registered Training Organisation, TasTAFE measures current learners' satisfaction levels with TasTAFE's training. The results of the 2021 survey of over 2,600 learners enrolled at TasTAFE for the prior year show the high levels of satisfaction with TasTAFE's training have been maintained.

TasTAFE learners' agreement with statements for 2021, 2020 and 2019:

	2021	2020	2019
Were satisfied with the training	90%	90%	89%
The training assisted learner to progress in their workplace	72%	74%	73%
The training focused on relevant skills	93%	94%	92%
Would recommend TasTAFE to others	92%	92%	91%
The training provided learner with the confidence to secure employment	78%	80%	77%

Centres of Excellence

Drysdale Centre of Excellence: Northern Suburbs Hub

As part of the 2018 state election, the State Government committed to the establishment of a Drysdale delivery point in Hobart's northern suburbs at Claremont College. The Drysdale Northern Suburbs Hub opened in June 2021 and provides an excellent opportunity for students seeking training prior to entering employment in the tourism and hospitality sectors. Claremont College students are undertaking Certificate II in Hospitality and this will provide a much-needed employment pool for businesses within the region and greater Hobart area.

Water and Energy Trades Centre of Excellence

TasTAFE is working collaboratively with Tasmanian industry to plan the development of its \$21 million Water and Energy Trades Centre of Excellence at its Clarence campus.

The Centre of Excellence will invigorate trade training with contemporary equipment and consolidate TasTAFE's trade delivery in one location providing better support for students. It will bring together building and construction, plumbing and water, refrigeration and air conditioning, and smart building technologies, along with access to upskilling in renewables and hydrogen technologies.

TasTAFE is working closely with peak industry bodies including the Master Plumbers Association, Keystone, the Air-Conditioning and Mechanical Services Association, and the National Electrical and Communications Association to develop the Centre of Excellence, ensuring there is strong industry input on how training is delivered.

The project is well underway with detailed design completed. The project has an expected completion date of the end of 2022.

Agricultural Training Centre of Excellence: Freer Farm

The Government committed \$5 million to establish an Agricultural Training Centre of Excellence centred around TasTAFE's Freer Farm, located at Burnie.

The Agricultural Training Centre of Excellence will provide much needed facility and equipment upgrades at Freer Farm, as well as product development and regional delivery models in conjunction with UTAS and industry.

The project steering committee, which includes industry and government representatives, makes recommendations to the TasTAFE Executive and Board on the project's direction and expenditure. The development of a contemporary learning centre to be the face of the Agricultural Training Centre of Excellence was recently approved.

Investment was also approved in areas such as irrigation, livestock management, biosecurity and effluent management infrastructure at Freer Farm. This investment will enable the demonstration of current best practice, industry collaboration and increased learning resources in those areas.

In addition to the investment in the learning centre and equipment, the Centre of Excellence is developing a partnership model with UTAS to ensure program alignment, pathways and credit between UTAS and Facilities/infrastructure alignment with minimal duplication.

This approach will allow for a North West Centre of Excellence for Agriculture which will provide best outcomes for industry and students. This work is aligned with a modern education plan focused on building industry relevant skills for now and into the future.

The project is expected to be completed by mid-2022.

Facility Improvements

Alanvale Campus Redevelopment

TasTAFE is investing \$4 million to redevelop its Alanvale campus to create a centralised, modern, northern campus with improved facilities including:

- New nursing, aged care and disability training facilities
- Specialist information technology (IT) labs
- A modern learning hub / library

- Upgraded classrooms
- Additional parking
- New student amenities.

Stage one of the redevelopment was completed in 2020. This included the new Nursing, Aged Care and Disability Training Hub and specialist IT labs.

The Hub includes simulated hospital wards, aged care and disability spaces, a nurse's station, task training rooms, and classrooms. The Hub is fitted out with the latest equipment and the facilities replicate real work environments to provide TasTAFE students with job-ready skills.

Together with upgraded nursing, aged care, and disability facilities at its Clarence campus, the new Hub allowed TasTAFE to increase nursing training by 25% in 2021 with an additional 90 nursing places are being offered statewide.

Clarence Nursing Refurbishment

2020 saw the opening of TasTAFE's \$1.4 million refurbishment of nursing, aged care, and disability training facilities at its Clarence campus. This refurbishment created a contemporary training environment and was completed on time and on budget.

Tasmania requires high numbers of Enrolled Nurses and the refurbished facilities at Clarence allows the campus to increase its intake of nursing students. The Clarence campus will now enable twice as many nursing students to graduate each year.

Highlights in 2020-21

Tasmanian Training Awards 2020

TasTAFE was named Large Training Provider of the Year at the 2020 Tasmanian Training Awards on 9 October 2020.

TasTAFE-trained students also enjoyed significant success at the awards:

- Certificate III in Agriculture student, Caitlin Radford, won the prestigious Apprentice of the Year category. All of the seven finalists in this category were trained by TasTAFE.
- Diploma of Community Services student, Heetham Hekmat, was named Vocational Student of the Year.
- Diploma of Nursing student, Jessica Matthews was named Aboriginal and Torres Strait Islander Student of the Year.

Australian Training Awards 2020

Caitlin Radford, Heetham Hekmat, and Jessica Matthews all went on to represent Tasmania at the 2020 Australian Training Awards, Australia's peak awards for vocational education and training.

Two of these students were recognised as being among the best in the nation, winning Australian Training Awards:

- Caitlin Radford (Certificate III in Agriculture) was named Apprentice of the Year.
- Heetham Hekmat (Diploma of Community Services) was named Vocational Student of the Year.

TasTAFE was also shortlisted as one of three finalists nationally for Large Training Provider of the Year at the Australian Training Awards.

Agriskills Entry Program

As part of Tasmania's COVID-19 recovery plan, TasTAFE developed a training program to help build Tasmania's fruit growing, vegetable, livestock and dairy workforces.

The Agriskills Entry Program is an exciting new initiative developed in conjunction with Fruit Growers Tasmania. Consisting of short, sharp skill sets, the program enables new and existing workers to get 'job ready skills' required by industry.

It includes three groups of skill sets, with the price for each skill set considerably discounted to be attractive to new entrants to this industry. Skills sets cover entry level units such as first aid, manual handling, operating quad bikes and operating and maintaining chainsaws.

These are followed by skills sets in forklift and tractor operations, transportation and storage of chemicals and how to apply and prepare chemicals to control pests, weeds and disease.

The first skills sets began on 1 September 2020 with 63 people taking up the first round (skill set 1). This is a great example of TasTAFE working closely with industry and being agile in adapting its training and packaging it to meet identified skills needs.

Board, Executive and Employees

TasTAFE Board

TasTAFE operates under the *Training and Workforce Development Act 2013* and has a board consisting of up to seven members (at the time of preparing this Annual Report, there were six) appointed by the Minister for Skills, Training and Workforce Growth.

The Board is responsible to the Minister for meeting the expectations of the State Government. The Board performs this role by:

- clearly identifying and articulating TasTAFE's strategic direction through its Corporate Plan;
- identifying and addressing TasTAFE's principal risks;
- monitoring TasTAFE's conduct and performance through an integrated framework of controls;
- ensuring all of TasTAFE's business is conducted in an honest, open and ethical manner;
- recommending the appointment of, and monitoring the performance of, the Chief Executive Officer; and
- ensuring adequate succession planning is undertaken.

Board Membership Changes

- On 31 December 2020, Michelle Swallow's term expired.
- On 1 January 2021, Naomi Walsh was appointed to the Board.
- On 23 June 2021, Nicola Morris resigned from the Board.

Board Members

Mike Blake: Chair

(Appointed to Board 30 November 2018 – Present)

Mike has over 40 years' experience in the audit and accounting professions in both the public and private sectors, as well as four years as a line manager in the health sector.

In early 2016, after almost 12 years in the role, Mike retired as Tasmania's Auditor General and now focuses on board work. Mike remains active in setting standards through his membership of the Australian Accounting Standards Board and he is Australia's representative on the International Public Sector Accounting Standards Board.

Mike's contribution to his profession included some years as a member of the Board of Chartered Accountants Australia and New Zealand, where he chaired its Audit and Risk Committee. Mike joined the Institute of Chartered Accountants in Australia in 1991, advancing to Fellowship in 1997 and was appointed a Director in January 2011. He has also been an active member of CPA Australia and he chairs the Tasmanian Electoral Commission.

Michelle Swallow: Chair of the Audit and Risk Management Committee Chair (until 31 December 2020)

(Appointed to Board 1 July 2013 – 31 December 2020)

Michelle's career spans over 30 years in private, government and for-purpose organisations.

Michelle is a Fellow of the Australian Institute of Company Directors and holds a Bachelor of Social

Work degree. In 2010, she studied Negotiating and Influencing at the London Business School; she also holds leadership and management qualifications. Michelle is also a graduate of the Tasmanian Leaders Program and is currently the Director of Leadership and Change Consultants Pty Ltd.

Michelle's qualifications and experience are demonstrated across a number of non-executive director and executive positions. She has been an active member of a number of not-for-profit boards, holding Vice-Chair and community leadership positions, as well as representing community sector organisations at state and national level. She is currently a committee member of Regional Development Australia Tasmania and a non-executive director of the Tasmanian Community Fund.

Nicola Morris

(Appointed to Board 28 June 2016 – 23 June 2021)

After 4.5 years in Uruguay and China, Nicola returned to Tasmania to become CEO of Tasmanian Irrigation; a state-owned company that develops owns and operates irrigation schemes in Tasmania. She commenced in her role on 1 March 2016 and led Tasmanian Irrigation through its transition to a more operationally focused business. Following acceptance of all proposed changes to the business by the inquiry into water management she left Tasmania Irrigation in November 2018 and is now a self-employed agribusiness executive.

From December 2013 until August 2015, Nicola was Business Head of New Zealand Farming Systems Uruguay (one of the largest global dairying operations) and Vice President Dairy for Olam International. From October 2011 until November 2013, she was Director of Farming Operations for Fonterra based in Beijing, China.

Nicola holds a Bachelor of Agricultural Science, a postgraduate Diploma in Finance and Banking, as well as Master's degrees in Business Administration and Public Policy. She is also a registered valuer and farm management consultant.

Ray Mostogl: Chair of the People, Safety and Culture Committee (until 30 June 2021)

(Appointed to Board 6 October 2015 – Present)

Ray's career spans over 39 years in the minerals processing arm of resource majors BHP and Rio Tinto. He has experienced a full range of disciplines from Maintenance, Engineering, and Project Management to Operations and Finance throughout the peaks and troughs of the resource industry.

Ray was appointed as the General Manager Operations – Bell Bay Aluminium at Pacific Aluminium in 2011. He successfully led the site through a period of significant change in the global aluminium industry. Bell Bay's transformation has been an inspiration to many in the industry as well as within the Tasmanian business community. In 2014, Ray won The CEO Magazine's Manufacturing Executive of the Year Award, on the back of the smelter's business transformation. Ray left Bell Bay Aluminium in 2018 and he is now CEO of the Tasmanian Minerals, Manufacturing and Energy Council (TMEC) and Executive Director of KEEN Partners. In 2018, Ray was inducted into the Launceston Chamber of Commerce Hall of Fame. Ray has played a key role as a member of the State Government task forces on freight and energy. He is a graduate of the Australian Institute of Company Directors.

Yvonne Rundle: Chair Audit and Risk Management Committee (from 1 January 2021)

(Appointed to Board 12 November 2018 – Present)

Yvonne is a Fellow of Chartered Accountants Australia and New Zealand, the Australian Institute of Company Directors and the University of Tasmania. Yvonne is a former owner and director of a statewide Chartered Accounting practice and has over 30 years of experience in public practice, consulting in areas such as: succession planning, strategic planning, corporate governance, risk management, business and taxation advice.

Yvonne has experience in a range of board roles with her current roles including Director of Aurora Energy Pty Ltd and Chair of Aurora Energy Board Audit and Risk Committee; Director of Metro Tasmania Pty Ltd and Chair of Metro's Audit and Risk Committee, Director of TT-Line Company Pty Ltd and Chair of TT-Line's Audit Committee and Remuneration Committee, Director of Metro Coaches (Tas) Pty Ltd, Fairbrother Foundation Pty Ltd and Action Against Homelessness Limited; Member of the University of Tasmania Foundation Committee and Director of a number of privately owned companies. From 2005-2011, Yvonne served on the University of Tasmania Council and was appointed Deputy Chancellor in 2008. Yvonne is a former Chair of AGW Funds Management Ltd and Director and Chair of Audit and Risk Committees for both Port of Devonport Corporation Pty Ltd and TOTE Tasmania Pty Ltd.

Lee Astheimer

(Appointed to Board 8 April 2020 – Present)

Lee has a BSc (Biology, Hons) from Lakehead University, Canada and a PhD in Ecology from the University of California, USA and has held research and academic positions at University of Washington in Seattle, USA, Rutgers University USA, the University of Tasmania and the University of Wollongong. Previously, she was Deputy Vice-Chancellor Research at Deakin University (2009-16) where she managed the growth and development of Deakin's research portfolio, including research training, infrastructure, engagement with business and industry, and international research partnerships. Since 2016 she has been a member of the Board of Melbourne Polytechnic TAFE (2016-2020), with a focus on education quality and academic governance.

Naomi Walsh

(Appointed to Board 1 January 2021 – Present)

Naomi has 30 years' experience in finance and commercial management roles including 13 years with a private company with operations in the construction, manufacturing, tourism and hospitality sectors. In 2014 she was awarded the Telstra Business Women's Award, Tasmania Corporate sector recognising her leadership in the Tasmanian construction industry.

Naomi's qualifications include Master of Business, Fellow Chartered Accountants Australia and New Zealand (CAANZ), Graduate Australian Institute of Company Directors and alumni of the Tasmania Leaders program. She is deputy chair of the Chartered Accountants (CAANZ) Tasmanian regional council and Tasmanian representative on the CAANZ Corporate Sector Advisory Committee.

Naomi is a non-executive director of Motor Accidents Insurance Board (Tas), Commissioner for Tasmanian Legal Aid, a board member of the Tasmanian Building and Construction Industry Training Board, Tasmanian Traineeships and Apprenticeships Committee and Launceston Chamber of Commerce. She is a teaching fellow at the University of Tasmania. Naomi has a strong interest in workforce development, industry engagement and skills for the future.

Committees

The Board meets regularly and is supported by its Audit and Risk Management Committee and its People, Safety and Culture Committee.

Audit and Risk Management Committee

The Audit and Risk Management Committee is appointed as part of the governance structure of TasTAFE and pursuant to the requirements of the *Training and Workforce Development Act 2013*. The Auditor-General of Tasmania is the external auditor of TasTAFE. The committee was chaired by Michelle Swallow (until December 2020) then Yvonne Rundle (from January 2021), with other members being Naomi Walsh and Mike Blake.

The Audit and Risk Management Committee's functions are to:

1. Recommend to the Board for approval, the appointment of internal auditors and associated matters;
2. Oversee Management's approach to risk identification and management including implementing risk-based internal and external audit programs;
3. Monitor auditors and management, and advise the Board of the results of that monitoring in relation to:
 - a) financial reporting processes
 - b) systems for internal control and management of risks
 - c) processes for monitoring of compliance with legislation and regulation, and internal controls
 - d) audit scopes, outcomes and actions, and
 - e) performance of auditors; and
4. Make recommendations to the Board as appropriate.

People, Safety and Culture Committee

The former Health, Safety and Wellbeing Committee recently broadened its focus from work, health and safety to include 'culture'. The committee became the People, Safety and Culture Committee this year and assists the Board in fulfilling its corporate governance responsibilities relating to organisational culture, health, safety, and wellbeing, and any other matters referred to it by the Board. In 2020-21, the committee was chaired by Ray Mostogl, with other members being Nicola Morris and Lee Astheimer.

The TasTAFE Board regards good management of organisational culture and workplace health and safety as a business imperative. Through the People, Safety and Culture Committee, the Board has implemented a more structured workplace safety inspection routine with management. The workplace health and safety of TasTAFE's employees, students, contractors and visitors and the preservation of the environment in which TasTAFE operates, are core values. This also incorporates organisational culture, physical and mental health, and wellbeing.

Meetings of Directors

The table below sets out the number of Directors' meetings (including meetings of Board Committees) held during the financial year and the number of meetings attended by each Director (while they were a Director or Committee Member).

	Board of Director Meetings 13 Meetings Held	Audit and Risk Management Committee 5 Meetings Held	People, Safety and Culture Committee 5 Meetings Held
Michelle Swallow	4 (of 7) Term expired 31 December 2020	3 (of 3) Term expired 31 December 2020	N/A
Yvonne Rundle	13	5	N/A
Ray Mostogl	12	N/A	5
Nicola Morris	11	N/A	2 (of 4)
Mike Blake	13	5	1 (of 1) Appointed to the Committee June 2021
Naomi Walsh	6 (of 6) Appointed to the Board 1 January 2021	2 (of 2) Appointed to the Committee January 2021	N/A
Lee Astheimer	13	N/A	5

Executive Team

During 2020-21 TasTAFE's Executives were:

Jenny Dodd: Chief Executive Officer (1 July 2020 to 6 December 2020)

Jenny was CEO of TasTAFE between February 2018 and December 2020.

Jenny has twenty-five years' experience in TAFE embracing both Queensland and the ACT where she held numerous executive positions. These positions included Chief Academic Officer, General Manager and Executive Director of both education and marketing roles. She has led significant reform across TAFE including forming a single RTO and driving digital strategy for TAFE Queensland, leading CIT to be shortlisted three times for the national RTO of the year award, and providing whole of sector change management leadership through her membership of the Australian Flexible Learning Framework.

Jenny has been a marketer, teacher and program manager. Prior to joining TAFE Jenny worked for both private and community RTOs. She also has had a successful industry marketing career. Jenny is on the Board of TAFE Directors Australia and is a member of the Australian Institute of Company Directors. She holds degrees in commerce, education and human resource management from the University of Canberra and the University of NSW.

Grant Dreher: Chief Executive Officer (from 1 February 2021)

Grant joined TasTAFE after more than 20 years in the Victorian TAFE sector, most recently, as Deputy Vice-Chancellor, Vocational Education and Pathways at Victoria University and Executive Director, Victoria Polytechnic.

He led the establishment of the renewed TAFE Division of VU, now known as VU Polytechnic, and the development of its multi-award winning blended and online learning model.

During almost 12 years with VU, Grant championed the organisation's relationship and relevance with industry. He was instrumental in the development of VU's first cross-university school, School for the Visitor Economy, and was also responsible for the cross-university School for Transport Systems and Civic Infrastructure. He developed VU's Cyber Security Centre in partnership with CISCO and other industry partners and reopened the Werribee East campus to respond to Victoria's training needs in infrastructure development, working with CPB Jon Holland (Westgate Tunnel builders).

Grant has many years' experience working in regional areas, including as General Manager Education and Training at Bendigo Regional Institute of TAFE.

Scott Adams: Chief Operating Officer and Acting Chief Executive Officer (7 December 2020 to 31 January 2021)

Scott joined TasTAFE as Chief Financial Officer in March 2018 and became Chief Operating Officer on 1 July 2020. Scott is responsible for overseeing TasTAFE financial management, human resources, facilities management, ICT, corporate governance, procurement, and Board secretariat. Prior to joining TasTAFE, Scott worked for the Tasmanian Health Service for four years as the Executive Director of Corporate Services covering facilities management, house services, ICT and procurement.

Prior to this, Scott was CEO of an IT consultancy company and was associated in various capacities with Aurora Energy. Scott held a number of Board positions for not for-profit entities including the no interest loans scheme, Lady Gowrie Tasmania, and the Cancer Council of Tasmania. Scott is a Certified Practising Accountant, holds a Bachelor of Commerce from UTAS, an MBA from Deakin University and is currently studying a Master in Public Administration with Flinders University.

Kerryn Meredith-Sotiris: Executive Director Students and Education

Kerryn has an extensive history in vocational education in Tasmania, including leading TasTAFE's Technology and Trade Division. Kerryn has been a vocational education and training teacher which provides a solid basis from which she provides educational leadership in her current position. Kerryn's focus in this Executive Director role is to provide strategic direction and leadership of TasTAFE's delivery of vocational education and training, leading the development and implementation of strategies, systems and processes that contribute to continuous improvement, innovation and excellent student and employer outcomes. She also chairs TasTAFE's Academic Committee.

Brendan Holland: Director Education – Operations

Brendan has extensive experience in vocational education and training having undertaken a range of senior roles with TasTAFE dating back to 2005. Since 2015, Brendan's roles have had a strong operational focus working with Education Managers on various team related matters such as timetables, administrative support, productivity, business planning, and HR liaison.

Lyndene Bowen: Director Quality and Academic Services

Lyndene has been employed at TasTAFE since 2002, commencing as a teacher and moving to management positions in 2010. She oversees the functions of registration, client services, academic services, curriculum, student enrolment and employer contracts of training administration, libraries and student services, and student awards. She also manages Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) registration and is responsible for international student attendance and progression.

Employees

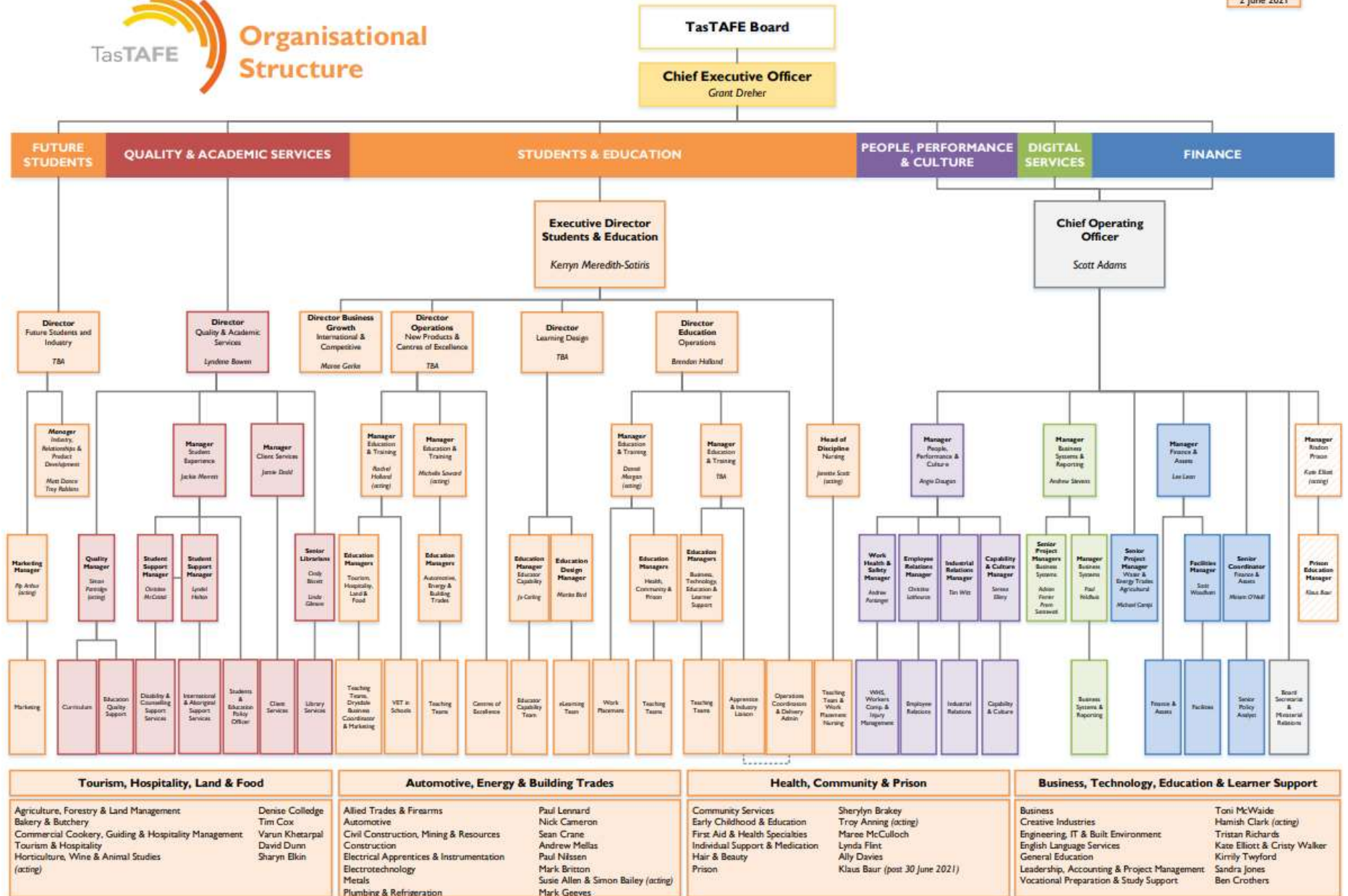
As at 30 June 2021, TasTAFE's workforce consisted of:

Teaching Staff	Full Time Equivalent	Headcount
Permanent - Full Time	285.9	287
Permanent - Part Time	95.1	145
Fixed Term	27.1	31
Sessional Employee	1.6	14
Teaching Totals	409.7	477
Non-Teaching Staff:	Full Time Equivalent	Headcount
Permanent - Full Time	250.5	252
Permanent - Part Time	85.4	131
Fixed Term	31.3	40
Casual Employee	2.2	18
Non-Teaching Totals	369.4	441
Grand Totals	779.1	918

Organisational structure as at 30 June 2021



2 June 2021



Health Safety and Wellbeing

TasTAFE is committed to providing and maintaining a workplace and learning environment that is free from risk to the health, safety, and wellbeing (HSW) of all employees, students, contractors, visitors, members of the public and others attending a TasTAFE campus or training facility.

TasTAFE addresses this commitment by; developing and implementing HSW policies and procedures that lead industry standards; embedding a workplace culture, programs and work practices that promote a healthy and safe workplace and learning environment; supporting the physical and mental health, safety, and wellbeing of employees; and eliminating as far as reasonably practicable, work-related injury, illness, and disease.

The TasTAFE Board and Executive regularly monitor and review HSW performance and compliance with a holistic focus on effective safety management which includes review of incident and hazard reporting, hazard management, workers compensation claims management, and analysis of safety performance trends.

As part of our commitment to health and wellbeing, TasTAFE provides comprehensive guidance and support for employees with work and non-work-related injuries, illnesses, or medical conditions.

TasTAFESAFE: Work, Health and Safety Management System

TasTAFESAFE is our HSW management system. It provides TasTAFE's Board, Executive, management, employees, students, contractors and visitors with tools and processes that support a safe and healthy work environment. TasTAFESAFE is proactively managed through the practice of continuous improvement. TasTAFE seeks to stay abreast of industry standards and best practice strategies applicable across all operational and study areas.

TasTAFESAFE is compliant with the *Work Health and Safety Act 2012*, *Work Health and Safety Regulations 2012*, the *Worker's Rehabilitation and Compensation Act 1988* and all relevant work health and safety Codes of Practice, Guides and Australian Standards.

Notifiable Incidents

TasTAFE had one notifiable incident in the period 1 July 2020 to 30 June 2021.

Dangerous Incident: a student at Hobart City Campus using an AC motor test bench setting up a test circuit for training purposes, received an electric shock and burns to his hand. The student made a full recovery with no outstanding issues. An investigation was conducted, and the recommendations from this investigation were implemented.

Workers Compensation Claims

During the 2020-21 financial year TasTAFE, employment numbers increased by approximately 75 staff as a result of Department of Education Facility Services staff working at TasTAFE campuses and training facilities being transferred across to become TasTAFE employees.

2020-21 TasTAFE saw an increase in new claims for workers compensation compared to 2019-20 results. The increase in the respective indicators for 2020-21 is attributed to the increase in staff numbers, and the complexity of several existing claims.

Analysis of claims shows injuries are predominantly related to slips, trips and falls, musculoskeletal/overuse, and psychological injuries. The following table provides a summary of workers compensation information for the last three financial years.

	2020-21	2019-20	2018-19
New Claims	28	25	23
Open Claims (as of 30 June)	27	10	14
Lost Time Injury Frequency Rate	15.36	9.58	12.40
Lost Time Injury Severity Rate	115.49	61.71	58.85
Workers Compensation Total Lost Work Hours ¹	10,186	5,317	5,386
Average Cost Per Claim ¹	\$8,046	\$9,059	\$13,256

Notes:

¹ Total costs paid on all open/closed claims ÷ number of new claims received by 30 June of the relevant year: Source, Jardine Lloyd Thompson, Tasmanian Risk Management Fund, fund administration agents.

Health and Wellbeing Initiatives

During 2020-21, TasTAFE provided a range of health and wellbeing initiatives to employees including:

- Actively developing awareness and knowledge of suicidal risk and safety/support approaches. The TasTAFE Suicide Prevention Action Plan was implemented with support from Relationships Australia Tasmania and in conjunction with the Tasmanian Community Action Plan.
- Integrated Health and Wellbeing added to the agenda for Regional Health and Safety Committee attention.
- Conducted a range of health monitoring processes, including personal noise monitoring, silica dust assessment and wood dust assessments.
- Developed a suite of mental health resources for managers.
- Provided the 75 former Department of Education Facility Services staff with an induction program that included manual handling, ergonomics, noise management, bullying and harassment, employee support, diversity and inclusion, COVID-19, and the TasTAFESAFE: Work, Health and Safety Management System.
- Seasonal influenza vaccinations off-site promoted to all employees through GPs and local pharmacies.
- Finalist in the Communities in Action for Suicide Prevention Category of the Tasmanian LIFE Awards 2020.
- Promotion of the TasTAFE Employee Assistance Program and services available including CoronaCare Awareness and available support services.
- Regular Health and wellbeing articles posted in the staff newsletter (TasTAFE Talk) covered mental health and wellbeing when working from home, hearing and hearing loss awareness, and COVID-19 support tips.
- Active promotion of national and international days such as: RUOK Day, World Suicide Prevention Day, World Day for Safety and Health at Work, Human Rights Week, World Kidney Day, Mental Health Week, Wear it Purple Day (raising awareness about the impact of bullying and harassment on LGBTIQ+ youth), and World No Tobacco Day.
- Promotion of training available such as Mental Health Awareness Training, MindStep services for adults experiencing mild mental illness, eLearning course developed by the Australian Network on Disability (AND) to support disability-confident workforces.

- TasTAFESAFE Work Health and Safety Week activities included mental health awareness, the effects of COVID-19 on our work and personal lives and ergonomic adjustments related to online learning and working from home, and 'Walk the Talk' events were promoted in conjunction with WorkSafe Tasmania's Work Safe Month.
- Installation of additional Automated External Defibrillators across all TasTAFE campuses and provision of defibrillator training for staff.

The TasTAFE Board, Executive and regional HSW Committees receive and consider monthly reports on health, safety, and wellbeing, including the latest HSW performance statistics, injury/hazard trends, emerging issues and areas of concern and actions being taken to address these.

COVID-19 Recovery Response

TasTAFE has continued its proactive response to the evolving COVID-19 situation as follows:

- TasTAFE followed the advice of Public Health Tasmania and the State Government to manage the impacts of COVID-19.
- To ensure the safety of its students, staff and visitors to its campuses and training facilities TasTAFE has a COVID-19 Safety Plan as required by WorkSafe Tasmania.
- In July 2020 TasTAFE reopened its training facilities to students, staff, and the public, with strict COVID Safe-Workplace guidelines including check-in on entry via the Check in TAS App (or manual alternative), physical distancing, and classroom limits, and increased hygiene measures.
- Throughout COVID-19, TasTAFE complied with the Tasmanian Government's instruction to retain its staffing levels.

Delivery of Training

- Throughout the pandemic TasTAFE continued to provide training to its students, albeit in different ways.
- Training moved to a digital online environment and by distance delivery. The move to online training accelerated TasTAFE's existing vision and plans for embedding e-learning.
- To achieve the move to on-line, TasTAFE teachers received strong support from the e-learning and Educator Capability teams, including relatively new teams formed during the ASQA audit process. Teachers participated in significant professional development during this time.
- All libraries remained open (with the exception of Devonport and Burnie during the North West lockdown) for students to book computers.
- Where appropriate courses were re-sequenced to enable students to continue with their studies.
- Introduction of a suite of online short courses / skill sets, SKILL-UP for Your Future, that were predominantly fee-free.
- The CEO and senior executives engaged regularly with all levels of staff.
- Unions were kept well informed and the AEU had direct contact with the CEO and CFO during this time.
- The CEO provided regular written updates to staff, employers and students.

Support for Students

- Students without access to personal computers were able to book computers for use in TasTAFE libraries.
- Client Services and Student Support Services moved support services to online and by phone. Student Support staff also actively contacted known vulnerable students to offer support.
- TasTAFE introduced a range of flexible and deferred payment options and paused debt collection activities.
- The CEO provided students with regular COVID-19 updates via direct email and a dedicated website page.

Support for Staff

- TasTAFE complied with Australian and Tasmanian Government health advice which included encouraging and supporting vulnerable staff to work from home.
- Providing IT resources, work equipment and training to facilitate other staff to work-from-home.
- Allowing flexible working arrangements for staff who had to work from home so they could balance work, home schooling, and carer responsibilities.
- Flexibility in reconsidering leave approvals where holiday travel was cancelled as well as considering personal leave for carer responsibilities.
- The Employee Assistance Program was promoted to all staff to access for support.
- The CEO provided regular written updates to staff via direct email and a dedicated website page.

Disclosures and Compliance

Right to Information

TasTAFE has implemented policy, which subject to privacy and confidentiality provisions, facilitates all reasonable requests for information from students, staff and the general public without recourse to the *Right to Information Act 2009* (the Act)

TasTAFE may levy a charge for information provided that is subject to a Right to Information request in accordance with the Act.

During the period 1 July 2020 – 30 June 2021, no requests were received under the Act.

Public Interest Disclosures

TasTAFE has implemented a policy and procedural framework to encourage and facilitate the making of protected disclosures of improper conduct by TasTAFE's officers and employees. TasTAFE's procedure provides protection and support for persons who make a disclosure and establishes a system for matters to be investigated and, where necessary, corrective actions to be taken. A copy of TasTAFE's public interest disclosures procedures is available by phoning the Office of the CEO on 6165 6596 or emailing rti.enquiries@tastafe.tas.edu.au.

During the period 1 July 2020 – 30 June 2021:

1. There were no matters raised with TasTAFE under the Public Interest Disclosures Act 2002.
2. There were no matters referred to TasTAFE for investigation by the Ombudsman.
3. There were no matters referred to TasTAFE which TasTAFE declined to investigate.

Source: TasTAFE data

Compliance

The following table describes the information TasTAFE is required to include in its Annual Report, the legislation that requires this information be included, and the section of the Annual Report in which the information can be found:

What is required	To comply with	Where is this information in the annual report?
Financial Statements	Section 83 (a) of the Training and Workforce Development Act 2013 (TWD Act)	Financial Statements
Auditor-general's report	Section 83 (b) TWD Act	Financial Statements
Directions from Minister	Section 83 (c) TWD Act	Minister's Policy Expectations
Minister's policy expectations	Section 83 (d) TWD Act	Minister's Policy Expectations
Summary of TasTAFE Corporate Plan	Section 83 (e) TWD Act	Corporate Plan 2020-2023
Report on performance of TasTAFE	Section 83 (f) TWD Act	Performance and Operations Minister's Policy Expectations
Report on operation of TasTAFE	Section 83 (g) TWD Act	Performance and Operations Minister's Policy Expectations
Information relating to TasTAFE directors, TasTAFE CEO and TasTAFE staff	Section 83 (h) TWD Act	TasTAFE Board, Executive and Employees
Any other information the Minister requires	Section 83 (i) TWD Act	The Annual Report in its entirety
Any information the TasTAFE Board considers appropriate or necessary to properly inform the Minister and Parliament as to the performance and progress of TasTAFE	Section 83 (j) TWD Act	The Annual Report in its entirety
Public Interest Disclosures Information	Section 86 of the public interest disclosures act 2002	Disclosures and Compliance section
Right to Information Statistics	Section 53 of the right to information act 2009	Disclosures and Compliance section
Information on contracts awarded and procurement processes	Purchasing and Property Treasurer's Instructions	Consultants and Contractors section

Consultants and Contractors

Support for local business

TasTAFE undertakes procurement in a manner that is consistent with the Government's Buy Local Policy, which provides Tasmanian businesses with opportunities to compete for business.

For the period 1 July 2020 to 30 June 2021:

Summary of Participation by Local Businesses for contracts, tenders and/or quotation processes with a value of \$50,000 or over (ex GST)

Total number of contracts awarded	18
Total number of contracts awarded to Tasmanian businesses ¹	16
Total Value of all contracts awarded ²	\$5,554,532
Total Value of contracts awarded to Tasmanian businesses ¹	\$5,330,532
Total number of tenders called and/or quotation processes run ³	17
Number of bids and/or written quotations received ³	
Total bids received	71
Number from local Tasmanian businesses	60

1. A 'Tasmanian business' is a business operating in Tasmania that has a permanent office or presence in Tasmania and which employs Tasmanian workers.
2. Values do not include options to extend contracts nor GST and contract values may be estimates.
3. Does not include direct selections pursuant to TI PP-2 or TI PF-2 nor contract extensions pursuant to TI PP-6 or TI PF-7.

Contracts with a value of \$50,000 or over (ex GST) and excluding consultancy contracts

Name of contractor	Location of contractor	Description of contract	Period of contract	Option to extend	Total value of contract ²
Bassett Building Pty Ltd	Tasmania	Student Residence Refurbishment – Alanvale Campus	15 Aug 2020 to 28 Feb 2021	N/A	\$747,399
Tas City Building Pty Ltd	Tasmania	Student Residence Refurbishment – Clarence Campus	15 Aug 2020 to 28 Feb 2021	N/A	\$803,067
Shepherd Heap	Tasmania	Commercial Real Estate Broker Services – Sale of two of TasTAFE's Launceston City Campus Properties	6 Oct 2020 to 30 Jun 2021	N/A	\$59,000
Philp Lighton Architects Pty Ltd	Tasmania	Architectural Design and Project Management Services - TasTAFE Freer Farm Agriculture Centre of Excellence Redevelopment	26 Oct 2020 to 30 Jun 2022	N/A	\$198,090

Tim Penny Architecture	Tasmania	Provision of architectural design and project management services for the refurbishment of cookery training kitchens, restaurant, and bar at TasTAFE Drysdale, Hobart campus	7 May 2021 to 31 Mar 2022	N/A	\$79,225
Fisher Leadership	Victoria	Executive Search Services	4 Jun 2021 to 30 Sept 2021	N/A	\$65,000
Swinburne University of Technology	Victoria	eLearning Resource Development Services	26 Oct 2020 to 30 Oct 2021	N/A	\$159,000
Tascon Constructions	Tasmania	Redevelopment Works to create a Hospitality Training Facility at Claremont College	7 Dec 2020 to 4 Mar 2021	N/A	\$478,425
Lazaro Pty Ltd	Tasmania	Contract Cleaning Services Alanvale Campus	11 Jan 2021 to 10 Jan 2024	11 Jan 2024 to 10 Jan 2026	\$620,484 Option value: \$413,656
OTIS Elevator Company Pty Ltd	Tasmania	Lift Maintenance Services	1 Apr 2021 to 30 Mar 2024	1 Apr 2024 to 30 Mar 2026	\$108,000 Option value: \$72,000
Tascon Constructions	Tasmania	TasTAFE Clarence Campus - D Block Refurbishment	1 Feb 2021 to 2 Apr 2021	N/A	\$399,731
Vos Construction & Joinery Pty Ltd	Tasmania	Alanvale Redevelopment Stage 2 Revised (Creative Industries, Amenities Refurbishment & Car Parking)	1 Dec 2020 to 30 Apr 2021	N/A	\$750,425
BSH Electrical	Tasmania	Fire and Electrical Services	1 Mar 2021 to 28 Feb 2024	1 Mar 2024 to 27 Feb 2026	\$295,689 Option value: \$197,126
Vos Construction & Joinery Pty Ltd	Tasmania	Alanvale Redevelopment Stage 2B (online studios & footpath infrastructure)	15 Jan 2021 to 30 Mar 2021	N/A	\$472,997
Central Cleaning Supplies	Tasmania	Supply of Cleaning Equipment, Chemicals and Paper Products	1 Jul 2021 to 30 Jun 2024	1 July 2024 to 30 June 2026	\$160,000 Option Value \$100,000
Flick Anticimex Pty Ltd	Tasmania	Supply of Washroom Sanitary Services	1 Jul 2021 to 30 Jun 2024	1 July 2024 to 30 June 2026	\$36,000 Option value: \$24,000

Consultancy contracts with a value of \$50,000 or over (ex GST)

Nil

Contracts awarded as a result of a direct/limited submission sourcing process approved in accordance with Treasurer's Instruction PP-2

Name of contractor	Location of contractor	Description of contract	Period of contract	Option to extend	Total value of contract
BSH Electrical	Tasmania	Replacement of Fire Panels	25 May 2021 to 30 June 2022	N/A	\$292,000

Contracts awarded as a result of a contract extension process approved in accordance with Treasurer's Instruction PP-6

Nil

Source: TasTAFE data

Discussion of Financial Position

The 2020-21 financial year saw a gradual recovery from the impact of COVID-19 for TasTAFE.

On campus delivery recommenced in a staged manner from August 2020. As a result, TasTAFE has seen a recovery in its short course revenue. There has also been a modest improvement in international student revenue, due to eligible students who were already in-country prior to the pandemic choosing to study with TasTAFE. Further improvement in this area will be dependent on Australia's international border re-opening. TasTAFE's financial position also improved through access to the Federal and State Government-funded JobTrainer program.

The underlying net result (refer Note 2 in the Financial Statements), when excluding capital grants, is a loss of \$9.3 million, an improvement of \$7.2 million on the prior year. This includes the positive impact of JobTrainer. The loss is in-line with expectations and is primarily explained by unfunded depreciation and amortisation expense of \$9.4 million.

Despite the underlying net result, TasTAFE's financial position at 30 June 2021 was sound with net equity totalling \$230.8 million, almost entirely due to the carrying amount of our infrastructure. The cash balance as at 30 June was \$31 million and amounts due to staff for annual and long-service leave was \$21.6 million.

The significant improvement in TasTAFE's cash position is mainly due to the receipt of capital grant funding totalling \$20.5 million, yet to be expended. These projects are well progressed with building approvals and commencements expected in the upcoming financial year. Major projects include the Agricultural Training Centre of Excellence at Freer Farm, and the Water and Energy Trades Centre of Excellence development at Clarence.

TasTAFE will receive additional funding for a range of commitments over the next four years as part of the 2021 State Election. These commitments were approved as part of the State budget in August 2021 and will be reflected in the 2021-22 financial statements.

Financial Statements for the year ended 30 June 2021

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Directors' Statement of Certification

In the opinion of the directors of TasTAFE:

- the financial statements are drawn up so as to give a true and fair view of the results and cash flows for the year ended 30 June 2021 and the state of affairs of the Authority at this date;
- the financial statements have been made out in accordance with the provisions of the *Training and Workforce Development Act 2013*; and
- at the date of this certification there are reasonable grounds to believe that the Authority will be able to pay its debts as and when they fall due on the assumption of continued support from the Tasmanian State Government.

The financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and in accordance with Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016*.

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

Signed in accordance with a resolution of the directors:



.....
Mike Blake

Chair

Dated: 11 August 2021



.....
Yvonne Rundle

Audit and Risk Management

Committee Chair

Dated: 11 August 2021

Statement of Comprehensive Income for the year ended 30 June 2021

	Notes	2021 Budget \$'000	2021 Actual \$'000	2020 ACTUAL \$'000
Income from continuing operations				
Grants/Deed of Purchasing Agreement	3.1	83,366	84,268	81,811
Capital grants	1.1, 3.2	11,971	9,967	11,269
Sales of goods and services	1.1, 3.3	18,368	24,528	21,904
Other revenue	1.1, 3.4	47	1,124	1,171
Total revenue from continuing operations		113,752	119,887	116,155
Net gain/(loss) on non-financial assets	4.1	....	(21)	(1,989)
Net gain/(loss) on financial instruments and statutory receivables/payables	4.2	....	(45)	(673)
Total income from continuing operations		113,752	119,821	113,493
Expenses from continuing operations				
Employee benefits	5.1	81,829	81,970	74,800
Depreciation and amortisation	5.2	8,410	9,389	8,187
Supplies and consumables	5.3	23,852	24,532	31,334
Grants, concessions and subsidies	5.4	2,800	2,832	3,551
Finance costs	5.5	....	13	12
Other expenses	5.6	....	830	900
Total expenses from continuing operations		116,891	119,566	118,784
Net result from continuing operations		(3,139)	255	(5,291)
Other comprehensive income				
Items that will not be reclassified to net result in subsequent periods				
Changes in property revaluation reserve	1.1, 9	....	68,031	5,280
Total other comprehensive income		....	68,031	5,280
Comprehensive result		(3,139)	68,286	(11)

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

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in note 1 of the accompanying notes.

Statement of Financial Position as at 30 June 2021

	Notes	2021 Budget \$'000	2021 Actual \$'000	2020 ACTUAL \$'000
Assets				
Current assets				
Cash	1.2, 10.1	11,874	31,041	23,541
Receivables	1.2, 6.1	7,814	10,465	4,730
Assets held for sale	6.2	....	....	7,600
Other current assets	6.3	....	472	353
Total current assets		19,688	41,978	36,224
Non-current assets				
Property, plant and equipment	1.2, 6.4	165,986	221,492	155,939
Right-of-use assets	6.5	....	341	442
Intangible assets	6.6	611	1,600	1,717
Total non-current assets		166,597	223,433	158,098
Total assets		186,285	265,411	194,322
Liabilities				
Current liabilities				
Payables	7.1	2,368	3,001	5,559
Borrowings	7.2	5,000	5,000	2,469
Contract liabilities	1.2, 7.3	2,500	4,417	3,882
Employee benefits	1.2, 7.4	5,611	7,328	6,568
Lease liabilities	7.6	....	53	77
Other current liabilities	7.7	....	115	81
Total current liabilities		15,479	19,914	18,636
Non-current liabilities				
Employee benefits	1.2, 7.4	11,862	14,247	12,670
Lease liabilities	7.6	....	297	366
Other non-current liabilities	7.7	....	165	148
Total non-current liabilities		11,862	14,709	13,184
Total Liabilities		27,341	34,623	31,820
Net assets		158,944	230,788	162,502
Equity				
Contributed capital		227,033	224,589	224,589
Asset revaluation reserve	9	18,452	91,763	23,732
Accumulated funds/(deficit)		(86,541)	(85,564)	(85,819)
Total Equity		158,944	230,788	162,502

This Statement of Financial Position should be read in conjunction with the accompanying notes. Budget information refers to the Tasmanian Government's original estimates and has not been subject to audit. Explanations of material variances between budget and actual outcomes are provided in note 1 of the accompanying notes.

Statement of Cash Flows for the year ended 30 June 2021

	Notes	2021 Budget \$'000	2021 Actual \$'000	2020 Actual \$'000
Cash flows from operating activities				
Cash inflows				
Grants/Deed of Purchasing Agreement		83,366	84,268	82,276
Sales of goods and services	1.3	17,998	23,047	18,151
Interest received		47	106	162
GST receipts	1.3	4,728	3,477	3,105
Other cash receipts		....	977	809
Total cash inflows		106,139	111,875	104,503
Cash outflows				
Employee benefits		(81,829)	(79,614)	(72,446)
GST payments	1.3	(4,874)	(3,440)	(3,165)
Supplies and consumables		(27,552)	(26,319)	(30,465)
Grants		....	(561)	(525)
Finance costs		....	(13)	(12)
Other cash payments		....	(816)	(900)
Total cash outflows		(114,255)	(110,763)	(107,513)
Net cash from/(used by) operating activities	10.2	(8,116)	1,112	(3,010)
Cash flows from investing activities				
Cash inflows				
Proceeds from the sale of non-financial assets		....	1,200	....
Receipts from non-operational capital funding – Grants	1.3	11,971	9,967	11,269
Total cash inflows		11,971	11,167	11,269
Cash outflows				
Payments for acquisition of non-financial assets	1.3	(15,492)	(7,219)	(3,648)
Total cash outflows		(15,492)	(7,219)	(3,648)
Net cash from/(used by) investing activities		(3,521)	3,948	7,621
Cash flows from financing activities				
Cash inflows				
Borrowings		....	2,531	2,469
Total cash inflows		....	2,531	2,469
Cash outflows				
Repayment of lease liabilities (excluding interest)		....	(91)	(72)
Total cash outflows		....	(91)	(72)
Net cash from/(used by) financing activities		....	2,440	2,397

	Notes	2021 Budget \$'000	2021 Actual \$'000	2020 Actual \$'000
Net increase (decrease) in cash and cash equivalents held		(11,637)	7,500	7,008
Cash and cash equivalents at the beginning of the reporting period		23,511	23,541	16,533
Cash and cash equivalents at the end of the reporting period		11,874	31,041	23,541

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

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in note 1 of the accompanying notes.

Statement of Changes in Equity for the year ended 30 June 2021

	Notes	Contributed Capital \$'000	Reserves \$'000	Accumulated Funds/(Deficit) \$'000	TOTAL EQUITY \$'000
Balance as at 30 June 2019		227,033	18,452	(84,524)	160,961
Net result from continuing operations	14.10	....	....	(5,291)	(5,291)
Other comprehensive income					
Changes in physical asset revaluation reserve	9	....	6,832	....	6,832
Transfer of vacant land at Park Grove to Department of Education (DoE)	4.1	(132)	....	132	....
Transfer of 26 Bathurst Street asset to DoE	4.1	(2,312)	....	2,312	....
Transfers to accumulated funds from revaluation reserve					
• assets held for sale	9	....	(1,530)	1,530	....
• disposed assets	9	....	(22)	22	....
Total comprehensive result		(2,444)	5,280	(1,295)	1,541
Balance as at 30 June 2020		224,589	23,732	(85,819)	162,502

	Notes	Contributed Capital \$'000	Reserves \$'000	Accumulated Funds/(Deficit) \$'000	TOTAL EQUITY \$'000
Balance as at 30 June 2020		224,589	23,732	(85,819)	162,502
Net result from continuing operations		....	....	255	255
Other comprehensive income					
Changes in physical asset revaluation reserve	9	....	68,031	....	68,031
Total comprehensive result		....	68,031	255	68,286
Balance as at 30 June 2021		224,589	91,763	(85,564)	230,788

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

Notes to and forming part of the financial statements for the year ended 30 June 2021

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Note I: Explanation of Material Variances between Budget and Actual Outcomes

I.1 Statement of Comprehensive Income

	Note	Budget	2021 Actual \$'000	2020 Actual \$'000	Budget Variance \$'000	ACTUAL VARIANCE \$'000
Capital grants	1	11,971	9,967	11,269	(2,004)	(1,302)
Sales of goods and services	2	18,368	24,528	21,904	6,160	2,624
Other revenue	3	47	1,124	1,171	1,077	(47)
Changes in property revaluation reserve	4	....	68,031	5,280	68,031	62,751

The following are brief explanations of material variances between budget estimates and actual outcomes. Budget information refers to original estimates as disclosed in the 2020-21 Budget Papers and is not subject to audit. Variances are considered material where the variance exceeds 10 per cent of Budget estimate and \$1.000M.

Notes to Statement of Comprehensive Income variances

1. The decrease is the result of a variation in the timing of grant funds received for the Water and Energy Trades Centre of Excellence over the budget estimates period.
2. The increase in Sales of goods and services is due to JobTrainer funding received from the Commonwealth and State Governments.
3. The increase in Other revenue is due to revenue associated with Workers Compensation payments and rent.
4. Changes in property revaluation reserve increased due to a revaluation of TasTAFE land and building assets completed by the Office of the Valuer General and adopted by the Board.

I.2 Statement of Financial Position

	Note	Budget	2021 Actual \$'000	2020 Actual \$'000	Budget Variance \$'000	ACTUAL VARIANCE \$'000
Cash	1	11,874	31,041	23,541	19,167	7,500
Receivables	2	7,814	10,465	4,730	2,651	5,735
Property, plant and equipment	3	165,986	221,492	155,939	55,506	65,553
Contract liabilities	4	2,500	4,417	3,882	(1,917)	(535)
Employee benefits	5	17,473	21,575	19,238	(4,102)	(2,337)

Budget estimates for the 2020-21 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2019-20. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2020-21. The following variance analysis therefore includes major movements between the 30 June 2020 and 30 June 2021 actual balances. Variances are considered material where the variance exceeds 10 per cent of Budget estimate and \$1.000M.

Notes to the Statement of Financial Position Variances

1. The increase in Cash can be attributed to delays in major capital projects. Funds have been received but not fully expended as was expected at the time of preparing Budget Estimates.
2. Receivables have increased due to proceeds from the settlement of the Launceston City Campus sale expected to be received in January 2022.
3. The increase in Property, plant and equipment is due to a revaluation of TasTAFE land and building assets completed by the Office of the Valuer General and adopted by the Board.
4. The increase in contract liabilities is due to an increase in Course fees and charges received in advance.
5. The increase in Employee benefits is due to facility staff transferring from the Department of Education to TasTAFE in July 2020.

1.3 Statement of Cash Flows

	Note	Budget	2021 Actual \$'000	2020 Actual \$'000	Budget Variance \$'000	ACTUAL VARIANCE \$'000
Sale of goods and services	1	17,998	23,047	18,151	5,049	4,896
GST receipts	2	4,728	3,477	3,105	(1,251)	372
GST payments	2	(4,874)	(3,440)	(3,165)	1,434	(275)
Receipts from non-operational capital funding – Grants	3	11,971	9,967	11,269	(2,004)	(1,302)
Payments for acquisition of non-financial assets	4	(15,492)	(7,202)	(3,648)	8,290	(3,554)
Borrowings	5	....	2,531	2,469	2,531	62

The following are brief explanations of material variances between budget estimates and actual outcomes. Budget information refers to original estimates as disclosed in the 2020-21 Budget Papers and is not subject to audit. Variances are considered material where the variance exceeds 10 per cent of Budget estimate and \$1.000M.

Notes to the Statement of Cash Flows variances

1. The increase in Sales of goods and services is due to JobTrainer funding received from the Commonwealth and State Governments.
2. The variances in GST receipts and GST payments are due to delays in major capital projects.
3. The decrease is the result of a variation in the timing of grant funds received for the Water and Energy Trades Centre of Excellence over the budget estimates period.
4. The decrease in payments for acquisition of non-financial assets can be attributed to delays in the major capital projects.
5. The increase in Borrowings is due to an interest free loan from the Department of Education. The loan was for improvements at TasTAFE's Alanvale Campus and will be repaid from the proceeds of the sale of Launceston City Campus.

Note 2: Underlying Net Result from Continuing Operations

Non-operational capital funding is the income from continuing operations relating to funding for capital projects. This is classified as revenue from continuing operations and included in the Net result from continuing operations. However, the corresponding capital expenditure is not included in the Net result from continuing operations. Accordingly, the Net result from continuing operations will portray a position that is better than the true underlying financial result.

For this reason, the Net result from continuing operations is adjusted to remove the effects of funding for capital projects.

	2021 \$'000	2020 \$'000
Net result from continuing operations	255	(5,291)
Less impact of:		
Non-operational capital funding		
Water and Energy Trades Centre of Excellence	(7,000)	(7,000)
Public building maintenance - Department of Treasury and Finance	(1,906)	....
Critical IT/Infrastructure investment – Skills Tasmania	(695)	....
Centre of Excellence – Freer Farm	....	(4,269)
Underlying Net result from continuing operations	(9,346)	(16,560)

Note 3: Income

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer as defined by AASB 15.

3.1 Grants/Deed of Purchasing Agreement

Grants revenue, where there is a sufficiently specific performance obligation attached, is recognised when TasTAFE satisfies the performance obligation and transfers the promised goods or services. Grants revenue without a sufficiently specific performance obligation are recognised when TasTAFE gains control of the asset (typically cash). The Deed of Purchasing Agreement with Skills Tasmania is the funding mechanism to support TasTAFE to achieve its functions under the *Training and Workforce Development Act 2013*. Other grants received from Skills Tasmania are for fixed-term commitments administered through additional agreements under the direction of the Minister for Skills Training and Workforce Growth.

	2021 \$'000	2020 \$'000
Grants from Government		
Grants with sufficiently specific performance obligations		
Destination Australia Scholarships	189	130
Learning technology resource development – Agriculture	86	....
Renewable energy pathways - Department of State Growth (Skills Tasmania)	69	....
Regional development pilot	46	....
Service level agreement – Department of Justice	372	....
26Ten Program	90	....
Total Grants with sufficiently specific performance obligations	852	130
Grants without sufficiently specific performance obligations		
Deed of Purchasing Agreement – Skills Tasmania	80,420	79,989
Skilled workforce to meet industry demand – Skills Tasmania	2,950	950
Centre of Excellence – Freer Farm	....	731
Other	46	11
Total Grants without sufficiently specific performance obligations	83,416	81,681
Total	84,268	81,811

3.2 Capital Grants

Grants to acquire/construct a recognisable non-financial asset to be controlled by TasTAFE with sufficiently specific performance obligations are recognised when TasTAFE satisfies its obligations under the transfer. Grants revenue without a sufficiently specific performance obligation are recognised when TasTAFE gains control of the asset (typically cash).

	2021 \$'000	2020 \$'000
Grants from the Tasmanian Government		
Grants without sufficiently specific performance obligations		
Water and Energy Trades Centre of Excellence	7,000	7,000
Public building maintenance - Department of Treasury and Finance	1,967	....
Critical IT/Infrastructure investment – Skills Tasmania	1,000	....
Centre of Excellence – Freer Farm	....	4,269
Total	9,967	11,269

3.3 Sales of goods and services

Revenue from Sales of goods are recognised when TasTAFE satisfies a performance obligation by transferring the goods to the customer. Revenue from the provision of services is recognised when TasTAFE satisfies its performance obligation by transferring the promised services. TasTAFE typically satisfies its performance obligations when it provides vocational education and training. TasTAFE recognises revenue associated with performance obligations using the output method.

	2021 \$'000	2020 \$'000
Training related sales	4,960	5,278
Australian Government Contracts	4,647	2,438
State Government Contracts	3,080	641
Overseas student fees	2,241	2,665
Student fees and charges	9,553	10,807
Other sales of goods and services	47	75
Total	24,528	21,904

3.4 Other revenue

Revenue from other sources, is recognised as revenue when TasTAFE obtains control over the assets.

	2021 \$'000	2020 \$'000
Interest received	101	159
Workers compensation and other salary reimbursements	407	543
Miscellaneous recoveries	616	469
Total	1,124	1,171

Note 4: Net Gains/(Losses)

4.1 Net gain/(loss) on non-financial assets

Gains or losses from the sale of Non-financial assets are recognised when control of the assets has passed to the buyer. A gain or loss on a non-financial asset can also arise when an asset has been reclassified as held for sale.

Key Judgement

All non-financial assets are assessed to determine whether any impairment exists, with impairment losses recognised in the Statement of Comprehensive Income. Impairment exists when the recoverable amount of an asset is less than its carrying amount. Recoverable amount is the higher of fair value less costs to sell and value in use. TasTAFE's assets are not used for the purpose of generating cash flows; therefore their recoverable amount is expected to be materially the same as fair value, as determined under AASB 13 *Fair Value Measurement*.

	2021 \$'000	2020 \$'000
Net gain/(loss) on disposal of Launceston City Campus	(15)	(1,857)
Net gain/(loss) on disposal of plant and equipment	(6)	....
Transfer of vacant land at Park Grove to the Department of Education	....	(132)
Total	(21)	(1,989)

4.2 Net gain/(loss) on financial instruments and receivables/payables

Financial assets are impaired under the expected credit loss approach required under AASB 9 *Financial Instruments*. The expected credit loss is recognised for all debt instruments not held at fair value through profit or loss.

Key Judgement

An impairment loss using the expected credit loss method for all trade debtors uses a lifetime expected loss allowance. The expected loss rates are based upon historical observed loss rates that are adjusted to reflect forward looking macroeconomic factors.

	2021 \$'000	2020 \$'000
Impairment of receivables	(45)	(673)
Total net gain/(loss) on financial instruments	(45)	(673)

For ageing analysis of the financial assets past due but not impaired, refer to note 11.1

Note 5: Expenses

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in a net asset or an increase of a liability has arisen that can be measured reliably.

5.1 Employee benefits

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and other post-employment benefits.

Employee Expenses

	2021 \$'000	2020 \$'000
Wages and salaries	61,590	57,281
Termination payments	174	3
Annual leave payments	7,312	6,233
Long service leave payments	1,723	1,483
Sick leave payments	2,245	1,811
Superannuation – defined benefit scheme	989	1,025
Superannuation – defined contribution scheme	7,937	6,964
Total	81,970	74,800

On 9 July 2020 responsibility for asset and facility operations for TasTAFE land and buildings, transferred from the Department of Education to TasTAFE. As a result of this, costs associated with facility staff previously expensed against supplies and consumables (note 5.3) were expensed against employee benefits from this date (during 2019-20 \$5.423M of facility staff wages and salaries was expensed against supplies and consumables).

Superannuation expenses relating to defined benefits schemes are payments into the Consolidated Fund. The amount of the payment is based on an employer contribution rate determined by the Treasurer, on the advice of the State Actuary. The current employer contribution is 12.95 per cent (2020: 12.95 per cent) of salary.

Superannuation expenses relating to defined contribution schemes are paid directly to superannuation funds at a rate of 9.5 per cent (2020: 9.5 per cent) of salary. In addition, TasTAFE is also required to pay into the Consolidated Fund a “gap” payment equivalent to 3.45 per cent (2020: 3.45 per cent) of salary in respect of employees who are members of contribution schemes.

Remuneration of key management personnel

2021	Short-term benefits		Superannuation \$'000	Long-term benefits		Termination Benefits \$'000	TOTAL EXECUTIVE \$'000
	Salary \$000	Other Benefits \$'000		Other Benefits and Long Service Leave \$'000			
Executive Key management personnel							
Dreher, Grant, Chief Executive Officer, appointment date 1 February 2021	131	8	12	9	....	160
Dodd, Jenny, Chief Executive Officer, departure date 4 December 2020	153	8	16	(45)	20	152	
Adams, Scott, Chief Operating Officer	197	19	19	14	....	249
Meredith-Sotiris, Kerryn, Executive Director Students and Education	164	18	15	8	....	205
Total Remuneration for Executive	645	53	62	(14)	20	766	

2021	Short-term benefits		Long-term benefits			TOTAL DIRECTORS' FEES \$'000
	Directors' Fees	Other Benefits	Superannuation	Other Benefits and Long Service Leave	Termination Benefits	
	\$'000	\$'000	\$'000	\$'000	\$'000	
Non-Executive Directors' Remuneration						
Blake, Mike, Chairperson TasTAFE Board	48	....	4	....	....	52
Morris, Nicola, Board Director, departure date 23 June 2021	27	....	3	....	....	30
Swallow, Michelle, Board Director, departure date 31 December 2020	14	....	1	....	....	15
Mostogl, Ray, Board Director	27	....	3	....	....	30
Rundle, Yvonne, Board Director	27	....	3	....	....	30
Astheimer, Lee, Board Director	27	....	3	....	....	30
Walsh, Naomi, Board Director, appointment date 1 January 2021	12	....	1	....	....	13
Total Directors' Remuneration	182	....	18	....	....	200
Total for Key Management Personnel	827	53	80	(14)	20	966

Note: Other benefits includes motor vehicles and car parking

2020	Short-term benefits		Long-term benefits			TOTAL EXECUTIVE \$'000
	Salary	Other Benefits	Superannuation	Other Benefits and Long Service Leave	Termination Benefits	
	\$'000	\$'000				
Executive Key management personnel						
Dodd, Jenny, Chief Executive Officer	331	19	31	8	....	389
Adams, Scott, Chief Operating Officer	170	18	16	11	....	215
Meredith-Sotiris, Executive Director Students and Education	155	18	14	3	....	190
Wright, Anthony, Executive Director, Business Growth and Major Projects, departure date 13 March 2020	113	12	11	(6)	3	133
Total Remuneration for Executive	769	67	72	16	3	927

2020	Short-term benefits		Long-term benefits			TOTAL DIRECTORS' FEES \$'000
	Directors' Fees	Other Benefits	Superannuation	Other Benefits and Long Service Leave	Termination Benefits	
	\$'000	\$'000	\$'000	\$'000	\$'000	
Non-Executive Directors' Remuneration						
Blake, Mike, Chairperson TasTAFE Board	48	....	4	....	....	52
Morris, Nicola, Board Director	27	....	3	....	....	30
Swallow, Michelle, Board Director	27	....	3	....	....	30
Devine, Aaron, Board Director, departure date 14 February 2020	18	....	2	....	....	20
Allison, Janelle, Board Director, departure date 31 December 2019	15	....	1	....	....	16
Mostogl, Ray, Board Director	27	....	3	....	....	30
Rundle, Yvonne, Board Director	27	....	3	....	....	30
Astheimer, Lee, Board Director, appointment date 14 April 2020	6	....	1	....	....	7
Total Directors' Remuneration	195	....	20	....	....	215
Total for Key Management Personnel	964	67	92	16	3	1,142

Note: Other benefits includes motor vehicles and car parking

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Authority, directly or indirectly.

Remuneration during 2020-21 for key management personnel is set by the State Service Act 2000. Remuneration and other terms of employment are specified in employment contracts. Remuneration includes salary, motor vehicle and other non-monetary benefits. Long-term employee expenses include long service leave, superannuation obligations and termination payments.

TasTAFE Directors are entitled to be paid such remuneration and allowances as the Minister for Skills Training and Workforce Growth determines. The Department of Premier and Cabinet advises TasTAFE of the Directors' entitlement.

- Related party transactions

There are no material related party transactions requiring disclosure.

5.2 Depreciation and amortisation

All applicable non-financial assets having a limited useful life are systematically depreciated over their useful lives in a manner which reflects the consumption of their service potential. Land, being an asset with an unlimited useful life, is not depreciated. Heritage assets are also not depreciated as it is considered that their value does not diminish.

Key estimate and judgement

Depreciation is provided for on a straight-line basis, using rates which are reviewed annually.

During 2020-21 TasTAFE received an independent valuation of buildings completed by the Office of the Valuer-General, see note 6.4 (a). The 2020-21 building depreciation expense is based off the revalued amounts and the net remaining useful lives of the buildings.

All intangible assets having a limited useful life are systematically amortised over their useful lives reflecting the pattern in which the asset's future economic benefits are expected to be consumed by TasTAFE.

During 2020-21 TasTAFE committed to the continual use of the Student Information Management System to manage student information, enrolments, contracts of training, outcomes and awards. The useful life of the Student Information Management System was extended from 5 to 10 years.

Amortisation of Leasehold improvements is provided on a straight-line basis over the term of the lease.

	Major depreciation period	2021 \$'000	2020 \$'000
Buildings	50 years	8,420	6,383
Plant and equipment	3 - 20 years	501	542
Right-of-use assets	2 - 10 years	82	73
Total Depreciation		9,003	6,998

	Major amortisation rate	2021 \$'000	2020 \$'000
Leasehold improvements	10.0 per cent	124	80
Software – Student Information Management System	10.0 per cent (20.00 per cent in 2019-20)	262	1,109
Total Amortisation		386	1,189
Total Depreciation and Amortisation		9,389	8,187

5.3 Supplies and consumables

	2021 \$'000	2020 \$'000
Advertising and promotion	415	344
Audit fees – external financial audit	59	62
Audit fees – internal and other	71	135
Communications	597	655
Consultants	230	505
Contractors	987	1,366
Contractors – GETI	745	878
Corporate services: Shared Services contribution*	3,040	3,226
Information technology	3,817	3,280
Maintenance	2,556	2,784
Materials and supplies	3,809	3,498
Property services including facility services reimbursement^	5,720	11,992
Travel and transport	1,197	1,244
Other supplies and consumables	1,289	1,365
Total	24,532	31,334

*These expenses represent the costs of the provision of financial, human resource, facility, information communication technology and services by the Department of Education to TasTAFE. Other reimbursements to the Department of Education of discrete costs incurred on behalf of TasTAFE have been allocated against the relevant category under Supplies and consumables. The costs are managed through a formal Business Partnership Agreement.

^On 9 July 2020 responsibility for asset and facility operation for TasTAFE land and buildings transferred from the Department of Education to TasTAFE. As a result of this, costs associated with facility staff were expensed against employee benefits (note 5.1) from this date.

5.4 Grants, concessions and subsidies

Grants, concessions and subsidies expenditure is recognised to the extent that:

- the services required to be performed by the grantee have been performed; or
- the grant/concessional eligibility criteria have been satisfied.

A liability is recorded when TasTAFE has a binding agreement to make the grants, but services have not been performed or criteria satisfied. Where grant monies are paid in advance of performance or eligibility, a prepayment is recognised.

	2021 \$'000	2020 \$'000
Grants – Childcare subsidies	361	302
Grants – Destinations Australia Scholarships	189	115
Concessions – Student fees and charges	2,282	3,026
Subsidies	....	108
Total	2,832	3,551

5.5 Finance costs

All finance costs are expensed as incurred using the effective interest method.

	2021 \$'000	2020 \$'000
Interest on lease liabilities	13	12
Total	13	12

5.6 Other expenses

Other expenses are recognised when the associated service or supply has been provided.

	2021 \$'000	2020 \$'000
Salary on-costs – workers compensation premiums	830	900
Total	830	900

Note 6: Assets

Assets are recognised in the Statement of Financial Position when it is probable that future economic benefits will flow to TasTAFE and the asset has a cost or a value that can be measured reliably.

6.1 Receivables

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

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. An allowance for expected credit losses is recognised for all debt financial assets not held at fair value through profit and loss. The expected credit loss is based on the difference between the contractual cash flows and the cash flows that TasTAFE expects to receive, discounted at the original effective interest rate.

For trade receivables, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses recognised at each reporting date. TasTAFE has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

Receivables were typically higher in 2019-20 due to the impact of COVID-19 and the decision made to temporarily pause collections. Collection activity commenced again in 2021.

	2021 \$'000	2020 \$'000
Receivables	3,648	4,849
Receivable – Launceston City Campus	6,385	....
Less: Expected credit loss	(714)	(921)
Diplomas, incorporating VET Fee-Help and VET Student Loans	263	242
Revenue earned but not received	79	184
Australian Government Contracts – earned but not yet received	665	224
Tax Assets – Net GST reimbursement	139	152
Total	10,465	4,730
Settled within 12 months	10,465	4,730

Reconciliation of movement in expected credit loss for receivables

	2021 \$'000	2020 \$'000
Carrying amount at 1 July	921	279
Amounts written off during the year	(192)	(221)
Increase/(decrease) in provision for amounts recognised as revenue received in advance	(60)	190
Increase/(decrease) in provision recognised in profit or loss (note 4.2)	45	673
Carrying amount at 30 June	714	921

For ageing analysis of the financial assets past due but not impaired, refer to note 11.1

6.2 Assets held for sale

Assets that are expected to be recovered primarily through sale rather than continuing use are classified as held for sale. Immediately before classification as held for sale, fair value assets (or components of a disposal group) are remeasured in accordance with the TasTAFE policy. Upon initial classification to assets held for sale, assets are remeasured at the lower of carrying amount and fair value less costs to sell. An impairment loss is recognised in profit or loss for any initial and subsequent write-down from the carrying amount measured immediately before re-measurement to fair value less costs of disposal (note 4.1). Such assets are no longer amortised or depreciated upon being classified as held for sale.

	2021 \$'000	2020 \$'000
Assets held for sale	....	7,600
Reconciliation of movement in Assets held for sale		
Carrying amount 1 July	7,600	....
Assets transferred in – Launceston City Campus	....	9,457
Loss on reclassification	....	(1,857)
Assets transferred out – Launceston City Campus	(7,600)	....
Carrying amount 30 June	....	7,600
Settled within 12 months	....	7,600

The Department of Education has loaned \$5.000M to TasTAFE (see note 7.2) to refurbish parts of its facilities at Alanvale and Clarence. This has enabled TasTAFE to relocate its functions from its Launceston City Campus buildings in Patterson Street and Wellington Square to the Alanvale campus. The sale proceeds from the Launceston City Campus facilities will be used to repay the loan. There is no interest payable on the loan.

6.3 Other current assets

	2021 \$'000	2020 \$'000
Carrying amount		
Other current assets		
Prepayments	472	353
Total	472	353
Settled within 12 months	472	353

6.4 Property, plant and equipment

Key estimate and judgement

i) Valuation basis

Land, which has an indefinite useful life, is recorded at fair value. Heritage assets are not depreciated and are recorded at fair value. Buildings are recorded at fair value less accumulated depreciation, whilst all other non-current physical assets are recorded at historic cost less accumulated depreciation and accumulated impairment losses. All assets within a class of assets are measured on the same basis.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The costs of self-constructed assets include the cost of materials and direct labour, any other costs directly attributable to bringing the asset to a working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

Fair value is based on the highest and best use of the asset. Unless there is an explicit Government policy to the contrary, the highest and best use of an asset is the current purpose for which the asset is being used or building occupied.

The recognised fair value of non-financial assets is classified according to the fair value hierarchy that reflects the significance of the inputs used in making these measurements.

Level 1 the fair value is calculated using quoted prices in active markets;

Level 2 the fair value is estimated using inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and

Level 3 the fair value is estimated using inputs for the asset or liability that are not based on observable market data.

ii) Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that future economic benefits embodied within the part will flow to TasTAFE and its costs can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

iii) Asset recognition threshold

The asset capitalisation thresholds adopted by TasTAFE are

Buildings	\$150,000
Heritage	\$10,000
Plant and Equipment	\$10,000

Assets valued at less than the threshold amounts are charged to the Statement of Comprehensive Income in the year of purchase (other than where they form part of a group of similar items which are material in total).

iv) Revaluations

Land and Buildings are revalued every five years to ensure they reflect fair value at balance date. See note 6.4 (a) for further detail. Assets are grouped on the basis of having a similar nature or function in the operations of TasTAFE.

a) Carrying amount

	2021 \$'000	2020 \$'000
Land		
At fair value	27,462	21,210
Total	27,462	21,210
Buildings		
At fair value	438,438	334,699
Less: Accumulated depreciation	(250,130)	(207,105)
Total	188,308	127,594
Work in progress (at cost) Buildings	1,560	3,282
Total land and buildings	217,330	152,086
Leasehold improvements		
At fair value	1,871	1,063
Less: Accumulated depreciation	(204)	(80)
Total	1,667	983
Plant, equipment and vehicles		
At cost	9,842	9,727
Less: Accumulated depreciation	(7,375)	(6,885)
Total	2,467	2,842
Heritage		
At fair value	28	28
Total	28	28
Total property, plant and equipment	221,492	155,939

TasTAFE was to undertake an independent valuation of land and buildings during 2019-20. The valuations were to be completed by the Office of the Valuer-General (OVG) as at 31 December 2019. Due to delays and the impact of COVID-19 the valuations were completed by the OVG and received by TasTAFE on 17 December 2020 and adopted by the Board. Prior year comparatives were not amended to reflect these revaluations received as the valuations are estimates only and the change is accounted for this financial year.

The valuations were based on current replacement cost or market basis. The majority of TasTAFE building assets are valued using depreciated current replacement cost. Specialised building assets such as TasTAFE buildings are valued using a depreciated current replacement cost method because there are no comparable sale transactions.

Revaluations are shown on a gross basis where a current replacement cost basis of valuations has been used. Asset revaluations based on a market basis have been disclosed on a net basis

TasTAFE undertook a valuation of Heritage assets during 2015-16. The valuations were completed by Andrew Wights Auctioneers and Valuers as at 30 June 2016 and indexed using the Hobart consumer price index (CPI) in subsequent reporting periods.

b) Reconciliation of movements (including fair value levels)

2021	Land Level 2 (vacant land in active markets \$'000	Land Level 3 (land with no active markets and/or significant restrictions) \$'000	Buildings Level 2 (general use/ residential buildings) \$'000	Buildings Level 3 (specific purpose/ use buildings) \$'000	WIP (at cost) \$'000	Leasehold Improvements \$'000	Plant and equipment \$'000	Heritage Level 2 (items in an active market) \$'000	TOTAL \$'000
Carrying value at 1 July	4,967	16,243	3,576	124,018	3,282	983	2,842	28	155,939
Additions	....	....	....	....	5,746	695	128	....	6,569
Disposals	....	....	....	....	....	....	(2)	....	(2)
WIP transfers	....	....	....	7,355	(7,468)	113	....	....	....
Gains/(losses) recognised in other comprehensive income									
Revaluation increments/(decrements)	(662)	6,914	123	61,656	....	....	....	....	68,031
Depreciation/amortisation expense	....	....	(71)	(8,349)	....	(124)	(501)	....	(9,045)
Carrying value at 30 June	4,305	23,157	3,628	184,680	1,560	1,667	2,467	28	221,492

2020	Land Level 2 (vacant land in active markets \$'000	Land Level 3 (land with no active markets and/or significant restrictions) \$'000	Buildings Level 2 (general use/ residential buildings) \$'000	Buildings Level 3 (specific purpose/ use buildings) \$'000	WIP (at cost) \$'000	Leasehold Improvements \$'000	Plant and equipment \$'000	Heritage Level 2 (items in an active market) \$'000	TOTAL \$'000
Carrying value at 1 July	4,846	20,673	3,524	128,904	856	....	2,970	27	161,800
Additions	....	....	....	....	3,282	207	414	....	3,903
Disposals	(134)	....	....	....	....	....	....	....	(134)
Assets held for sale	....	(5,519)	....	(3,938)	....	....	....	....	(9,457)
WIP transfers	....	....	....	....	(856)	856	....	....	....
Gains/(losses) recognised in other comprehensive income									
Revaluation increments/(decrements)	255	1,089	147	5,340	....	....	....	1	6,832
Depreciation/amortisation expense	....	....	(95)	(6,288)	....	(80)	(542)	....	(7,005)
Carrying value at 30 June	4,967	16,243	3,576	124,018	3,282	983	2,842	28	155,939

TasTAFE land, buildings and structures are Vocational Educational Training related and as such are mostly classified as specialist assets with no active markets against which to be valued. As a result, the majority of assets are valued as Level 3 inputs.

c) Level 3 significant valuation inputs and relationship to fair value

Description	Fair value at 30 June 2021 \$'000	Significant unobservable inputs used in valuation	Possible alternative values for level 3 inputs	Sensitivity of fair value to changes in level 3 inputs
Land – with no active markets and/or significant restrictions	23,157	A – Economic conditions, B – Availability of and demand for similar assets for sale	Note 1	Land values have increased over the last 12 months. As a result land values have been indexed at 12% based on assessment by the Office of the Valuer General
Buildings – specific purpose/use buildings	184,680	A – Construction costs B – Design life C – Age and condition of asset D – Remaining useful life	Note 1	Tasmanian construction indexes have increased over the last 12 months. As a result building values have been indexed at 3.5% based on assessment by the Office of the Valuer General

Note 1: When valuing these assets, their existing use, and unlikely alternative uses, are taken into account by valuers. As a result, it is most unlikely that alternative values will arise unless there are more changes in known inputs.

6.5 Right-of-use assets

AASB 16 requires TasTAFE to recognise a right-of-use asset, where it has control of the underlying asset over the lease term. A right-of-use asset is measured at the present value of the initial lease liability, adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

TasTAFE has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases and leases for which the underlying asset is of low-value. An asset is considered low value when it is expected to cost less than \$10,000.

Right-of-use assets are depreciated over the shorter of the asset's useful life and the term of the lease.

2021	Note	Leasehold Buildings \$'000	Plant and Equipment \$'000	TOTAL \$'000
Carrying value at 1 July		355	87	442
Derecognition		(19)	....	(19)
Depreciation		(37)	(45)	(82)
Carrying value at 30 June		299	42	341

2020	Note	Leasehold Buildings \$'000	Plant and Equipment \$'000	TOTAL \$'000
Carrying value at 1 July		383	119	502
Additions		13	13
Depreciation		(28)	(45)	(73)
Carrying value at 30 June		355	87	442

6.6 Intangible assets

An intangible asset is recognised where it is probable that an expected future benefit attributable to the asset will flow to TasTAFE and the cost of the asset can be reliably measured.

Intangible assets held by TasTAFE are valued at fair value less any subsequent accumulated amortisation and any subsequent accumulated impairment losses where an active market exists. Where no active market exists, intangibles are valued at cost less any accumulated amortisation and any accumulated impairment losses.

During 2020-21 TasTAFE committed to the continual use of the Student Information Management System to manage student information, enrolments, contracts of training, outcomes and awards. The useful life of the Student Information Management System was extended from 5 to 10 years.

	2021 \$'000	2020 \$'000
Intangibles with a finite useful life		
At cost – Student Information Management System	5,539	5,539
At cost – Timetabling Project (work in progress)	145	....
Less: Accumulated amortisation	(4,084)	(3,822)
Total	1,600	1,717

a) Reconciliation of movements (no change in fair value levels)

	2021 Level 2 \$'000	2021 Total \$'000	2020 Level 2 \$'000	2020 TOTAL \$'000
Carrying value at 1 July	1,717	1,717	2,826	2,826
At cost – Timetabling Project (work in progress)	145	145	....	....
Depreciation/amortisation expense	(262)	(262)	(1,109)	(1,109)
Carrying value as at 30 June	1,600	1,600	1,717	1,717

Note 7: Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

7.1 Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost which due to the short settlement period, equates to face value, when TasTAFE becomes obliged to make future payments as a result of a purchase of assets or services.

	2021 \$'000	2020 \$'000
Creditors and accrued expenses	1,979	1,661
Business Partnership Agreement: Department of Education	1,022	3,898
Total	3,001	5,559
Settled within 12 months	3,001	5,559

Settlement is usually made within 30 days, or within the suppliers' terms of trade.

7.2 Borrowings

	2021 \$'000	2020 \$'000
Loan from the Department of Education	5,000	2,469
Total	5,000	2,469

TasTAFE had an immediate need to improve nursing facilities. The Department of Education agreed to loan TasTAFE \$5.000M. As at 30 June 2021 TasTAFE had accessed all funds under the agreed loan. The loan was for the refurbishment of nursing facilities at Alanvale and Clarence campuses, and other associated improvements. The sale proceeds from the sale of the Launceston City Campus will be used to repay the loan. There is no interest payable on the loan.

7.3 Contract liabilities

A contract liability relates to TasTAFE's obligation to transfer goods or services to a customer for which TasTAFE has received consideration in advance.

	2021 \$'000	2020 \$'000
Tasmanian Infrastructure Sector Grant	200	160
Destination Australia Funding	142	150
Renewable Energy Pathway Program	191	...
Learning Technology Resource Development – Agriculture	164	...
Revenue received in advance		
Course fees and charges received in advance	4,426	4,340
Concessions on Course fees and charges received in advance	(895)	(923)
Other	189	155
Total	4,417	3,882

7.4 Employee benefit

Key estimate and judgement

Liabilities for wages and salaries and annual leave are recognised when the employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee benefits are measured at the present value of the benefit at 30 June where the impact of discounting is material, and at the amount expected to be paid if discounting is not material. Employee benefits are discounted back to present value using appropriate Reserve Bank of Australia national securities rates (indicative mid rates of selected Australian Government securities).

A liability for long service leave is recognised and is measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. A liability for long service leave is classified as current when TasTAFE expects to settle the liability in its normal operating cycle.

	2021 \$'000	2020 \$'000
Current employee benefits		
Accrued salaries	1,563	1,118
Annual leave	3,950	3,607
Long service leave	1,712	1,726
State service accumulated leave scheme	103	117
Total current employee benefits	7,328	6,568
Non-current employee benefits		
Long service leave	14,247	12,670
Total non-current employee benefits	14,247	12,670

On 9 July 2020 responsibility for asset and facility operation for TasTAFE land and buildings transferred from the Department of Education to TasTAFE. As a result of this, the long service leave and annual leave balances of facility staff transferred to TasTAFE.

7.5 Superannuation

a) Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as an expense when they fall due.

b) Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan.

Key estimate and judgement

TasTAFE does not recognise a liability for the accruing superannuation benefits of employees. This liability is held centrally and recognised within the Finance-General Division of the Department of Treasury and Finance.

7.6 Lease liabilities

Lease liabilities are measured at the present value of the lease payments that are not paid at that date. The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

TasTAFE has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases and leases for which the underlying assets is of low-value. An asset is considered low value when it is expected to cost less than \$10,000.

TasTAFE has entered the following leasing arrangements:

Class of right-of-use asset	Details of leasing arrangements
Plant and equipment	Regular quarterly fixed payments for a number of multifunctional devices and a multi card reader.
Leasehold buildings	A 10-year lease for Providore Place, Devonport. Rent is increased annually at the greater of the movement in the CPI or 2.0 per cent

	2021 \$'000	2020 \$'000
Current lease liabilities		
Plant and equipment	22	45
Leasehold buildings	31	32
Total current lease liabilities	53	77
Non-current lease liabilities		
Plant and equipment	21	43
Leasehold buildings	276	323
Total non-current lease liabilities	297	366
Total lease liabilities	350	443

The following amounts are recognised in the Statement of Comprehensive Income

	2021 \$'000	2020 \$'000
Interest on lease liability included in note 5.5	13	12
Lease expenses included in note 5.3:		
Lease of short-term and/or low-value assets	136	144
Net expenses from leasing activities	149	156

7.7 Other liabilities

	2021 \$'000	2020 \$'000
Current other liabilities		
Provision for workers compensation	57	53
Bequests	6	6
Other revenue received in advance	52	22
Total current other liabilities	115	81
Non-current other liabilities		
Provision for workers compensation	142	125
Bequests	23	23
Total non-current other liabilities	165	148

Note 8: Commitments and Contingencies

8.1 Schedule of commitments

Commitments represent those contractual arrangements entered by TasTAFE that are not reflected in the Statement of Financial Position.

Leases are recognised as right-of-use assets and lease liabilities in the Statement of Financial Position, excluding short term leases and leases for which the underlying asset is of low value, which are recognised as an expense in the Statement of Comprehensive Income.

By type:

	2021 \$'000	2020 \$'000
Capital commitments		
Property, plant and equipment	1,439	2,087
Total capital commitments	1,439	2,087
Lease commitments		
Short-term and/or low-value leases	1,012	791
Total lease commitments	1,012	791
Total	2,451	2,878

By maturity:

	2021 \$'000	2020 \$'000
Capital commitments		
One year or less	1,342	1,550
From one to five years	97	537
Total capital commitments	1,439	2,087
Lease commitments		
One year or less	498	458
From one to five years	514	333
Total lease commitments	1,012	791
Total	2,451	2,878

Commitments are GST inclusive where relevant.

As at 30 June 2021 TasTAFE has capital commitments for the Water and Energy Trades Centre of Excellence, the refurbishment of the Drysdale Centre of Excellence in Hobart and the Centre of Excellence – Freer Farm.

TasTAFE also has a number of other operating arrangements for motor vehicles and multifunctional devices.

8.2 Contingent assets and liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding any possible amount or timing of any possible underlying claim or obligation.

TasTAFE currently has a litigation claim against it in relation to an injury sustained by a student as part of a firearms course conducted in 2017. At 30 June 2021, this matter is still unresolved with the potential liability (if any) yet to be determined.

Note 9: Asset Revaluation Reserve

The Asset revaluation reserve is used to record increments and decrements on the revaluation of non-financial assets.

2021	Land \$'000	Buildings \$'000	Heritage \$'000	TOTAL \$'000
Asset revaluation reserve				
Balance at the beginning of financial year	9,186	14,538	8	23,732
Revaluation increments (decrements)	6,253	61,778	....	68,031
Balance at end of financial year	15,439	76,316	8	91,763

TasTAFE was to undertake an independent valuation of land and buildings during 2019-20. The valuations were to be completed by the Office of the Valuer-General (OVG) as at 31 December 2019. Due to delays and the impact of COVID-19 the valuations were completed by the OVG and received by TasTAFE on 17 December 2020 and adopted by the Board. Prior year comparatives were not amended to reflect these revaluations received as the valuations are estimates only and the change is accounted for this financial year.

The valuations were based on current replacement cost or market basis. The majority of TasTAFE building assets are valued using depreciated current replacement cost. Specialised building assets such as TasTAFE buildings are valued using a depreciated current replacement cost method because there are no comparable sale transactions.

2020	Land \$'000	Buildings \$'000	Heritage \$'000	TOTAL \$'000
Asset revaluation reserve				
Balance at the beginning of financial year	8,785	9,660	7	18,452
Revaluation increments (decrements)	1,344	5,487	1	6,832
Transfers to accumulated funds/(deficit) assets held for sale	(921)	(609)	....	(1,530)
Transfer to accumulated funds/(deficit) disposed assets	(22)	....	....	(22)
Balance at end of financial year	9,186	14,538	8	23,732

Note 10: Cash Flow Reconciliation

10.1 Cash

Cash means notes, coins and deposits held at call with a bank or financial institution, for TasTAFE. Deposits are recognised at amortised cost, being their face value. For the purpose of the Statement of Cash Flows and the Statement of Financial Position, cash included cash held in bank accounts. Cash at the end of the year as shown in the Statement of Cash Flows and the Statement of Financial Position:

	2021 \$'000	2020 \$'000
Cash held		
TasTAFE Westpac operating account		
Cash-Operating	10,525	6,874
Cash held for Centre of Excellence – Freer Farm	4,597	4,780
Cash held for Critical IT/Infrastructure investment	695	....
Cash held for Drysdale Centre of Excellence	2,060	2,151
Cash held for Drysdale Centre of Excellence - Claremont	....	1,862
Cash held for Drysdale Centre of Excellence - Providore Place Devonport	....	56
Cash held for Education Architecture	353	518
Cash held for Redevelopment of Alanvale	....	261
Cash held for Redevelopment of Clarence Nursing	....	160
Cash held for Water and Energy Trades Centre of Excellence	12,811	6,864
Total Cash	31,041	23,541

10.2 Reconciliation of Net Result from Continuing Operations to Net Cash from Operating Activities

	2021 \$'000	2020 \$'000
Net Result from continuing operations	255	(5,291)
Capital grants classified as cash inflows from investing activities	(9,967)	(11,269)
(Gain)/loss on disposal or reclassification of physical assets	21	1,989
(Gain)/loss on receivables	45	673
Depreciation and amortisation	9,389	8,187
Decrease/(increase) in receivables	(5,735)	27
Receivable – Launceston City Campus transferred from Held for Sale	6,385	....
Decrease/(increase) in other assets	(119)	(67)
Increase/(decrease) in employee benefits	2,337	2,341
Increase/(decrease) in payables	(2,558)	1,024
Payables capitalised as WIP	473	(926)
Increase/(decrease) in contract liabilities	535	292
Increase/(decrease) in other liabilities	51	10
Net cash from (used by) operating activities	1,112	(3,010)

Note 11: Financial Instruments

Risk exposures

i) Risk management policies

TasTAFE has exposure to the following risks from its use of financial instruments:

- credit risk;
- liquidity risk; and
- market risk.

The Board has overall responsibility for the oversight of TasTAFE's risk management framework. Management has the responsibility for designing and implementing an appropriate risk management framework. Risk management policies are established to identify and analyse risks faced by TasTAFE, to implement appropriate mitigation strategies and to monitor and report on risks.

ii) Credit risk exposure

Credit risk is the risk of financial loss to TasTAFE if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents TasTAFE's maximum exposure to credit risk.

Student enrolment fees are due and payable at the commencement of their training or anniversary date, instalment payment plans may be negotiated for financially disadvantaged individuals.

TasTAFE has a debt management cycle which sees the analysis and investigation of all debts outstanding undertaken on a monthly basis. During 2019-20, as part of its response to the COVID-19 pandemic, TasTAFE did not enforce recovery action on outstanding debts. During 2020-21 recovery action recommenced. TasTAFE reviews all debts exceeding 3 months and writes off those considered uncollectible. TasTAFE's credit risk is minimised to the extent that it has transactions with a large number of customers

Expected credit loss analysis of receivables

The simplified approach to measuring expected credit losses is applied, which uses a lifetime expected loss allowance for all trade receivables.

The expected loss rates are based on historical observed loss rates adjusted for forward looking factors that will have an impact on the ability to settle the receivables. The loss allowances for trade debtors as at 30 June are as follows.

Expected credit loss analysis of receivables as at 30 June 2021

	Due 0-30 days \$'000	Past due 31-60 days \$'000	Past due 61-90 days \$'000	Past due 91-180 days \$'000	Past due 181 + days \$'000	TOTAL \$'000
Student Fees and Charges Debtors						
Expected credit loss rate	8.48%	13.73%	21.57%	26.76%	42.56%	
Total gross carrying amount	1,355	197	185	390	956	3,083
	(115)	(27)	(40)	(104)	(407)	(693)
Other Debtors						
Expected credit loss rate	0.61%	6.65%	11.06%	16.51%	28.43%	
Total gross carrying amount	370	131	40	4	20	565
Expected credit loss	(2)	(9)	(4)	(1)	(5)	(21)
Total expected credit loss	(117)	(36)	(44)	(105)	(412)	(714)

Expected credit loss analysis of receivables as at 30 June 2020

	Due 0-30 days \$'000	Past due 31-60 days \$'000	Past due 61-90 days \$'000	Past due 91-180 days \$'000	Past due 181 + days \$'000	TOTAL \$'000
Student Fees and Charges Debtors						
Expected credit loss rate	8.11%	13.68%	29.01%	43.98%	66.70%	
Total gross carrying amount	1,187	192	362	666	537	2,944
Expected credit loss	(96)	(26)	(105)	(293)	(358)	(878)
Other Debtors						
Expected credit loss rate	0.22%	2.50%	3.37%	5.19%	5.20%	
Total gross carrying amount	1,031	16	260	371	227	1,905
Expected credit loss	(2)	(1)	(9)	(19)	(12)	(43)
Total expected credit loss	(98)	(27)	(114)	(312)	(370)	(921)

iii) Liquidity risk

Liquidity risk is the risk that TasTAFE will not be able to meet its financial obligations as they fall due. TasTAFE manages this risk through the following mechanisms:

- preparing forward looking cash flow analysis in relation to TasTAFE's operational, investing and financing activities;
- only investing short term surplus cash with reputable organisations;
- daily reconciliations of its operating bank account and analysis of upcoming accounts payable transactions;
- TasTAFE obtained a \$5.000M loan from the Department of Education of which \$5.000M has been received. Sale proceeds from the sale of Launceston City Campus will be used to repay the loan.

TasTAFE operates within Australia and has minimal domestic debt.

Maturity analysis for financial liabilities

The following tables detail the undiscounted cash flows payable by TasTAFE by remaining contractual maturity for its financial liabilities. It should be noted that as these are undiscounted, consequently, totals may not reconcile to the carrying amounts presented in the Statement of Financial Position:

2021	1 year \$'000	2 years \$'000	3 years \$'000	4 years \$'000	5 years \$'000	5+ years \$'000	CARRYING AMOUNT
Financial liabilities							
Payables	3,001	....	....	....	....	....	3,001
Borrowings	5,000	....	....	....	....	....	5,000
Lease liabilities	65	56	50	44	45	153	413
	8,066	56	50	44	45	153	8,414

2020	1 year \$'000	2 years \$'000	3 years \$'000	4 years \$'000	5 years \$'000	5+ years \$'000	CARRYING AMOUNT
Financial liabilities							
Payables	5,559	....	....	....	....	....	5,559
Borrowings	2,469	....	....	....	....	....	2,469
Lease liabilities	88	64	56	50	44	197	499
Total	8,116	64	56	50	44	197	8,527

iv) Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. The primary market risk, that TasTAFE is exposed to, is interest rate risk. Exposure to interest rate risk is limited to assets and liabilities bearing variable interest rates.

Variable rate instruments	2021 \$'000	2020 \$'000
Financial asset – Cash	31,041	23,541
Total	31,041	23,541

TasTAFE currently has its financial assets in variable interest rates and retains the interest earned on financial assets, and as such the interest rate sensitivity is as follows:

	Statement of Comprehensive Income		EQUITY	
	100 basis points increase \$'000	100 basis points decrease \$'000	100 basis points increase \$'000	100 BASIS POINTS DECREASE \$'000
30 June 2021				
Financial assets	310	(310)	310	(310)
Net sensitivity	310	(310)	310	(310)
30 June 2020				
Financial assets	235	(235)	235	(235)
Net sensitivity	235	(235)	235	(235)

11.2 Categories of financial assets and liabilities

	2021 \$'000	2020 \$'000
Financial assets		
Amortised cost – Cash	31,041	23,541
Amortised cost – Receivables	10,465	4,730
Total	41,506	28,271
Financial liabilities		
Lease liabilities	350	443
Financial liabilities measured at amortised cost	8,001	8,028
Total	8,351	8,471

Financial Assets

The net fair value of cash and cash equivalent assets is based on their carrying amount. The net fair value of receivables is based on the net carrying amount of the asset.

Financial Liabilities

The net fair value of payables is based on the carrying amount of the liability.

11.3 Reclassification of financial assets

TasTAFE has made no reclassifications of any financial assets held for the financial year.

Note 12: Economic Dependencies

TasTAFE is reliant on the continued support of the Tasmanian State Government via income through the Deed of Purchasing Agreement and maintaining market share in a highly competitive commercial training industry.

Note 13: Events Occurring After Balance Date

On signing of the financial statements on 11 August 2021 there have been no events subsequent to balance date which would have a material effect on the TasTAFE Financial Statements as at 30 June 2021.

Note 14: Other Significant Accounting Policies

14.1 Objectives and funding

TasTAFE is the public provider of vocational education and training for Tasmania.

TasTAFE operates under the auspices of its own legislative functions and powers and is governed by an independent Statutory Board who report to the Minister for Skills Training and Workforce Growth.

TasTAFE is a substantial provider of Vocational Education and Training (VET) services purchased by the Government through the Department of State Growth. The purchasing arrangement, governed by a Deed of Purchasing Agreement, assists TasTAFE in offering a broad range of products and services to individuals, industry sectors and enterprises.

TasTAFE services businesses located across Tasmania and provides economic and social benefits through the provision of accredited and non-accredited, vocationally based qualifications and skills sets. Clients include people already engaged in the workforce, those preparing to enter the workforce and employers.

TasTAFE operates within the broader Tasmanian educational system, as a commercially autonomous organisation, that has a specific role to:

- engage with individuals who require support to gain vocational ready skills,
- deliver vocational qualifications to individuals who wish to advance their career opportunities,
- create a more rewarding and sustainable future for the community,
- assist employers to lift the productivity of their workforces through skill development.

14.2 Basis of accounting

The financial statements are a general purpose financial report and have been prepared in accordance with:

- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board; and
- The Treasurer's Instructions issued under the provisions of the Financial Management Act 2016.

The financial statements were authorised for issue by the Board of Directors on 11 August 2021.

Compliance with the Australian Accounting Standards (AAS) may not result in compliance with International Financial Reporting Standards (IFRS) as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS.

TasTAFE is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The financial statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. The accounting policies are generally consistent with the previous year.

The financial statements have been prepared on the basis that TasTAFE is a going concern. The continued existence of TasTAFE in its present form, undertaking its current activities, is dependent on Government policy and on continuing appropriations by Parliament for TasTAFE's administration and operational activities.

TasTAFE has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

14.3 Functional and presentation currency

The financial statements are presented in Australian dollars, which is TasTAFE's functional currency.

Changes in accounting policies

i) Impact of new and revised Accounting Standards

In the current year, there are no new and revised Standards and Interpretations issued by the Australian Accounting Standards Board that are relevant to TasTAFE's operations and effective for the current annual reporting period.

14.5 Foreign currency

Transactions denominated in a foreign currency are converted at the exchange rate at the date of the transaction. Foreign currency receivables and payables are translated at the exchange rates current as at balance date.

14.6 Comparative figures

The comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards. Where amounts have been reclassified within the financial statements, the comparative statements have been restated.

14.7 Rounding

All amounts in the financial statements have been rounded to the nearest thousand dollars unless otherwise stated. Where the result of expressing amounts to the nearest thousand dollars would result in an amount of zero, the financial statement will contain a note expressing the amount to the nearest whole dollar. Due to rounding some figures may not exactly add to their total.

14.8 Taxation

TasTAFE is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax.

14.9 Goods and services tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax, except where the GST incurred is not recoverable from the Australian Taxation Office.

Receivables and payables are stated inclusive of GST. The net amount recoverable, or payable, to the Australian Taxation Office is recognised as an asset or liability within the Statement of Financial Position.

In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the Australian Taxation Office is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

14.10 Correction of error

During 2020-21, it was identified that Course fees and charges received in advance was incorrectly recorded in the 2019-20 Financial Statements. The calculation was incorrect for courses that began post reporting date. The impact of the correction is as follows:

	2020 Original Amount \$'000	Adjustment	2020 \$'000
Statement of Comprehensive Income			
Net result	(5,211)	(80)	(5,291)
Decrease in Sales of goods and services revenue	21,984	(80)	21,904
Statement of Financial Position			
Net assets (liabilities)	163,850	(1,348)	162,502
Increase in Contract liabilities	2,534	1,348	3,882

Independent Auditor's Report



Independent Auditor's Report
To the Members of Parliament
TasTAFE
Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of TasTAFE, which comprises the statement of financial position as at 30 June 2021, statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies and the statement of certification by the directors.

In my opinion, the accompanying financial statements:

- (a) present fairly, in all material respects, TasTAFE's financial position as at 30 June 2021 and its financial performance and its cash flows for the year then ended
- (b) are in accordance with the *Training and Workforce Development Act 2013*, the *Financial Management Act 2016* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of TasTAFE in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

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

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information included in the financial statements.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

Why this matter is considered to be one of the most significant matters in the audit	Audit procedures to address the matter included
Valuation of Property, Plant and Equipment <i>Refer to note 6.4</i>	
<p>TasTAFE's property, plant and equipment includes land and specialised non-market type buildings, totalling \$215.77m recognised at fair value at 30 June 2021. The fair value of buildings is based on either a current replacement cost, comparable sales approach or an income approach. The fair value of land is based on a comparable sales approach.</p> <p>During 2020-21, TasTAFE recognised land and buildings valuations undertaken by the Valuer-General as at 31 December 2019. These valuations were subsequently indexed to ensure fair values were maintained.</p> <p>The high dollar values involved, the use of multiple valuation methods and the inherent subjectivity involved in multiple judgements, assumptions and estimates, result in this area requiring particular attention.</p>	<ul style="list-style-type: none"> • Evaluating the appropriateness of the valuation methodologies applied to determine fair values. • Assessing the scope, expertise and independence of expert engaged in the valuation and indexation of land and buildings. • Assessing the assumptions and other key inputs in valuation models, including corroboration of market related assumptions to external data. • Evaluating management's assessment of the valuation report provided by the independent expert, including the completeness of the assets in the report. • Evaluating the adequacy of relevant disclosures in the financial statements for compliance with Australian Accounting Standards.

Responsibilities of Directors for the Financial Statements

The directors are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the financial reporting requirements of the *Training and Workforce Development Act 2013* and the *Financial Management Act 2016*, and for such internal control as determined necessary to enable the preparation of the financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing TasTAFE'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 TasTAFE is to be dissolved by an Act of Parliament, or the directors intend to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, 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 statements.

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 statements, 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 TasTAFE's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the director'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 TasTAFE'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 statements or, if such disclosures are inadequate, to modify my opinion. My conclusion is based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause TasTAFE to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the directors 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.

From the matters communicated with the directors, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



Stephen Morrison
**Assistant Auditor-General - Audit
Delegate of the Auditor-General**
Tasmanian Audit Office

13 August 2021
Hobart

Our Locations

TasTAFE currently operates from 16 locations across Tasmania, including 'campuses' and 'training facilities'. They are:

North

Alanvale Campus

54a Alanvale Road
Newnham

Creative Arts

(colocation with UTAS)
Invermay Road
Inveresk

Drysdale Campus

93 Paterson Street
Launceston

South

Campbell Street Campus

75 Campbell Street
Hobart

Clarence Campus

4a Bounty Street
Warrane

Creative Arts Training Facility

(colocation with UTAS)
37 Hunter Street
Hobart

Drysdale Campus

59 Collins Street
Hobart

Drysdale Training Facility

Claremont College

61 Link Road
Claremont

Metal Engineering Training Facility

8 Bender Drive
Derwent Park

Plumbing and Refrigeration Training Facility

61 Link Road
Claremont

Tasmanian Prison Service

Risdon Vale

Drysdale Butchery

2 Howard Road
Glenorchy

North West

Burnie Campus

41-43 Mooreville Road
Burnie

Devonport Campus

20-36 Valley Road
Devonport

Drysdale Cookery and Bakery Training Facility

Providore Place
17 Oldaker Street
Devonport

Freer Farm Training Facility

Mooreville Road
Burnie

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TasTAFE

The logo features a stylized graphic of five curved, overlapping bands in shades of yellow, orange, and red, resembling a rising sun or a stylized 'T'. The text 'TasTAFE' is positioned below this graphic in a grey, sans-serif font.

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CRICOS 03041M