



**Government
of South Australia**

TAFE SA

2024-25 Annual Report

TAFE SA

Kaurna Country

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To:

The Hon Blair Boyer MP

Minister for Education, Training and Skills

This annual report will be presented to Parliament to meet the statutory reporting requirements of the *Public Sector Act 2009* and *Public Corporations Act 1993*, and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.


Submitted on behalf of the TAFE SA by:

Adam Kilvert

Interim Chief Executive

Date 24 September 2025

Signature



From the Interim Chief Executive

Over the past year, TAFE SA has helped tens of thousands of South Australians gain the skills they need to build their future and strengthen our state.

In total, we delivered more than 13 million hours of training to over 49,000 students at 30 sites across South Australia — a phenomenal scale that demonstrates the impact we're having on students, employers and industries everywhere.

We saw strong growth in apprenticeships and traineeships, and in industries that matter most to our economy — care, defence, manufacturing, construction and infrastructure. Every new enrolment in these areas means another skilled worker supporting South Australian businesses and helping key sectors meet their workforce needs.

Through Fee-Free TAFE, more than 17,000 students have started their training journey, with nearly three-quarters coming from priority or disadvantaged groups. For many, this opportunity has been life-changing — opening doors to careers that once seemed out of reach and creating brighter futures for themselves and their families.

Regional and remote communities have also benefitted through the Regional Skills Development Initiative, which enables students to study where they live and reduces the need for travel. In 2024, this program supported 164 small classes across 39 courses at 16 regional locations, creating nearly 700 new enrolments. It's a clear demonstration of how training strengthens local economies and helps keep communities thriving.

We've continued to listen to industry and shape training around what employers need. Highlights include the Certificate III in Defence Industry Pathways, a Shipbuilding Employment Pathways Program for school leavers, and tailored training to help Defence Force veterans and their families transition into civilian careers. We also expanded our Multi Skills Program, which is tackling shortages in mining, construction, engineering and, more recently, ageing and disability care.

One of the proudest moments of the year was being named Large Training Provider of the Year at both the South Australian and Australian Training Awards. These awards recognise the incredible dedication of our staff and the pride our students feel in being part of TAFE SA.

We've also focused on the student experience — and the results are clear. Nine out of ten graduates are satisfied with their training, and 86% go straight into jobs or further study, both above national averages. That shows the real value of TAFE SA to students, families and employers.

Innovation has been another priority. This year we opened the National Centre of Excellence in Early Childhood Education and Care, making TAFE SA a national leader in this vital sector. The Centre has already translated three Certificate III units into Pitjantjatjara and will launch a mentoring initiative for educators in 2025–26. These initiatives are helping uplift skills and capability across the entire workforce.

We also launched our Innovate Reconciliation Action Plan 2025–27, which commits us to building a culturally safe and supportive environment for First Nations staff and students, and to strengthening our relationships with Aboriginal communities right across the state.

On the infrastructure front, we invested in the future of our campuses, including \$3.4 million in trade equipment upgrades at Whyalla, new nursing training facilities in Port Pirie, and major plumbing and electrical upgrades now underway in Mount Gambier. These investments ensure students have access to modern facilities and equipment that match the needs of industry.

As Interim Chief Executive, I also want to acknowledge the leadership of David Coltman, who over six years positioned TAFE SA as a national leader in vocational education and training. His work has set us on a strong path forward.

Above all, I want to thank our staff, industry and community partners, and the TAFE SA Board. Your dedication and collaboration have made this year's achievements possible. I look forward to building on this momentum, supporting more South Australians into jobs, and helping grow the state's economy.



(Signature)

Adam Kilvert

Interim Chief Executive

TAFE SA

Contents

| | |
|--|-----------|
| Overview: about the agency..... | 7 |
| Our strategic focus..... | 7 |
| Our organisational structure..... | 9 |
| Changes to the agency | 11 |
| Our Minister (s) | 11 |
| Our Executive team | 12 |
| Legislation administered by the agency | 13 |
| Other related agencies (within the Minister's area/s of responsibility)..... | 13 |
| The agency's performance..... | 14 |
| Performance at a glance..... | 14 |
| Agency specific objectives and performance | 17 |
| Corporate performance summary | 20 |
| Employment opportunity programs | 21 |
| Agency performance management and development systems..... | 21 |
| Work health, safety and return to work programs | 22 |
| Executive employment in the agency..... | 25 |
| Financial performance | 26 |
| Financial performance at a glance | 26 |
| Consultants disclosure | 27 |
| Contractors disclosure | 29 |
| Risk management..... | 36 |
| Risk and audit at a glance..... | 36 |
| Fraud detected in the agency..... | 36 |
| Strategies implemented to control and prevent fraud..... | 36 |
| Public interest disclosure | 37 |
| Reporting required under any other act or regulation | 38 |
| Reporting required under the <i>Carers' Recognition Act</i> 2005..... | 38 |
| Public complaints..... | 39 |
| Number of public complaints reported | 39 |
| Additional Metrics..... | 41 |
| Service Improvements | 42 |
| Compliance Statement..... | 42 |

| | |
|---|-----------|
| Appendix: Audited financial statements 2024-25 | 43 |
|---|-----------|

Overview: about the agency

TAFE SA is a statutory corporation of the Government of South Australia established under the *TAFE SA Act 2012* and is the public provider of VET in South Australia.

TAFE SA's status as a registered training organisation and institute of higher education is managed through the national regulators, the Australian Skills Quality Authority (ASQA), and the Tertiary Education Quality and Standards Agency (TEQSA).

It is a requirement of registration with ASQA and TEQSA that TAFE SA demonstrates ongoing compliance with all requirements of the VET Quality Framework, and the Higher Education Standards Framework. Compliance is assessed through regular audits.

As a higher education provider, TAFE SA's CRISCOS registration is regulated by TEQSA.

Our strategic focus

| | |
|---|---|
| Our Purpose | Enabling South Australians, local industries and communities to prosper through the delivery of sector leading accessible vocational education, training and support both locally and nationally. |
| Our Vision | A skilled and thriving South Australia where communities have access to quality education, training and support, employers have access to the skilled workforce they need and people are able to gain skills and capabilities to succeed. |
| Our Values | TAFE SA behaviours and practices are guided by the Public Sector Code of Ethics and the Public Sector Values shared across government, encompassing service, professionalism, trust, respect, collaboration and engagement, honesty and integrity, courage and tenacity and sustainability. |
| Our functions, objectives and deliverables | <p>TAFE SA works collaboratively with the Australian and South Australian governments, industry and employers, to effectively shape the South Australian training environment while continuing to make a significant contribution towards the state's skilled workforce.</p> <p>TAFE SA is committed to increasing VET participation and qualification outcomes for students, providing pathways from school to higher education and supporting South Australia's economic growth.</p> <p>We provided high quality training, education and skills development targeted to South Australia's economic priorities and workforce needs. This includes playing a key role to:</p> |

| | |
|--|--|
| | <ul style="list-style-type: none">• increase the number of commencements and completions of apprenticeships and traineeships in South Australia particularly in areas of skills shortages• ensure South Australia has the skilled workforce to capitalise on emerging industries• engage effectively with industry, including Industry Skills Councils and the South Australian Skills Commissioner. |
|--|--|

Our organisational structure

As at 30 June 2025, TAFE SA's organisational structure was as follows:



As at 30 June 2025, the TAFE SA Board comprised of the following members:

| Board member name | Position | Date appointed/reappointed |
|---------------------------|--|-----------------------------------|
| Ingrid Haythorpe | TAFE SA Board (Chair) Audit & Risk Committee | 1/03/2024 - 14/10/2026 |
| Andrea Broadfoot | TAFE SA Board Academic & Quality Committee | 15/10/2023 - 14/10/2026 |
| Andrew Clarke | TAFE SA Board Academic & Quality Committee | 15/10/2024 – 14/10/2027 |
| Dr Craig Fowler | TAFE SA Board Academic & Quality Committee (Chair) Higher Education Academic Board (Chair) | 15/10/2024 -14/10/2026 |
| Sharon Gollan | TAFE SA Board People & Culture Committee | 15/10/2024 – 14/10/2027 |
| David Hughes | TAFE SA Board Audit & Risk Committee (Chair) | 15/10/2024 – 14/10/2026 |
| Prof Susan James Relly | TAFE SA Board Academic & Quality Committee | 15/10/2024 – 14/10/2027 |
| Leah Marrone | TAFE SA Board Audit & Risk Committee People & Culture Committee | 15/10/2023 - 14/10/2026 |
| Nicolle Rantanen Reynolds | TAFE SA Board People & Culture Committee (Chair) | 15/10/2024 – 14/10/2027 |
| Helen Strickland | TAFE SA Board Audit & Risk Committee | 15/10/2024 – 14/10/2027 |

Changes to the agency

During 2024-2025 the following changes to the agency's structure and objectives were made as a result of internal reviews or machinery of government changes.

- Executive reorganisation:
 - Introduction of the role of Executive Director Students, Strategic Planning and Policy
 - Introduction of the role of Director, People and Culture
 - Retitle of the role of Executive Director, Education Operations to Executive Dean, Education Operations
 - Retitle of the role of Executive Director, Finance and Performance to Executive Director, Operations with the added responsibility of People and Culture
 - Retitle of the role of Executive Director Student and Community Engagement to Executive Director, Regions, Industry and Community
 - Retitle of the role of Executive Director, Academic Development to Executive Dean, Academic Development
 - Retitle of the roles of Directors within the Educational Faculties to Faculty Deans

Our Minister (s)

The Hon Blair Boyer MP is the Minister for Education, Training and Skills

Our Executive team

Our executive team as at 30 June 2025



David Coltman

Chief Executive



Penny Johnston

Executive Dean, Academic Development



Dr Norman Baker

Executive Dean, Education Operations



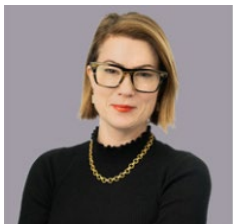
Graham Rix

Executive Director, Operations



Andrew Williamson

Executive Director, Regions, Industry and Community



Fiona Champion

Executive Director, Students, Strategic Planning and Policy

Legislation administered by the agency

TAFE SA Act 2012

TAFE SA Regulations 2012

Other related agencies (within the Minister's area/s of responsibility)

- Carclew Incorporated
- Child Death and Serious Injury Review Committee
- Child Development Council
- Commissioner for Aboriginal Children and Young People
- Commissioner for Children and Young People
- Construction Industry Training Board
- Department for Education
- Education Standards Board
- History Trust of South Australia
- Office for Early Childhood Development
- SACE Board of South Australia
- Skills SA
- South Australian Skills Commission
- Teachers Registration Board of South Australia

The agency's performance

Performance at a glance

TAFE SA is committed to implementing a range of activities, strategies, programs and initiatives to achieve its objectives in line with the organisation's purpose, vision and strategic goals.

Highlights for 2024-25 include the following:

- Delivered **285** courses and qualifications, covering **237** training packages, **39** accredited courses and **9** higher education courses
- Delivered **13.1m** registered training hours
- Strong graduate outcomes in the latest National Centre of Vocational Education Research release, including:
 - **89.9%** of graduates are satisfied with the overall quality of TAFE SA's training
 - **65%** of graduates improved their employment circumstances after training
 - **86.4%** of graduates were employed or in further study after training
- **4.2%** growth in apprentices and traineeship enrolments compared to 2023-24
- **3.2%** growth in training activity across critical industries for government priority sectors, including care, defence and manufacturing, and construction and infrastructure.
- Delivered **137** additional classes across **18** regional locations, enabling an additional **951** enrolments in South Australia through the TAFE SA Regional Skills Development Fund
- Launched a new Innovate Reconciliation Action Plan (RAP) 2025 -2027, which outlines our commitment to building a culturally safe and responsive environment for First Nations staff and students
- Established a National Centre of Excellence in Early Childhood Education and Care to provide national leadership in improving the skills and capability of early childhood education and care workers across Australia
- Delivered Fee Free TAFE training to more than **17,000 students** at TAFE SA since the program began, with almost 75% of students being from a priority or disadvantaged cohort
- Continued to deliver on TAFE SA's Strategic Plan 2023-2033, including launching six priority plans in 2024 which outline TAFE SA's priority areas of focus and key targets through to 2026
- Supported the Minister for Education, Training and Skills to review and propose amendments to the *TAFE SA Act 2012*, to ensure the legislation better reflects government and community expectations of TAFE SA
- Implemented a new Education Operations operating model and developed a strategically aligned training profile to increase focus on critical skills sectors for the state's economy

In the 2024-25 financial year, the TAFE SA Board and its committees met a total of 30 times, comprising of:

- 8 scheduled Board meetings
- 14 committee meetings:
 - 4 Audit and Risk Committee
 - 4 People and Culture Committee
 - 4 Academic and Quality Committee
 - 2 Higher Education and Academic Board
- 8 extraordinary meetings:
 - 4 Board
 - 3 People and Culture Committee
 - 1 Audit and Risk Committee

A breakdown of the number of meetings attended by each member is provided in the following table:

| Board member name | Position | No. of meetings eligible to attend | No. of meetings actually attended |
|--|--|------------------------------------|-----------------------------------|
| Ingrid Haythorpe | TAFE SA Board (Chair from 15 October 2024) Audit and Risk Committee | 12 5 | 12 5 |
| Andrea Broadfoot | TAFE SA Board Academic and Quality Committee | 12 4 | 12 4 |
| Andrew Clarke (appointed 15 October 2024) | TAFE SA Board Academic and Quality Committee | 9 3 | 9 3 |
| Dr Craig Fowler | TAFE SA Board Academic and Quality Committee (Chair) Higher Education Academic Board (Chair) | 12 4 2 | 12 4 2 |
| Sharon Gollan (appointed 15 October 2024) | TAFE SA Board People and Culture Committee | 9 5 | 4 2 |
| David Hughes | TAFE SA Board Audit and Risk Committee (Chair) | 12 5 | 12 5 |

| | | | |
|--|--|------------------|------------------|
| Prof Susan James Relly (appointed 15 October 2024) | TAFE SA Board Academic and Quality Committee | 9 3 | 9 3 |
| Leah Marrone | TAFE SA Board People and Culture Committee Audit and Risk Committee (member since 24 October 2024) | 12 7 3 | 11 7 3 |
| Nicolle Rantanen Reynolds (appointed 15 October 2024) | TAFE SA Board People and Culture Committee (Chair from 24 October 2024). | 9 5 | 7 5 |
| Helen Strickland (appointed 15 October 2024) | TAFE SA Board Audit and Risk Committee | 9 3 | 9 3 |
| Joanne Denley (term ended 14 October 2024) | TAFE SA Board (Chair, 1 July to 14 October 2024) Academic and Quality Committee Audit and Risk Committee People and Culture Committee (Chair, 1 July to 14 October 2024) | 3 1 2 2 | 3 1 2 2 |
| Michael Boyce (term ended 14 October 2024) | TAFE SA Board Academic and Quality Committee | 3 1 | 3 1 |
| Paul Brock (term ended 14 October 2024) | TAFE SA Board People and Culture Committee | 3 2 | 3 2 |
| Julieann Riedstra (term ended 14 October 2024) | TAFE SA Board Audit and Risk Committee | 3 2 | 3 2 |

Agency specific objectives and performance

In accordance with TAFE SA's Ministerial Charter and Performance Statement for 2024-2025, TAFE SA's objectives and performance is as follows:

| Agency objectives | Indicators | Performance |
|---|--|---|
| Deliver TAFE SA's First Nations Priority Plan commitments aligned to the Strategic Plan 2023-2033 | <i>By 2026, the commitment to cultural respect and safety will be evident to First Nations staff and students and they will feel valued and empowered. This will see an early trend emerging of improving outcomes for First Nations students.</i> | <p>In June 2025, TAFE SA launched its Innovate Reconciliation Action Plan (RAP), which sets out 74 actions. Delivery on these actions will support reconciliation and deliver outcomes for students and staff.</p> <p>We appointed a Principal Advisor, First Nations to the Chief Executive, ensuring representation at the executive level.</p> <p>Planning has begun for a First Nations cadetship program to be introduced in 2025-26 to strengthen and grow TAFE SA's First Nations workforce.</p> <p>In 2024-25, 719 Cultural Awareness training sessions were delivered to staff. This program has delivered 1580 Cultural Awareness training sessions with over 60% of employees having now completed the training.</p> |
| Deliver TAFE SA's Student Success Priority Plan commitments aligned to the Strategic Plan 2023-2033 | <i>By 2026, we will deliver enhanced student experience across the student lifecycle, sustain ongoing connections with our alumni community, and work collaboratively with industry to enhance graduate career outcomes.</i> | <p>New Student Engagement Hubs have been established in Whyalla and Port Pirie, creating a vibrant focal point for students to gather, socialise and access student supports.</p> <p>In addition, a new, streamlined pre-admission testing process was launched to improve the experience for SATAC applicants, and apprentices and trainees.</p> <p>Improving student completion rates is a priority commitment for us. A Completions Working Group has been set up to better understand the causes of non-completions, and to identify opportunities for early interventions. The group will also establish targeted supports for students at key stages of their learner experience.</p> <p>In consultation with students with lived experience of disability, a pilot program has been developed that is aligned with the SA Autism Strategy, focusing on creating positive educational experiences for students with autism spectrum disorder.</p> |

| | | |
|---|--|---|
| Deliver TAFE SA's Teaching and Learning Priority Plan commitments aligned to the Strategic Plan 2023-2033 | <p><i>By 2026, we will introduce new courses tailored to emerging industries and we will be leading the nation in key areas of strength.</i></p> <p><i>We will be a trusted and essential partner of industry in South Australia, recognised for our graduate success and will be at the forefront of vocational education and training both locally and nationally.</i></p> | <p>TAFE SA has established the National Centre of Excellence in Early Childhood Education and Care, which is delivering new and enhanced training products for this priority industry sector.</p> <p>We have developed and are now delivering, the new Certificate III in Defence Industry Pathways Program and Shipbuilding Employment Pathways initiative, providing defence scholarships for school leavers.</p> <p>We have introduced a new Education Operations Operating Model and have developed a strategically aligned training profile to place greater focus on critical skills and industry sectors for South Australia's economy.</p> <p>TAFE SA's quality framework and practices have been revised and strengthened in preparation for the commencement of the revised ASQA Standards for Registered Training Organisations.</p> |
| Deliver TAFE SA's People Priority Plan commitments aligned to the Strategic Plan 2023-2033 | <p><i>By 2026, we will deliver enhanced support functions that facilitate the delivery of high-quality education and training.</i></p> <p><i>Our people will feel proud, valued, and supported every day.</i></p> <p><i>We are committed to attracting, developing, and retaining our talented workforce as we work together to pursue the best outcomes for our staff, students and our stakeholders.</i></p> | <p>We launched a new Inclusion and Equity Framework that is designed to ensure inclusion and equity is embedded across all of TAFE SA's work, with a strong focus around the voices of people with lived experience.</p> <p>We delivered a Paid to Learn pilot program to help grow the TAFE SA educator workforce.</p> <p>Planning has commenced on a new system solution to improve the employee experience for hourly paid instructors and casual staff, along with strategic workforce planning to map and maintain workforce capability requirements needed for the future.</p> |
| Deliver TAFE SA's Place-based Priority Plan commitments | <i>By 2026 we will ensure local communities have access to</i> | Work has commenced on TAFE SA's Regional Plan, which will outline its approach to engaging with regional stakeholders. |

| | | |
|--|---|---|
| aligned to the Strategic Plan 2023-2033 | <i>education and training opportunities that respond to local workforce needs, while also having access to places and spaces that cultivate learning in all its forms.</i> | <p>Upgrades to the TAFE SA Mount Gambier campus have commenced and are on track to be delivered alongside the Department of Education's new Limestone Coast Technical College, which will open in 2026.</p> <p>Through the Regional Skills Development Initiative, we have delivered 137 additional classes across 18 regional locations, enabling an additional 951 enrolments in regional South Australia.</p> <p>We have made significant investments in our campuses, including in key campuses in regional South Australia, with planning for more investment in 2025-26</p> |
| Deliver TAFE SA's Sustainability Priority Plan commitments aligned to the Strategic Plan 2023-2033 | <i>By 2026 we will implement smart and sustainable practices across our operations, develops training to support our state's shift towards a low-missions economy, and ensures our organisation can be adaptive to the impacts of climate change.</i> | <p>In June 2025, we introduced a common sustainability reporting framework to support tracking and reporting on greenhouse gas emissions reduction and sustainable building performance.</p> <p>Work is progressing to establish a Green Energy Technology Training Academy (GETTA), which will focus on electric vehicle and green energy technology training hubs at TAFE SA's Whyalla and Tonsley campuses. In addition, a mobile training unit will deliver training in regional and remote South Australia.</p> |
| Election Commitments | <i>Upgrade facilities and equipment to further increase the enrolment and retention of students and apprenticeships in trades courses at the Mount Gambier TAFE, where there are industry-identified staff storages in the surrounding regions.</i> | <p>TAFE SA is investing \$5 million on upgrades at its Mount Gambier campus. These upgrades will be completed to align with the opening of the Limestone Coast Technical College, meaning the wider Mount Gambier Education, Research and Training Precinct will have been transformed into a contemporary facility for people pursuing VET pathways aligned with the region's priority economic sectors.</p> |

Corporate performance summary

Agency specific non-financial objectives and performance (2024 calendar year) as outlined in the TAFE SA Performance Statement (1 July 2024 to 30 June 2025).

| Indicators | Actual (numbers rounded) | Target |
|--|-----------------------------|--------|
| % of TAFE SA VET graduates who improved their employment circumstances after training | 65.0% | 55.0% |
| % of TAFE SA VET graduates employed or in further study after training | 86.4% | 85.0% |
| % of TAFE SA VET graduates satisfied with the overall quality of training | 89.9% | 90.0% |
| TAFE SA load pass rate (a measurement of the number of students who pass their assessment) | 88.4% | 84.0% |
| TAFE SA qualification completion rates (%) | N/A | 45.0% |

- TAFE SA achieved all non-financial objectives and performance targets, with results either exceeding target or within an immaterial threshold.
- Notably, the proportion of graduates who improved their employment circumstances continues to be significantly higher than the target.
- Load pass rate performance, which measures the percentage of training hours successfully completed in modules or units, has improved over the previous year. The measurement methodology has been updated to exclude directly Commonwealth-funded activities that focus on providing pathways to further education and employment opportunities rather than aiming for formal completion. While this change has had a positive impact on the result, underlying performance also increased over the previous year's result.
- Actual qualification completions rates have not been reported for 2024-25. TAFE SA previously sourced qualification completion rate data from the National Centre for Vocational Education Research (NCVER). NCVER has discontinued reporting of projected completion rates due to limitations with the methodology and the reliability of resulting estimates. TAFE SA's Load Pass Rates show an increase in the number of students passing assessments.

Employment opportunity programs

| Program name | Performance |
|-----------------------------|---|
| Aboriginal Graduate Program | TAFE SA employed four (4) Aboriginal Graduates across Facilities, Health and Community Services and ICT. While being employed full time, the graduates are also enrolled in the Certificate IV in Project Management. |
| Paid to Learn Program | <p>TAFE SA launched the Paid to Learn (PTL) program, designed to fast-track skilled industry professionals into vocational education roles in 12 weeks. PTL provides a new pathway to attract and prepare educators where shortages are most critical.</p> <p>Our first eight participants are employed full-time while completing the Certificate IV in Training and Assessment and receive structured support throughout the program.</p> |

Agency performance management and development systems

| Performance management and development system | Performance |
|---|---|
| TAFE SA Performance and Development System | 79.05% of all TAFE SA staff had an approved Performance and Development plan during this reporting cycle. |

Work health, safety and return to work programs

| Program name | Performance |
|--|---|
| <p>Injury Prevention and Improvement – Work Health, Safety, Wellbeing and Injury Management System</p> | <p>TAFE SA's Workplace Health, Safety, Wellbeing and Injury Management System (WHSW&IMS) is aligned with the international safety management standard ISO 45001.</p> <p>The system encompasses strategic planning, a comprehensive policy framework, supporting procedures and operational instructions, training platforms, and robust reporting and recording systems.</p> <p>The WHSW&IMS is continually reviewed and updated to reflect business needs, legislative changes, emerging best practices, and audit outcomes. This ensures TAFE SA maintains the highest level of protection for staff, students, and visitors.</p> <p>Consultation and engagement are integral to the system's effectiveness. Multiple consultative forums are in place, including the Management Review Committee, WHS Peak Committee, Strategic Plant Safety Committee, local Workgroup WHS Committees, and forums for elected Health and Safety Representatives.</p> <p>TAFE SA adopts a proactive approach to workplace health and safety, encouraging incident and hazard reporting through the cross-government digital platform, Gov Safety.</p> <p>Early intervention strategies are also in place to support staff in remaining at work or returning to work following a workplace injury. These strategies are guided by the South Australian Public Sector Injury Management Standards, the Return-to-Work Act 2014, and the Return-to-Work Regulations 2014.</p> |
| <p>Injury Prevention – Plant Safety Continuous Improvement</p> | <p>The TAFE SA Plant Safety Program continues to provide assurance regarding the safety and suitability of plant and equipment across our campuses.</p> <p>The Strategic Plant Safety Committee meets regularly to identify, assess, and evaluate hazards associated with plant and equipment. This proactive approach ensures that the risk of injury is either eliminated or reduced to a level that is as low as reasonably practicable, safeguarding both staff and students.</p> <p>The management of Teaching Plant and Equipment Safety is a collaborative effort between Educational Operations, Facilities and Projects, and Work Health and Safety (WHS) workgroups.</p> <p>This integrated approach ensures consistency, compliance, and continuous improvement in plant safety practices.</p> |

| | |
|--|---|
| Well-being Continuous Improvement | <p>The TAFE SA Wellbeing program focuses on supporting and nurturing staff by creating a psychologically safe workplace and learning environment so that they can thrive and perform at their best, personally and professionally.</p> <p>The TAFE SA Wellbeing program includes:</p> <ul style="list-style-type: none"> • Physical Health • Mental Health • Development and Growth • Rest • Nutrition • Relationship • Financial Health <p>TAFE SA partners with our Employee Assistance Program provider to examine and review trends and patterns to identify opportunities for improvement.</p> <p>TAFE SA continues to invest in Mental Health First Aid training for staff, including refresher training.</p> <p>TAFE SA' has a People Priority Plan initiative where the Wellbeing Working Group is co-designing a wellbeing strategy with a focus on enhancing psychosocial health and safety.</p> |
| Continuous Improvement – WHS Internal Audit | <p>The TAFE SA high WHS risk internal audit program is based on the requirements of the International Safety Management Standard ISO45001 to review key WHS business processes at defined intervals, to measure compliance with legislation and industry standards.</p> <p>This program incorporates the following considerations with the aim of continuously improving the TAFE SA WHS&IM System:</p> <ul style="list-style-type: none"> • TAFE SA's core operational processes, • Findings from third party audits, • Proposed or actual changes to WHS legislation, • High Risk activities undertaken by TAFE SA, and • Hazard, Incident and Injury data (Gov Safety). |

| Workplace injury claims | Current year 2024-25 | Past year 2023-24 | % Change (+ / -) |
|---|-------------------------|----------------------|---------------------|
| Total new workplace injury claims | 32 | 45 | -28.9% |
| Fatalities | 0 | 0 | 0% |
| Seriously injured workers* | 0 | 0 | 0% |
| Significant injuries (where lost time exceeds a working week, expressed as frequency rate per 1000 FTE) | 6.4 | 6.1 | +4.9% |

*number of claimants assessed during the reporting period as having a whole person impairment meeting the relevant threshold under the Return to Work Act 2014 (Part 2 Division 5)

| Work health and safety regulations | Current year 2024-25 | Past year 2023-24 | % Change (+ / -) |
|--|-------------------------|----------------------|---------------------|
| Number of notifiable incidents (<i>Work Health and Safety Act 2012, Part 3</i>) | 3 | 2 | +50% |
| Number of provisional improvement, improvement and prohibition notices (<i>Work Health and Safety Act 2012 Sections 90, 191 and 195</i>) | 0 | 25 | -100% |

| Return to work costs** | Current year 2024-25 | Past year 2023-24 | % Change (+ / -) |
|---|-------------------------|----------------------|---------------------|
| Total gross workers compensation expenditure (\$) | \$1,999,009 | \$1,735,369 | +15.2% |
| Income support payments – gross (\$) | \$341,605 | \$229,042 | +49.1% |

**before third party recovery

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-whs-historical-trend>

Executive employment in the agency

| Executive classification | Number of executives |
|--------------------------|----------------------|
| SAES1 | 26 |
| SAES2 | 5 |
| Chief Executive | 1 |

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-executive-employment-historical-trend>

The [Office of the Commissioner for Public Sector Employment](#) has a [workforce information](#) page that provides further information on the breakdown of executive gender, salary and tenure by agency.

Financial performance

Financial performance at a glance

The following is a brief summary of the overall financial position of the agency. The information is unaudited. Full audited financial statements for 2022-2023 are attached to this report.

| Statement of Comprehensive Income | 2024-25 Original Budget \$000s | 2024-25 Actual \$000s | Variation \$000s | Past year 2023-24 Actual \$000s |
|-----------------------------------|--------------------------------|-----------------------|------------------|---------------------------------|
| Total Income | 332 074 | 375 786 | 43 712 | 342 852 |
| Total Expenses | 343 428 | 383 435 | 40 007 | 348 682 |
| Net Result | (11 354) | (7 649) | 3 705 | (5 830) |
| Other Comprehensive Income | - | - | - | 316 093 |
| Total Comprehensive Result | (11 354) | (7 649) | 3 705 | 310 263 |

| Statement of Financial Position | 2024-25 Original Budget \$000s | 2024-25 Actual \$000s | Variation \$000s | Past year 2023-24 Actual \$000s |
|---------------------------------|--------------------------------|-----------------------|------------------|---------------------------------|
| Current assets | 119 869 | 122 213 | 2 344 | 110 230 |
| Non-current assets | 566 166 | 877 933 | 311 767 | 892 246 |
| Total assets | 686 035 | 1 000 146 | 314 111 | 1 002 476 |
| Current liabilities | 46 935 | 46 574 | (361) | 45 099 |
| Non-current liabilities | 56 972 | 48 679 | (8 293) | 44 835 |
| Total liabilities | 103 907 | 95 253 | (8 654) | 89 934 |
| Net assets | 582 128 | 904 893 | 322 765 | 912 542 |
| Equity | 582 128 | 904 893 | 322 765 | 912 542 |

Consultants disclosure

The following is a summary of external consultants that have been engaged by the agency, the nature of work undertaken, and the actual payments made for the work undertaken during the financial year.

Consultancies with a contract value below \$10,000 each

| Consultancies | Purpose | \$ Actual payment |
|--|----------------|--------------------------|
| All consultancies below \$10,000 each - combined | Various | 48,108 |

Consultancies with a contract value above \$10,000 each

| Consultancies | Purpose | \$ Actual payment |
|--------------------------------|---|--------------------------|
| ACER | Sequencing for SATAC | 14,387 |
| ACIL ALLEN CONSULTING | Building cost estimation | 25,750 |
| ARCHITECTUS GROUP PTY LTD | Feasibility and concept design services | 32,703 |
| ARXIS GROUP PTY LTD | Review and resolve matters with network settings | 13,440 |
| BDO AUDIT PTY LTD | Accounting advice | 10,850 |
| BROWN FALCONER GROUP PTY LTD | Infrastructure planning | 106,510 |
| CORPORATE CONVERSATION PTY LTD | TAFE SA Board Support | 10,560 |
| CYBER GOVERNANCE PTY LTD | Cyber Security Incident Response planning project | 45,000 |
| CYBER GOVERNANCE PTY LTD | Implementation of Ready Skills Solution | 45,000 |
| DASH ARCHITECTS | Feasibility and concept design services | 44,075 |

| Consultancies | Purpose | \$ Actual payment |
|-------------------------------|---|--------------------------|
| DELOITTE TOUCHE TOHMATSU | Contract tender advice | 118,545 |
| DIGITAL RESILIENCE | Develop cyber security strategy | 21,600 |
| GOODSOIL CONSULTING PTY LTD | Financial systems advice | 25,000 |
| HEART@WORK | Team development and coaching | 42,340 |
| LOBSTERPOT SOLUTIONS PTY LTD | Assist with process automation | 63,990 |
| LUCID CONSULTING ENGINEERS SA | Site inspection and preparing feasibility study reports | 79,878 |
| MERCER CONSULTING (AUST)P/L | Advice on role and position structures | 35,000 |
| MPH ARCHITECTS | Feasibility studies, concept planning and technical advice | 92,176 |
| RED WAGON WORKPLACE | Enterprise Agreement advice | 22,964 |
| RESILIENCE PLANNING PTY LTD | Business continuity planning services | 79,200 |
| SCYNE ADVISORY PTY LTD | Project assurance review | 32,370 |
| SERVICEQ | Service Culture Training Program | 86,260 |
| SOUTH METROPOLITAN TAFE | Advice on implementation of Defence Industry Pathway Program and VET educator capability upskilling | 16,959 |
| SYSTEM SOLUTIONS ENGINEERING | Site inspection and preparing feasibility study reports | 25,099 |
| THOMPSON ORGANISATIONS | Education delivery structural design | 24,500 |

| Consultancies | Purpose | \$ Actual payment |
|------------------------|--|-------------------|
| THOMPSON ORGANISATIONS | Organisational structure design | 12,000 |
| THOMPSON ORGANISATIONS | Facilitation and advice regarding future operating model program | 10,000 |
| | Subtotal | 1,136,156 |
| | Total | 1,184,264 |

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-consultants-historical-trend>

See also the [Consolidated Financial Report of the Department of Treasury and Finance](#) for total value of consultancy contracts across the South Australian Public Sector.

Contractors disclosure

The following is a summary of external contractors that have been engaged by the agency, the nature of work undertaken, and the actual payments made for work undertaken during the financial year.

Contractors with a contract value below \$10,000

| Contractors | Purpose | \$ Actual payment |
|--|---------|-------------------|
| All contractors below \$10,000 each - combined | Various | 448,500 |

Contractors with a contract value above \$10,000 each

| Contractors | Purpose | \$ Actual payment |
|--------------------------|--|-------------------|
| 2M LANGUAGE SERVICES | Interpreting and translation services | 10,000 |
| ACCESS TESTING PTY LTD | Testing Automation Assessment and Roadmap | 93,065 |
| ADELAIDE EXPO HIRE | Management of Career Expo custom display pods | 99,981 |
| AKKODIS AUSTRALIA TALENT | Dashboard Reporting and Program Tracking project | 54,046 |

| Contractors | Purpose | \$ Actual payment |
|------------------------------|--|--------------------------|
| AKKODIS AUSTRALIA TALENT | Electronic Customer Relationship Management project | 369,560 |
| AKKODIS AUSTRALIA TALENT | Findon Technical College Project - learning designers | 55,860 |
| AKKODIS AUSTRALIA TALENT | Human Capital Management - Time and Attendance Project | 69,134 |
| AKKODIS AUSTRALIA TALENT | Implementation of Defence Industry Pathway Program | 186,763 |
| AKKODIS AUSTRALIA TALENT | Transforming the Trades project | 83,354 |
| AKTIS PERFORMANCE MANAGEMENT | Assess position information and classify role descriptions | 74,553 |
| ALEXANDER & SYMONDS PTY LTD | Lease planning | 11,250 |
| ALEXANDRA WHITTAKER | Animal Ethics Committee review | 10,354 |
| AMUSE EVENT LIGHTING & AUDIO | Event coordination | 11,339 |
| ANGLICARE SA LTD | Development of autism specific training for early childcare students | 16,101 |
| APRIMUS CONSULTING PTY LTD | Electronic Customer Relationship Management project | 49,217 |
| ARXIS GROUP PTY LTD | Engineering services | 45,360 |
| AUSLAN SERVICES PTY LIMITED | Interpreting and translation services | 52,476 |
| AVEC GLOBAL PTY LTD | Electronic Customer Relationship Management project | 102,373 |

| Contractors | Purpose | \$ Actual payment |
|--------------------------------|---|--------------------------|
| CHAMONIX IT MANAGEMENT | Cyber Security program | 280,409 |
| CHAMONIX IT MANAGEMENT | Electronic Customer Relationship Management project | 337,147 |
| CHAMONIX IT MANAGEMENT | Microsoft CoPilot – proof of concept | 47,497 |
| CIVIL SURVEYS AND DESIGN | Surveying services | 10,249 |
| COMMSHAKE MEDIA & ENGAGEMENT | Murraylands Riverland Campaign | 29,740 |
| CORPORATE HEALTH GROUP P/L | Work health services | 12,509 |
| DE STEFANO & CO | Defence Industry Security Program analysis | 13,760 |
| DEM MOB | Performance, translation and classroom support | 46,085 |
| DENTAL TEMP SOLUTIONS | Dental Assistant to support training | 53,260 |
| DEPT OF HOME AFFAIRS | Interpreting & translation services | 20,268 |
| DESIGN PEOPLE CREATIVE PTY LTD | Design and provide signage | 31,659 |
| DXC TECHNOLOGY AUSTRALIA | Electronic Customer Relationship Management project | 106,900 |
| EXEMPLAR LEARNING | Profiling services | 118,980 |
| FINESSE MODEL AGENCY | Modelling service for various events | 25,800 |
| GLEN J FILMS | Filming and editing | 11,200 |
| HAYS SPECIALIST RECRUITMENT | Early Childhood Education & Care project | 15,591 |

| Contractors | Purpose | \$ Actual payment |
|--------------------------------|--|--------------------------|
| HAYS SPECIALIST RECRUITMENT | Electronic Customer Relationship Management project | 263,624 |
| HAYS SPECIALIST RECRUITMENT | Enrolment Improvement Program | 60,807 |
| HUDSON GLOBAL RESOURCES (AUST) | Early Childhood Education & Care project | 33,292 |
| HUDSON GLOBAL RESOURCES (AUST) | Electronic Customer Relationship Management project | 310,816 |
| HUDSON GLOBAL RESOURCES (AUST) | Findon Technical College Project - learning designers | 38,524 |
| HUDSON GLOBAL RESOURCES (AUST) | Human Capital Management and Time and Attendance Projects | 357,722 |
| HUDSON GLOBAL RESOURCES (AUST) | Implementation of Defence Industry Pathway Program | 211,769 |
| HUDSON GLOBAL RESOURCES (AUST) | Setup core data governance processes | 282,597 |
| INSIDER PUBLISHING PTY LTD | Content creation and co-ordination | 29,000 |
| INSYNC SOLUTIONS PTY LTD | PaperCut Integration | 18,250 |
| IOCANE PTY LTD | Installation and configuration of servers | 43,700 |
| IOCANE PTY LTD | Micro-design and implementation services to improve networking | 18,349 |
| IOCANE PTY LTD | Switch refresh implementation project | 72,647 |
| JUAN PHOTOGRAPHY | Photography at various events | 32,645 |

| Contractors | Purpose | \$ Actual payment |
|------------------------------|--|-------------------|
| LEARNING INFORMATION SYSTEMS | Management of international admission application services | 26,010 |
| LEARNING TECHNOLOGIES GROUP | Transfer website to Azure cloud platform | 10,000 |
| METRIC MARKETING PTY LTD | Reconciliation Week event coordination | 11,337 |
| MOTIV BRAND DESIGN | Design services for marketing campaigns | 11,947 |
| MURRA PARTNERS PTY LTD | Training Support Officer and Admin Officer | 19,263 |
| NAATI | Interpreting and translation services | 13,304 |
| PAXUS AUSTRALIA PTY LTD | Apprenticeships and Training - Invoicing System project | 50,392 |
| PAXUS AUSTRALIA PTY LTD | Electronic Customer Relationship Management project | 705,315 |
| PAXUS AUSTRALIA PTY LTD | Enrolment Improvement Program | 156,254 |
| PAXUS AUSTRALIA PTY LTD | Findon Technical College Project - learning designers | 47,560 |
| PAXUS AUSTRALIA PTY LTD | Human Capital Management and Time and Attendance Projects | 392,878 |
| PAXUS AUSTRALIA PTY LTD | Implementation of Defence Industry Pathway Program | 88,564 |
| PAXUS AUSTRALIA PTY LTD | Setup core data governance processes | 164,834 |
| PAXUS AUSTRALIA PTY LTD | Transforming the Trades project | 93,216 |

| Contractors | Purpose | \$ Actual payment |
|-------------------------------|--|--------------------------|
| PEOPLEBANK AUSTRALIA LTD | Business case development | 19,789 |
| PHILIP REEDMAN MASTER OF WINE | Wine & Spirit Education Training Teaching | 18,016 |
| QS ENROLMENT SOLUTIONS (AUST) | Student Enquiry and Offer management fees | 95,511 |
| RANDSTAD PTY LTD | Electronic Customer Relationship Management project | 49,070 |
| RANDSTAD PTY LTD | Human Capital Management and Time and Attendance Projects | 163,266 |
| RANDSTAD PTY LTD | Transforming the Trades project | 80,309 |
| REDBIKINI PTY LTD | Defence Industry video | 11,280 |
| ROEL VOORBIJ | Training design for acting class | 12,000 |
| SCC (SA) PTY LTD T/A | Cleaning services | 10,571 |
| SELECT MUSIC | Reconciliation Action Plan launch activities | 15,000 |
| SHOWPONY ADVERTISING | Develop assets for Student Recruitment Campaign | 138,044 |
| SHOWPONY ADVERTISING | Development and implementation of Staff Recruitment Campaign | 39,980 |
| SHOWPONY ADVERTISING | Concepts for Priority Cohort Strategy work | 29,990 |
| SIGNARAMA WHYALLA | Supply and install signage | 12,859 |
| SKILLS LAB PTY LTD | Instrumentation training | 76,350 |

| Contractors | Purpose | \$ Actual payment |
|-------------------------------|---|-------------------|
| SQUARE HOLES | Brand campaign concept testing | 38,450 |
| STUDIOSITY PTY LTD | Tertiary learning support program | 29,750 |
| TALENT INTERNATIONAL (SA) P/L | Electronic Customer Relationship Management project | 183,876 |
| XIAO-XIONG ZHANG | Choreography and classes for students | 10,000 |
| | Subtotal | 7,154,567 |
| | Total | 7,603,067 |

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-contractors-historical-trend>

The details of South Australian Government-awarded contracts for goods, services, and works are displayed on the SA Tenders and Contracts website. [View the agency list of contracts](#).

The website also provides details of [across government contracts](#).

Risk management

Risk and audit at a glance

The Audit and Risk Committee (ARC) assists the TAFE SA Board in fulfilling its corporate governance responsibilities in relation to financial reporting and control, risk management, the internal control framework and audit processes. The ARC comprises four members of the TAFE SA Board, with regular attendees including the Chief Executive, Executive Director, Operations, Internal Audit, and representatives from the Audit Office of South Australia. The ARC met on 5 occasions during 2024-25.

During 2024-25, the ARC focused on the following matters:

- Corporate governance, including:
 - embedding of risk appetite and practices across the organisation and related reporting
 - assurance TAFE SA has over its key risk mitigation strategies (including insurance, information security)
 - oversight of risk management related policies and procedures, including delegations, fraud and corruption, conflicts of interest, and gifts and benefits
 - TAFE SA's performance, including review of the annual financial statements (incorporating valuations) and related financial management compliance.
- Internal audit coverage including:
 - approving the annual internal audit plan
 - considering internal control weaknesses identified within internal audit reports
 - managing actions to be taken to address findings.
- External audit including consideration of internal control weaknesses identified by the Auditor-General and managing actions to be taken to address the findings.
- Other external reviews resulting in recommendations to further strengthen TAFE SA's control environment including an ICAC Evaluation and Cultural Safety Review.

Fraud detected in the agency

For the financial year 2024-25, no instances of fraud have been reported.

NB: Fraud reported includes actual and reasonably suspected incidents of fraud.

Strategies implemented to control and prevent fraud

TAFE SA is committed to maintaining a work environment free of fraud and corrupt behaviour and promotes this behaviour in accordance with the organisation's fraud and corruption policy. Fraud control risks are reviewed as part of operational risk

profiles to ensure that processes are in place to adequately manage potential fraud risks.

In addition, TAFE SA periodically undertakes a fraud risk assessment to ensure related risks are adequately captured. Any instances of fraud are treated seriously by the organisation, and where these occur, prompt action is taken to ensure that they are thoroughly investigated, and that those responsible, are held to account.

TAFE SA internal controls to mitigate the risk of fraud include the following:

- ethical conduct awareness training
- conflict of interest training
- delegations
- segregation of duties
- screening processes
- policies and procedures
- access controls
- monthly general ledger reconciliations
- stocktakes of fixed assets and key inventories
- key supplier probity checks.

These strategies collectively strengthen our resilience against fraud risks.

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-fraud-historical-trend>

Public interest disclosure

Number of occasions on which public interest information has been disclosed to a responsible officer of the agency under the *Public Interest Disclosure Act 2018*:

Zero

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-whistleblowers-historical-trend>

Note: Disclosure of public interest information was previously reported under the *Whistleblowers Protection Act 1993* and repealed by the *Public Interest Disclosure Act 2018* on 1/7/2019.

Reporting required under any other act or regulation

| Act or Regulation | Requirement |
|--|---|
| <i>Public Corporations Act 1993 (SA)</i> | Section 33(2)(c): set out any approval or exemption given, or determination made by its Minister or the Treasurer under this Act or the corporation's incorporating Act in respect of the corporation or any of its subsidiaries during that financial year or that has effect in respect of that financial year; |

TAFE SA is exempt under Section 4 of the Land Tax Act 1936 as it is a State Government entity. TAFE SA also received exemption from the Dividend and Income Tax Equivalents (ITE) payments for 2024-25 from the Treasurer pursuant to Sections 29 and 30 of the Public Corporations Act 1993 (SA).

| Act or Regulation | Requirement |
|--|---|
| <i>Public Corporations Act 1993 (SA)</i> | Section 33(2)(d): set out any disclosure made during that financial year by a director of the corporation or a subsidiary of the corporation of an interest in a matter decided or under consideration by the board of the corporate of subsidiary; |

At June 30 2025, 85 disclosures were made by Board Directors and retained on the standing register of Board Director's declaration of interests during the reporting period.

Reporting required under the *Carers' Recognition Act 2005*

TAFE SA supports and encourages staff with carer responsibilities to discuss their circumstances and working arrangement needs with their manager or director.

Information on support for working carers, can be found on the TAFE SA's intranet [here](#).

TAFE SA also promotes the Carers Recognition Act 2005 and the South Australian Carers Charter by ensuring reference during new employee induction and onboarding.

Information about the Carers Recognition Act 2005 is available for staff on TAFE SA's intranet [here](#) to understand carers' responsibilities and obligations. TAFE SA supports the Carers Recognition Act 2005 by ensuring employees have access to carers leave provisions as per enterprise agreements.

Public complaints

Number of public complaints reported

In the 2024-25 financial year 504 complaints were reported, representing a slight decrease in complaints compared to 545 for the 2023-24 financial year. The reported complaints in 2024-25 were across the following categories:

| Complaint categories | Sub-categories | Example | Number of Complaints 2024-25 |
|------------------------|-----------------------|---|------------------------------|
| Professional behaviour | Staff attitude | Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency | 80 |
| Professional behaviour | Staff competency | Failure to action service request; poorly informed decisions; incorrect or incomplete service provided | 15 |
| Professional behaviour | Staff knowledge | Lack of service specific knowledge; incomplete or out-of-date knowledge | 9 |
| Communication | Communication quality | Inadequate, delayed or absent communication with customer | 48 |
| Communication | Confidentiality | Customer's confidentiality or privacy not respected; information shared incorrectly | 4 |
| Service delivery | Systems/technology | System offline; inaccessible to customer; incorrect result/information provided; poor system design | 7 |
| Service delivery | Access to services | Service difficult to find; location poor; facilities/ environment poor standard; not | 81 |

| Complaint categories | Sub-categories | Example | Number of Complaints 2024-25 |
|-----------------------------|-----------------------|---|---|
| | | accessible to customers with disabilities | |
| Service delivery | Process | Processing error; incorrect process used; delay in processing application; process not customer responsive | 46 |
| Policy | Policy application | Incorrect policy interpretation; incorrect policy applied; conflicting policy advice given | 119 |
| Policy | Policy content | Policy content difficult to understand; policy unreasonable or disadvantages customer | 2 |
| Service quality | Information | Incorrect, incomplete, out-dated or inadequate information; not fit for purpose | 25 |
| Service quality | Access to information | Information difficult to understand, hard to find or difficult to use; not plain English | 27 |
| Service quality | Timeliness | Lack of staff punctuality; excessive waiting times (outside of service standard); timelines not met | 4 |
| Service quality | Safety | Maintenance; personal or family safety; duty of care not shown; poor security service/ premises; poor cleanliness | 25 |

| Complaint categories | Sub-categories | Example | Number of Complaints 2024-25 |
|----------------------|------------------------|---|------------------------------|
| Service quality | Service responsiveness | Service design doesn't meet customer needs; poor service fit with customer expectations | 12 |
| No case to answer | No case to answer | Third party; customer misunderstanding; redirected to another agency; insufficient information to investigate | 0 |
| | | Total | 504 |

| Additional Metrics | Total |
|--|---|
| Number of positive feedback comments | 39 |
| Number of negative feedback comments | 82 |
| Total number of feedback comments | 121 |
| % complaints resolved within policy timeframes | <ul style="list-style-type: none"> • 75.98% (less than 14 days) • 16.86% (between 14-28 days) • 7.16% (over 28 days) |

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/tafe-sa-complaints-historical-trend>

Service Improvements

TAFE SA's complaint policies and procedures have been reviewed and updated to align with TEQSA and ASQA's new regulatory requirements, providing students and customers with clearer grievance pathways.

To gather feedback on the effectiveness of the complaint handling processes, a pilot feedback model has been implemented to identify areas for improvement and ensure practices are responsive to student needs.

TAFE SA complaints data is regularly reported to executive and the TAFE SA Board to identify trends, inform investigations into root causes, and implement effective solutions. Complaint data has informed a review of the student fee and refund process, and improvements have been developed to guide policy updates, streamline withdrawal procedures and improve communication about VET Student Loan eligibility and refund processes.

Compliance Statement

| | |
|--|---|
| TAFE SA is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector | Y |
| TAFE SA has communicated the content of PC 039 and the agency's related complaints policies and procedures to employees. | Y |

Correction Note

The 2023-2024 TAFE SA Annual Report incorrectly stated the following:

- 13% increase in regional enrolments

The was due to a decimal point placement error. The correct figure was 1.3%

Appendix: Audited financial statements 2024-25

INDEPENDENT AUDITOR'S REPORT



Government of South Australia

Audit Office of South Australia

Level 9
State Administration Centre
200 Victoria Square
Adelaide SA 5000
Tel +618 8226 9640
ABN 53 327 061 410
enquiries@audit.sa.gov.au
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**To the Chair, TAFE SA Board
TAFE SA**

Opinion

I have audited the financial report of TAFE SA for the financial year ended 30 June 2025.

In my opinion, the accompanying financial report gives a true and fair view of the financial position of TAFE SA as at 30 June 2025, its financial performance and its cash flows for the year then ended in accordance with relevant Treasurer's Instructions issued under the provisions of the *Public Finance and Audit Act 1987* and Australian Accounting Standards.

The financial report comprises:

- a Statement of Comprehensive Income for the year ended 30 June 2025
- a Statement of Financial Position as at 30 June 2025
- a Statement of Changes in Equity for the year ended 30 June 2025
- a Statement of Cash Flows for the year ended 30 June 2025
- notes, comprising material accounting policy information and other explanatory information
- a Certificate from the Chair, TAFE SA Board, the Interim Chief Executive and the Executive Director, Operations.

Basis for opinion

I conducted the audit in accordance with the *Public Finance and Audit Act 1987* and Australian Auditing Standards. My responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the financial report' section of my report. I am independent of TAFE SA. The *Public Finance and Audit Act 1987* establishes the independence of the Auditor-General. In conducting the audit, the relevant ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* have been met.

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

Responsibilities of the Chief Executive and TAFE SA Board for the financial report

The Chief Executive is responsible for the preparation of the financial report that gives a true and fair view in accordance with relevant Treasurer's Instructions issued under the provisions of the *Public Finance and Audit Act 1987* and the Australian Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Chief Executive is responsible for assessing the entity's ability to continue as a going concern, taking into account any policy or funding decisions the government has made which affect the continued existence of the entity. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

The TAFE SA Board is responsible for overseeing the entity's financial reporting process.

Auditor's responsibilities for the audit of the financial report

As required by section 31(1)(b) of the *Public Finance and Audit Act 1987* and Section 32(4) of the *Public Corporations Act 1993*, I have audited the financial report of TAFE SA for the financial year ended 30 June 2025.

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control

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

My report refers only to the financial report described above and does not provide assurance over the integrity of electronic publication by the entity on any website nor does it provide an opinion on other information which may have been hyperlinked to/from the report.

I communicate with the Chief Executive and the Chair of the TAFE SA Board about, 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 the audit.



Andrew Blaskett
Auditor-General

22 September 2025

OFFICIAL

TAFE SA

Financial Statements

For the year ended 30 June 2025

OFFICIAL

TAFE SA
Certification of Financial Statements
for the year ended 30 June 2025

We certify that:

- the financial statements of TAFE SA:
 - are in accordance with the accounts and records of TAFE SA;
 - comply with relevant Treasurer's Instructions;
 - comply with relevant accounting standards; and
 - present a true and fair view of the financial position for TAFE SA at the end of the financial year and the result of its operation and cash flows for the financial year.
- Internal controls employed by TAFE SA for the financial year over its financial reporting and its preparation of the financial statements have been effective.



Ingrid Haythorpe
Chair, TAFE SA Board
11 September 2025



Adam Kilvert
Interim Chief Executive
11 September 2025



Graham Rix
Executive Director, Operations
11 September 2025

TAFE SA
Statement of Comprehensive Income
for the year ended 30 June 2025

| | | 2025 | 2024 |
|--|-------------|----------------|----------------|
| | Note | \$'000 | \$'000 |
| Income | | | |
| SA Government subsidy funding | 3.1 | 266 791 | 242 686 |
| Student and other fees and charges | 3.2 | 99 761 | 90 715 |
| Grants and subsidies | 3.3 | 4 603 | 4 960 |
| Resources received free of charge | 3.4 | 3 139 | 2 864 |
| Intra-government transfers | 3.5 | 104 | 105 |
| Net gain from disposal of non-current assets | 3.6 | - | 196 |
| Other income | | 1 388 | 1 326 |
| Total income | | 375 786 | 342 852 |
| Expenses | | | |
| Employee related expenses | 4.1 | 249 269 | 229 269 |
| Supplies and services | 4.2 | 99 036 | 92 184 |
| Depreciation and amortisation | 5.4, 5.5 | 33 553 | 26 571 |
| Net loss from disposal of non-current assets | 3.6 | 182 | - |
| Grants and subsidies | | 75 | 75 |
| Borrowing costs | | 31 | 25 |
| Other expenses | 4.4 | 1 289 | 558 |
| Total expenses | | 383 435 | 348 682 |
| Net result | | (7 649) | (5 830) |
| Other comprehensive income | | | |
| <i>Items that will not be reclassified to net result</i> | | | |
| Changes in property, plant and equipment asset revaluation surplus | 5.4 | - | 316 093 |
| Total other comprehensive income | | - | 316 093 |
| Total comprehensive result | | (7 649) | 310 263 |

The accompanying notes form part of these financial statements. The net result and total comprehensive result are attributable to the SA Government as owner.

TAFE SA
Statement of Financial Position
as at 30 June 2025

| | | 2025 | 2024 |
|--|------|------------------|------------------|
| | Note | \$'000 | \$'000 |
| Current assets | | | |
| Cash and cash equivalents | 5.1 | 99 195 | 87 215 |
| Receivables | 5.2 | 14 033 | 13 840 |
| Inventories | 5.6 | 1 681 | 1 765 |
| Contract assets | 5.3 | 7 304 | 7 269 |
| Non-current assets classified as held for sale | 5.7 | - | 141 |
| Total current assets | | 122 213 | 110 230 |
| Non-current assets | | | |
| Property, plant and equipment | 5.4 | 872 665 | 883 907 |
| Intangible assets | 5.5 | 5 268 | 8 339 |
| Total non-current assets | | 877 933 | 892 246 |
| Total assets | | 1 000 146 | 1 002 476 |
| Current liabilities | | | |
| Employee related liabilities | 6.4 | 24 879 | 22 056 |
| Payables | 6.1 | 14 223 | 15 932 |
| Contract liabilities | 6.3 | 4 878 | 4 662 |
| Provisions | 6.5 | 2 285 | 1 739 |
| Other financial liabilities | 6.2 | - | 427 |
| Other non-financial liabilities | | 309 | 283 |
| Total current liabilities | | 46 574 | 45 099 |
| Non-current liabilities | | | |
| Employee related liabilities | 6.4 | 39 584 | 38 607 |
| Provisions | 6.5 | 9 013 | 5 728 |
| Payables | 6.1 | 82 | 70 |
| Other financial liabilities | 6.2 | - | 430 |
| Total non-current liabilities | | 48 679 | 44 835 |
| Total liabilities | | 95 253 | 89 934 |
| Net assets | | 904 893 | 912 542 |
| Equity | | | |
| Contributed capital | | 552 802 | 552 802 |
| Asset revaluation surplus | | 317 445 | 317 445 |
| Retained earnings | | 34 646 | 42 295 |
| Total equity | | 904 893 | 912 542 |

The accompanying notes form part of these financial statements. The total equity is attributable to the SA Government as owner.

TAFE SA
Statement of Changes in Equity
for the year ended 30 June 2025

| | Asset revaluation surplus | Retained Earnings | Contributed capital | Total equity |
|--|--|------------------------------|--------------------------------|-------------------------|
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Balance at 1 July 2023 | 1 352 | 48 125 | 552 802 | 602 279 |
| Net result for 2023-24 | - | (5 830) | - | (5 830) |
| Gain on revaluation of land during 2023-24 | 85 309 | - | - | 85 309 |
| Gain on revaluation of building during 2023-24 | 230 784 | - | - | 230 784 |
| Total comprehensive result for 2023-24 | 316 093 | (5 830) | - | 310 263 |
| Balance at 30 June 2024 | 317 445 | 42 295 | 552 802 | 912 542 |
| Net result for 2024-25 | - | (7 649) | - | (7 649) |
| Total comprehensive result for 2024-25 | - | (7 649) | - | (7 649) |
| Balance at 30 June 2025 | 317 445 | 34 646 | 552 802 | 904 893 |

The accompanying notes form part of these financial statements. All changes in equity are attributable to the SA Government as owner.

TAFE SA
Statement of Cash Flows
for the year ended 30 June 2025

| | Note | 2025 \$'000 | 2024 \$'000 |
|---|------|------------------|------------------|
| Cash flows from operating activities | | | |
| Cash inflows | | | |
| SA Government subsidy funding | | 266 791 | 242 686 |
| Student and other fees and charges | | 102 247 | 85 722 |
| Grants and subsidies | | 4 707 | 5 065 |
| GST recovered | | 8 907 | 7 091 |
| Interest received | | 17 | 9 |
| Other income | | 634 | 1 312 |
| | | 383 303 | 341 885 |
| Cash outflows | | | |
| Employee related liabilities | | (242 855) | (224 947) |
| Supplies and services | | (107 996) | (91 118) |
| Interest paid | | (31) | (25) |
| Grants and subsidies | | (75) | (75) |
| Other payments | | (228) | (456) |
| | | (351 185) | (316 621) |
| Net cash provided by operating activities | 7.1 | 32 118 | 25 264 |
| Cash flows from investing activities | | | |
| Cash inflows | | | |
| Proceeds from the sale of property, plant and equipment | | 33 | 106 |
| Proceeds from the sale of land held for sale | | - | 550 |
| Cash generated from investing activities | | 33 | 656 |
| Cash outflows | | | |
| Purchase of property, plant and equipment | | (19 636) | (8 695) |
| Purchase of intangibles | | (129) | (2 726) |
| Cash used in investing activities | | (19 765) | (11 421) |
| Net cash used in investing activities | | (19 732) | (10 765) |
| Cash flows from financing activities | | | |
| Cash outflows | | | |
| Repayment of leases | | (406) | (380) |
| Cash used by financing activities | | (406) | (380) |
| Net cash provided by financing activities | | (406) | (380) |
| Net (decrease) / increase in cash and cash equivalents | | 11 980 | 14 119 |
| Cash and cash equivalents at the beginning of the reporting period | | 87 215 | 73 096 |
| Cash and cash equivalents at the end of the reporting period | 5.1 | 99 195 | 87 215 |

The accompanying notes form part of these financial statements.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025*

1. About TAFE SA

TAFE SA is a not-for-profit statutory corporation of the state of South Australia, established pursuant to the *TAFE SA Act 2012*. TAFE SA is responsible to the Minister for Education, Training and Skills.

TAFE SA is the public provider of high-quality vocational education and training to support the economic and social needs of South Australia.

Responsibility for provision of SA Government subsidy funding to TAFE SA transferred from the Department for Education to the Department of State Development on 1 July 2024. SA Government subsidy funding includes financial support to contribute towards foregone student fees, ancillary costs and student support associated with implementation of Fee Free TAFE.

1.1. Objectives and functions

The *Public Corporations Act 1993* applies to TAFE SA and requires a Charter and Performance Statement to be prepared for TAFE SA by the Minister for Education, Training and Skills and the Treasurer after consultation with TAFE SA, which detail TAFE SA's objectives, functions and targets.

The primary objectives of TAFE SA are to:

- Provide technical and further education in a manner that is efficient, effective and responsive to the needs of industry, students and the general community.
- Undertake or facilitate research that relates to technical and further education.
- Provide consultancy or other services, for a fee or otherwise, in any area in which staff of TAFE SA have particular expertise developed (whether wholly or partly) in the course of, or incidental to, the provision of technical and further education.
- Undertake or provide for the development or use, for commercial, community or other purposes, of any intellectual property, product or process created or developed (whether wholly or partly) in the course of, or incidentally to, the provision of technical and further education.
- Perform any other function assigned to it by the Minister.

TAFE SA has a 20% interest in the South Australian Tertiary Admissions Centre (SATAC):

- SATAC became established as an incorporated association on 1 July 2017.
- SATAC is an arrangement between the three public South Australian universities, the Minister for Education, Training and Skills and Charles Darwin University in the Northern Territory.
- SATAC provides admission services to TAFE SA under a service agreement.
- The interests in this associate are not considered material to TAFE SA's core activities. Consequently, as per AASB 128 Investments in Associates and Joint Ventures, they have not been taken up in the accounts on an equity basis.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025*

1.2. Basis of preparation

The financial statements are general purpose financial statements prepared in accordance with:

- Section 23 of the *Public Finance and Audit Act 1987*;
- Treasurer's Instructions and Accounting Policy Statements issued by the Treasurer under the *Public Finance and Audit Act 1987*; and
- relevant Australian Accounting Standards.

No Australian Accounting Standards have been early adopted.

The financial statements are prepared based on a 12-month reporting period and presented in Australian currency. All amounts in the financial statements and accompanying notes have been rounded to the nearest thousand dollars \$'000.

Any transactions in foreign currency are translated into Australian dollars at the exchange rate at the date the transaction occurs.

The historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured.

Assets that are to be sold, consumed or realised as part of the normal operating cycle have been classified as current assets. Liabilities that are due to be settled within 12 months after the end of reporting period or for which TAFE SA has no right to defer the settlement for at least 12 months after the end of the reporting period are classified as current liabilities. All other assets and liabilities are classified as non-current.

Significant accounting policies are set out throughout the notes.

TAFE SA is liable for fringe benefits tax (FBT) and goods and services tax (GST). Income, expenses and assets are recognised net of the amount of GST except:

- When the GST incurred on a purchase of goods or services is not recoverable from the Australian Taxation Office (ATO), in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item applicable; and
- receivables and payables, which are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to the ATO is included as part of receivables or payables in the Statement of Financial Position.

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

TAFE SA was not required to pay a dividend or make an Income Tax Equivalent payment for the 2023-24 financial year or the 2024-25 financial year.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***1.3. Budget performance**

The budget performance table compares TAFE SA's outcomes against budget information presented to Parliament (2024-25 Budget Paper 4). The budget amounts have not been adjusted to reflect subsequent budget revisions or administrative restructures. The budget process is not subject to audit.

| | | Original budget 2025 \$'000 | Actual 2025 \$'000 | Variance 2025 \$'000 |
|---|-----|--|-----------------------------------|-------------------------------------|
| Statement of Comprehensive Income | | | | |
| Income | | | | |
| SA Government subsidy funding | (a) | 245 568 | 266 791 | 21 223 |
| Student and other fees and charges | | 83 070 | 99 761 | 16 691 |
| Grants and subsidies | | 2 763 | 4 603 | 1 840 |
| Resources received free of charge | | - | 3 139 | 3 139 |
| Intra-government transfers | | - | 104 | 104 |
| Other income | | 673 | 1 388 | 715 |
| Total income | | 332 074 | 375 786 | 43 712 |
| Expenses | | | | |
| Employee related expenses | | 240 295 | 249 269 | 8 974 |
| Supplies and services | (b) | 72 227 | 99 036 | 26 809 |
| Depreciation and amortisation expense | | 26 583 | 33 553 | 6 970 |
| Grants and subsidies | | 75 | 75 | - |
| Net loss from disposal of non-current assets | | - | 182 | 182 |
| Borrowing costs | | 11 | 31 | 20 |
| Payments to state government | | 625 | - | (625) |
| Other expenses | | 3 612 | 1 289 | (2 323) |
| Total expenses | | 343 428 | 383 435 | 40 007 |
| Net result | | (11 354) | (7 649) | 3 705 |
| Other comprehensive income | | | | |
| <i>Items that will not be reclassified to net results</i> | | | | |
| Changes in revaluation surplus | | - | - | - |
| Total other comprehensive income | | - | - | - |
| Total comprehensive result | | (11 354) | (7 649) | 3 705 |

- (a) Higher SA Government subsidy funding compared to the original budget relates primarily to increased funding provided during the year as part of the National Skills Agreement, including additional funding for teaching plant and equipment, expanding training capacity and to commence the establishment of a National TAFE Centre of Excellence for Early Childhood Education and Care.
- (b) Higher supplies and services expenditure compared to the original budget relates primarily to activities funded by higher student and other fees and charges, additional expenditure as part of the National Skills Agreement that was provided during the financial year and higher property maintenance cleaning and utility costs, partly offset by a greater proportion of project expenditure being investing rather than operating in nature than was assumed in the budget.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***1.3 Budget performance (continued)**

| | | Original budget | Actual | Variance |
|--------------------------------------|-----|--------------------|---------------|--------------|
| | | 2025 | 2025 | 2025 |
| | | \$'000 | \$'000 | \$'000 |
| Investing expenditure summary | | | | |
| Total new and existing projects | (c) | 5 502 | 2 045 | (3 457) |
| Total annual programs | (d) | 10 809 | 17 720 | 6 911 |
| Total Right of Use leases | | 202 | 385 | 183 |
| Total investing expenditure | | 16 513 | 20 150 | 3 637 |

- (c) New and existing investing expenditure was lower than the original budget due to the Mount Gambier Refurbishment Project being retimed to 2025-26 to align with delivery of the Mount Gambier Technical College for an integrated precinct, partially offset by retiming of unspent Student Engagement Hub expenditure from 2023-24 to 2024-25. These timing adjustments were reflected in TAFE SA's approved revised budget.
- (d) Annual programs investing expenditure was higher than the original budget principally due to additional expenditure related to the National Skills Agreement, increased expenditure on campus maintenance, as well as a greater proportion of project and teaching plant and equipment expenditure being investing in nature than was assumed in the budget.

There were no other variances where the variance exceeds the greater of 10% of the original budgeted amount and 5% of original budgeted amount for total expenses.

1.4. Significant transactions with government related entities

Significant transactions with the SA Government are identifiable throughout this financial report. Noteworthy are transactions with the Department of State Development (2025) and Department for Education (2024) refer Note 3.1.

2. Board, committees and employees**2.1. Key management personnel**

Key management personnel of TAFE SA include the Minister for Education, Training and Skills, the non-executive TAFE SA Board members, the Chief Executive Officer and the members of the Executive Team who have responsibility for the strategic direction and management of TAFE SA.

The compensation disclosed in this note excludes salaries and other benefits the Minister for Education, Training and Skills receives. The Ministers' remuneration and allowances are set by the *Parliamentary Remuneration Act 1990* and the Remuneration Tribunal of SA respectively and are payable from the Consolidated Account (via the Department of Treasury and Finance (DTF)) under section 6 of the *Parliamentary Remuneration Act 1990*.

| | 2025 | 2024 |
|---|--------------|--------------|
| Compensation | \$'000 | \$'000 |
| Salaries and other short term employee benefits | 1 839 | 2 049 |
| Post-employment benefits | 837 | 777 |
| Total compensation | 2 676 | 2 826 |

Transactions with key management personnel and other related parties

There were no transactions with key management personnel and other related parties.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***2.2. Board and committee members**

Members during the 2024-25 financial year were:

TAFE SA Board

Ingrid Haythorpe (Chair)
 David Hughes
 Dr Craig Fowler
 Andrea Broadfoot
 Leah Marrone
 Andrew Clarke (commenced 15 October 2024)
 Sharon Gollan (commenced 15 October 2024)
 Prof Susan James Relly (commenced 15 October 2024)
 Nicolle Rantanen Reynolds (commenced 15 October 2024)
 Helen Strickland (commenced 15 October 2024)
 Joanne Denley (Chair) (until 14 October 2024)
 Paul Brock (until 14 October 2024)
 Michael Boyce OAM (until 14 October 2024)
 Julieann Riedstra (until 14 October 2024)

Academic & Quality Committee

Dr Craig Fowler (Chair)
 Andrea Broadfoot
 Andrew Clarke (commenced 24 October 2024)
 Prof Susan James Relly (commenced 24 October 2024)
 Michael Boyce OAM (until 14 October 2024)
 Joanne Denley (until 14 October 2024)

Audit & Risk Committee

David Hughes (Chair)
 Ingrid Haythorpe
 Leah Marrone (commenced 24 October 2024)
 Helen Strickland (commenced 24 October 2024)
 Julieann Riedstra (until 14 October 2024)
 Joanne Denley (until 14 October 2024)

People and Culture Committee

Nicolle Rantanen Reynolds (Chair) (commenced 24 October 2024)
 Leah Marrone
 Sharon Gollan (commenced 24 October 2024)
 Joanne Denley (Chair) (until 14 October 2024)
 Paul Brock (until 14 October 2024)

Higher Education Academic Board

Dr Craig Fowler (Chair)

Board and committee remuneration

The number of members whose remuneration received or receivable falls within the following bands:

| | 2025 | 2024 |
|--------------------------------|-----------|-----------|
| \$1 - \$19 999 | 3 | 3 |
| \$20 000 - \$39 999 | 6 | 3 |
| \$40 000 - \$59 999 | 4 | 5 |
| \$60 000 - \$79 999 | 1 | - |
| \$80 000 - \$99 999 | - | 1 |
| Total number of members | 14 | 12 |

The total remuneration received or receivable by members was \$492 402 (2024: \$470 289). Remuneration of members reflects all costs of performing board/committee member duties including sitting fees, superannuation contributions, salary sacrifice benefits, fringe benefits and any related fringe benefits tax. The number of members includes members who commenced or ceased during the financial year.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***3. Income****3.1. SA Government subsidy funding**

| | 2025 | 2024 |
|--|----------------|----------------|
| | \$'000 | \$'000 |
| Funding for delivery of VET training | 222 176 | 207 020 |
| Funding for VET capital projects | 24 836 | 20 939 |
| Funding for Fee Free TAFE | 12 816 | 14 727 |
| Funding for other VET activities | 6 963 | - |
| Total SA government subsidy funding | 266 791 | 242 686 |

Grant and subsidy revenue from the Department of State Development (2024- Department for Education) is recognised on receipt as the TAFE SA Funding Arrangement allows for the allocation of funding without any withholding of funds associated with student numbers or non-achievement of performance criteria.

3.2. Student and other fees and charges

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Sales/fee for service revenue | 64 774 | 58 577 |
| Student enrolment fees and charges | 26 237 | 22 861 |
| Other user fees and charges | 8 750 | 9 277 |
| Total student and other fees and charges | 99 761 | 90 715 |

Student and other fees and charges are recognised when performance obligations have been satisfied.

Performance obligations for student enrolment and charges for domestic and international students as well as short courses, are provided over time and inputs are expended evenly over the performance period.

3.3. Grants and subsidies

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| Child Care Fee Relief | 3 462 | 3 633 |
| Destination Australia | 677 | 560 |
| Other specific Commonwealth revenue | 51 | 51 |
| Total Commonwealth-sourced grants | 4 190 | 4 244 |
| Other grants and subsidies | 413 | 716 |
| Total grants and subsidies | 4 603 | 4 960 |

Commonwealth sourced grants and funding are recognised on completion of agreed deliverables and in compliance with all obligations under the agreement.

Grants from South Australian Government entities are recognised upon receipt.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***3.4. Resources received free of charge**

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| Services received free of charge - Department of the Premier and Cabinet (DPC) | 637 | 644 |
| Services received free of charge - Shared Services SA | 2 248 | 2 220 |
| Services received free of charge - Audit Office of South Australia | 254 | - |
| Total resources received free of charge | 3 139 | 2 864 |

Contributions of services are recognised only when a fair value can be determined reliably, and the services would be purchased if they had not been received free of charge.

TAFE SA receives Financial Accounting, Taxation, Payroll, Accounts Payable and Accounts Receivable services from Shared Services SA free of charge. Information and communications technology services are received free of charge from the Department of the Premier and Cabinet.

TAFE SA also receives audit services free of charge from Audit Office of South Australia. From 30 June 2024, audit fees are accounted for as auditing services received free of charge, under AASB 1058 Income of Not-for-Profit Entities. Audit fees payable for 2023-24 have been derecognised in accordance with the changes and recognised in Other Income.

Corresponding expenses for each service are recognised in the financial statements (see note 4.2 and 4.4).

3.5. Intra-government transfers

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Transfers received from other SA government entities | | |
| Funding provided by Department of Treasury and Finance | 104 | 105 |
| Total intra-government transfers | 104 | 105 |

Intra-government transfer revenue is recognised upon receipt.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***3.6. Net gain/(loss) from disposal of property, plant and equipment**

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Land held for sale | | |
| Proceeds from disposal | - | 550 |
| Less net book value of assets disposed | - | (422) |
| Net gain/(loss) from disposal of land held for sale | - | 128 |
| Plant and equipment | | |
| Proceeds from disposal | 33 | 106 |
| Less carrying amount of assets disposed | (231) | (38) |
| Net gain/(loss) from disposal of plant and equipment | (198) | 68 |
| Right of use vehicles | | |
| Net gain on termination of lease | 16 | - |
| Net gain/(loss) on termination of lease | 16 | - |
| Total property, plant and equipment | | |
| Total proceeds from disposal | 33 | 656 |
| Less total carrying amount of assets disposed | (215) | (460) |
| Net gain/(loss) from disposal of assets | (182) | 196 |

Gains or losses on disposal are recognised at the date control of the assets is passed from TAFE SA and determined after deducting the carrying amount of the asset from the proceeds at that time. When revalued assets are disposed, the revaluation surplus is transferred to retained earnings.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***4. Expenses****4.1. Employee related expenses**

| | 2025 | 2024 |
|--|----------------|----------------|
| | \$'000 | \$'000 |
| Salaries and wages | 169 668 | 159 356 |
| Annual leave | 28 350 | 26 359 |
| Superannuation | 23 748 | 21 077 |
| Long service leave | 6 323 | 6 881 |
| Workers' compensation | 6 052 | 2 913 |
| Skills and experience retention leave | 1 183 | 1 135 |
| Board and committee fees | 443 | 424 |
| Targeted voluntary separation payments | 1 648 | - |
| Other employee related costs | 11 854 | 11 124 |
| Total employee related expenses | 249 269 | 229 269 |

Employment Expenses

TAFE SA's employees are employed under *Tafe SA Act* and *Public Sector Act*. The superannuation employment on-cost charge represents TAFE SA's contributions to superannuation plans in respect of current services of current employees.

Employee remuneration

| | 2025 | 2024 |
|---|---------------|---------------|
| | Number | Number |
| The number of employees whose remuneration received or receivable falls within the following bands: | | |
| \$166 001 to \$171 000* | n/a | 2 |
| \$171 001 to \$191 000 | 6 | 10 |
| \$191 001 to \$211 000 | 11 | 7 |
| \$211 001 to \$231 000 | 6 | 4 |
| \$231 001 to \$251 000 | 1 | 3 |
| \$251 001 to \$271 000 | 3 | 2 |
| \$271 001 to \$291 000 | - | 1 |
| \$291 001 to \$311 000 | - | 2 |
| \$311 001 to \$331 000 | 2 | 1 |
| \$331 001 to \$351 000 | 1 | - |
| \$351 001 to \$371 000 | 1 | - |
| \$391 001 to \$411 000 | 1 | - |
| \$451 001 to \$471 000 | - | 1 |
| \$471 001 to \$491 000 | - | 1 |
| \$491 001 to \$501 000 | 1 | - |
| Total | 33 | 34 |

*This band has been included for the purposes of reporting comparative figures based on the executive base level remuneration rate for 2023-24.

The total remuneration received by these employees for the year was \$7.86 million (2024: \$7.83 million).

The table includes all employees who received remuneration equal to or greater than the base executive remuneration level during the year.

Remuneration of employees reflects all costs of employment including salaries and wages, payments in lieu of leave, superannuation contributions, termination payments, temporary allowances, salary sacrifice benefits, fringe benefits and any related fringe benefits tax.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***4.1. Employee related expenses (continued)*****Targeted voluntary separation packages.***

During the reporting period 18 employees accepted a Targeted Voluntary Separation Package (2024: nil).

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| Amount paid to separated employees: | | |
| Targeted Voluntary Separation Packages | 1 648 | - |
| Leave paid to separated employees | 344 | - |
| Net cost to TAFE SA | 1 992 | - |

4.2. Supplies and services

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| General administration and consumables | 29 556 | 26 326 |
| Fees - contracted services | 12 406 | 12 435 |
| Minor works, maintenance and equipment | 17 061 | 16 542 |
| Information technology and communication | 15 605 | 12 750 |
| Books, materials and copyright | 10 288 | 10 200 |
| Temp agency costs | 5 032 | 5 216 |
| Shared Services SA | 2 248 | 2 220 |
| Consultants | 1 184 | 1 372 |
| Accommodation | 838 | 808 |
| DPC communication and computing | 637 | 644 |
| Short term leases | 635 | 645 |
| Legal costs | 532 | 295 |
| Other | 3 014 | 2 731 |
| Total supplies and services | 99 036 | 92 184 |

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***4.3. Expenditure – SA Business and Non-SA Business**

The following table includes all expenditure in relation to contracts above \$55,000 (GST inclusive) resulting from a procurement as defined in Treasurer's Instruction 18 – Procurement (TI 18). Arrangements between public authorities and arrangements with other governments are not included.

Expenditure is inclusive of non-recoverable GST

| | 2025 | Proportion SA and non-SA businesses |
|--|----------------|--|
| | \$'000 | |
| Total expenditure with South Australian businesses | 82 514 | 82% |
| Total expenditure with non-South Australian businesses | 18 122 | 18% |
| | 100 636 | 100% |

Classification as SA business or non-SA business is generally based on circumstances as at the time of entering into a contract. For contracts entered into before 20 February 2023, where sufficient evidence of an assessment made under previous procurement requirements is known to TAFE SA, this was used to determine classification. For contracts where such evidence of prior assessment is not available and for all other contracts, classification is based on the definition of an SA business provided in TI 18.

TI 18 defines a business as being South Australian where it operates in South Australia and more than 50% of the workforce delivering the contract resulting from the procurement on behalf of the business are South Australian residents.

The disclosure for expenditure with SA businesses reflects the total spent on contracts within the TI 18 definition and in some instances includes the cost of goods sourced from outside South Australia.

In many cases, the determination has been made on the basis of representations made by suppliers at a point in time which has not been subject to independent verification.

4.4. Other expenses

| | 2025 | 2024 |
|------------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Bad debts written off/ (recovered) | 707 | (36) |
| Impairment loss on receivables | 30 | 41 |
| Other* | 552 | 553 |
| Total other expenses | 1 289 | 558 |

*Includes audit fees paid / payable or received free of charge from the Audit Office of South Australia relating to work performed under the *Public Finance and Audit Act 1987* of \$254 000 (2024: \$254 000). No other services were provided by the Audit Office of South Australia.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***5. Assets**

The financial activities of TAFE SA are primarily conducted through an operating account with the Treasurer.

All deposits are with the Treasurer.

5.1. Cash and cash equivalents

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| Deposits with the Treasurer | 99 195 | 87 215 |
| Total cash and cash equivalents | 99 195 | 87 215 |

5.2. Receivables

| | 2025 | 2024 |
|--------------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Current | | |
| Contractual receivables | | |
| Receivables | 8 182 | 8 819 |
| Less impairment loss on receivables | (2 161) | (2 131) |
| Total contractual receivables | 6 021 | 6 688 |
| Statutory receivables | | |
| GST receivable | 2 482 | 2 045 |
| Total statutory receivables | 2 482 | 2 045 |
| | - | |
| Prepayments | 5 530 | 5 107 |
| Total current receivables | 14 033 | 13 840 |

Contractual receivables arise in the normal course of selling goods and services to other government agencies and to the public. Contractual receivables are normally settled within 30 days after the issue of an invoice, or the goods / services have been provided under a contractual arrangement. Receivables, prepayments, and accrued revenues are non-interest bearing. Receivables are held with the objective of collecting the contractual cash flows and they are measured at amortised cost.

The net amount of GST payable to the ATO is included as part of receivables.

Other than as recognised in the impairment loss on contractual receivables, it is not anticipated that counterparties will fail to discharge their obligations. The carrying amount of receivables approximates net fair value due to being receivable on demand. There is no concentration of credit risk.

TAFE SA has adopted the simplified impairment approach under AASB 9 and measured lifetime expected credit losses on all contractual receivables using an allowance matrix as a practical expedient to measure the impairment allowance.

Impairment loss on contractual receivable

| | 2025 | 2024 |
|---|--------------|--------------|
| | \$'000 | \$'000 |
| Carrying amount at the beginning of the period | 2 131 | 2 090 |
| Increase / (decrease) in the allowance recognised in profit or loss | 30 | 41 |
| Carrying amount at end of the period | 2 161 | 2 131 |

Impairment losses related to receivables arising from contracts with customers that are external to SA Government. Refer to note 10.2 for information on the expected credit loss model.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***5.3. Contract Assets**

| | 2025 | 2024 |
|------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Contract assets | 7 304 | 7 269 |
| Total Contract assets | 7 304 | 7 269 |

Contract assets primarily relate to TAFE SA's rights to consideration for work completed but not billed at the reporting date in relation to Adult Migrant English Program and Skills for Education and Employment. Amounts are billed in accordance with agreed upon contractual terms (i.e., periodic intervals). Contract assets are transferred to receivables when the rights become unconditional.

5.4. Property, plant and equipment owned or leased by TAFE SA

Property, plant and equipment owned by TAFE SA with a value equal to or in excess of \$10 000 is capitalised, otherwise it is expensed. Property plant and equipment owned by TAFE SA is recorded at fair value. Detail about TAFE SA's approach to fair value is set out in note 10.1.

Property, plant and equipment includes \$31.02 million of fully depreciated assets still in use.

An independent valuation of TAFE SA's land and building assets was undertaken during the 2023-24 financial year, which resulted in an increase in fair value of \$316.09 million.

Depreciation and Amortisation

All non-current assets, not held for sale, with a limited useful life, are systematically depreciated / amortised over their useful lives in a manner that reflects the consumption of their service potential.

Useful life

Depreciation and amortisation are calculated on a straight-line basis. Property, plant and equipment and intangible assets depreciation and amortisation are calculated over the estimated useful life of the following classes of assets as follows:

| Class of asset | Useful life (years) |
|-----------------------|----------------------------|
| Buildings | 10 - 45 |
| Plant and equipment | 1 - 40 |
| Library collections | 3 - 15 |
| Right-of-use assets | Lease term |
| Intangibles | 5 - 10 |

The amortisation period and the amortisation method for intangible assets are reviewed on an annual basis.

Review of accounting estimates

Assets' residual values, useful lives and amortisation methods are reviewed and adjusted, if appropriate, on an annual basis. Changes in the expected life or the expected pattern of consumption of future economic benefits embodied in the asset are accounted for prospectively by changing the time period or method, as appropriate.

TAFE SA

Notes to and forming part of the financial statements.

For the year ended 30 June 2025

5.4. Property, plant and equipment owned and leased by TAFE SA (continued)

Reconciliation 2024-25

The following table shows movement in property, plant and equipment during 2024-25

| | Land \$'000 | Buildings \$'000 | Plant and equipment \$'000 | Library Collection \$'000 | Work in progress \$'000 | ROU Vehicles \$'000 | Total \$'000 |
|--|----------------|---------------------|----------------------------------|---------------------------------|-------------------------------|------------------------|-----------------|
| Carrying amount at the beginning of the period | 220 950 | 647 302 | 8 623 | 498 | 5 687 | 847 | 883 907 |
| Additions | - | - | 6 485 | - | 13 151 | 385 | 20 021 |
| Disposals | - | - | (90) | - | - | (820) | (910) |
| Transfers to/(from) work in progress | - | 10 529 | 284 | - | (10 813) | - | - |
| Other | - | - | - | - | - | - | - |
| Transfers between asset classes | - | - | - | - | 284 | - | 284 |
| Subtotal: | 220 950 | 657 831 | 15 302 | 498 | 8 309 | 412 | 903 302 |
| Gains/(losses) for the period recognised in net result: | - | (28 592) | (1 568) | (65) | - | (412) | (30 637) |
| Depreciation | - | (28 592) | (1 568) | (65) | - | (412) | (30 637) |
| Subtotal: | - | (28 592) | (1 568) | (65) | - | (412) | (30 637) |
| Carrying amount at the end of the period | 220 950 | 629 239 | 13 734 | 433 | 8 309 | - | 872 665 |
| Gross carrying amount | | | | | | | |
| Gross carrying amount | 220 950 | 659 016 | 37 194 | 16 549 | 8 309 | - | 942 018 |
| Accumulated depreciation | - | (29 777) | (23 460) | (16 116) | - | - | (69 353) |
| Carrying amount at the end of the period | 220 950 | 629 239 | 13 734 | 433 | 8 309 | - | 872 665 |

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***5.4. Property, plant and equipment owned and leased by TAFE SA (continued)****Reconciliation 2023-24**

The following table shows movement in property, plant and equipment during 2023-24

| | Land \$'000 | Buildings \$'000 | Plant and equipment \$'000 | Library Collection \$'000 | Work in progress \$'000 | ROU Vehicles \$'000 | Total \$'000 |
|---|----------------|---------------------|----------------------------------|---------------------------------|-------------------------------|------------------------|-----------------|
| Carrying amount at the beginning of the period | 135 641 | 428 952 | 8 637 | 564 | 8 506 | 583 | 582 883 |
| Additions | - | - | 1 849 | - | 6 846 | 610 | 9 305 |
| Disposals | - | (3) | (38) | - | - | - | (41) |
| Revaluation increment/(decrement) | 85 309 | 230 784 | - | - | - | - | 316 093 |
| Asset reclassified to asset held for sale | - | - | (141) | - | - | - | (141) |
| Transfers to/(from) work in progress | - | 9 652 | 13 | - | (9 665) | - | - |
| Other | - | (21) | 1 | - | - | 43 | 23 |
| Subtotal: | 220 950 | 669 364 | 10 321 | 564 | 5 687 | 1 236 | 908 122 |

Gains/(losses) for the period recognised in net**result:**

| | | | | | | | |
|---|----------------|-----------------|----------------|-------------|--------------|--------------|-----------------|
| Depreciation | - | (22 062) | (1 698) | (66) | - | (389) | (24 215) |
| Subtotal: | - | (22 062) | (1 698) | (66) | - | (389) | (24 215) |
| Carrying amount at the end of the period | 220 950 | 647 302 | 8 623 | 498 | 5 687 | 847 | 883 907 |

Gross carrying amount

| | | | | | | | |
|---|----------------|----------------|--------------|------------|--------------|------------|----------------|
| Gross carrying amount | 220 950 | 648 487 | 31 824 | 16 549 | 5 687 | 1 603 | 925 100 |
| Accumulated depreciation | - | (1 185) | (23 201) | (16 051) | - | (756) | (41 193) |
| Carrying amount at the end of the period | 220 950 | 647 302 | 8 623 | 498 | 5 687 | 847 | 883 907 |

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025*

5.4 Property, plant and equipment leased by TAFE SA (continued)

Property, plant and equipment leased by TAFE SA as lessee are measured at cost. Additions to leased vehicles during 2024-25 were \$385 000 (2024: \$610 000).

Short-term leases of 12 months or less and low value leases where the underlying asset value is less than \$15 000 are not recognised as right-of-use assets. The associated lease payments are recognised as an expense and are disclosed in note 4.2.

Effective 1 April 2025, motor vehicle lease contractual arrangements with SAFA Fleet are no longer accounted for under AASB 16 *Leases*. From 1 April 2025, SAFA Fleet motor vehicle lease payments were recorded directly in the Income Statement. All related right-of-use assets (ROU) and liabilities up to 31 March 2025 were derecognised in accordance with the changes.

Prior to 1 April 2025, TAFE SA held 82 motor vehicles leases (2024: 78) with the South Australian Government Financing Authority (SAFA). Motor vehicle leases were non-cancellable, with rental payments monthly in arrears. Motor vehicle lease terms could range from 3 years (60,000km) up to 5 years (100,000km). No contingent rental provisions existed within the lease agreements and no options existed to renew the leases at the end of their term.

The lease liabilities related to the right-of-use vehicles and the maturity analysis of its lease liabilities are disclosed in note 6.2 Depreciation expenses related to the leases is disclosed in note 5.4. Cash outflows related to leases are disclosed in note 7.1.

Depreciation on right-of-use vehicles is calculated on a straight-line basis over the life of the lease.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***5.5. Intangible assets**

Intangible assets are initially measured at cost and are tested for indications of impairment at each reporting date. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses.

The acquisition of internal development of software is capitalised only when the expenditure meets the definition and recognition criteria and when the amount of expenditure is greater than or equal to \$10 000.

Intangible assets include \$24.12 million of fully amortised assets still in use.

Reconciliation of intangible assets 2024-25

| | Intangibles | Intangibles work in progress | Total |
|---|--------------|------------------------------------|--------------|
| | \$'000 | \$'000 | \$'000 |
| Carrying amount at the beginning of the period | 2 368 | 5 971 | 8 339 |
| Additions | - | 129 | 129 |
| Capitalisations | 4 575 | (4 575) | - |
| Transfers between asset classes | - | (284) | (284) |
| Amortisation | (2 916) | - | (2 916) |
| Carrying amount at the end of the period | 4 027 | 1 241 | 5 268 |
| Gross carrying amount | | | |
| Gross carrying amount | 33 200 | 1 241 | 34 441 |
| Accumulated amortisation | (29 173) | - | (29 173) |
| Carrying amount at the end of the period | 4 027 | 1 241 | 5 268 |

Reconciliation of intangible assets 2023-24

| | Intangibles | Intangibles work in progress | Total |
|---|--------------|------------------------------------|--------------|
| | \$'000 | \$'000 | \$'000 |
| Carrying amount at the beginning of the period | 4 724 | 3 245 | 7 969 |
| Additions | - | 2 726 | 2 726 |
| Amortisation | (2 356) | - | (2 356) |
| Carrying amount at the end of the period | 2 368 | 5 971 | 8 339 |
| Gross carrying amount | | | |
| Gross carrying amount | 28 625 | 5 971 | 34 596 |
| Accumulated amortisation | (26 257) | - | (26 257) |
| Carrying amount at the end of the period | 2 368 | 5 971 | 8 339 |

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***5.6. Inventories**

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| Current | | |
| Held for sale | 43 | 34 |
| Current - held for distribution at no or nominal amount | | |
| Held for distribution at no or nominal amount | 1 638 | 1 731 |
| Total current inventories | 1 681 | 1 765 |

Inventories held for distribution at no or nominal consideration are measured at cost and adjusted when applicable for any loss of service potential. Inventories held for sale are measured at the lower of cost or their net realisable value.

Cost is assigned to low volume inventory items on a specific identification of cost basis.

Cost of all other inventory is measured on the basis of the first-in, first-out method. Net realisable value is determined using the estimated sales proceeds less costs incurred in marketing, selling and distribution to customers.

5.7. Non-current assets classified as held for sale

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Plant and equipment | - | 141 |
| Total non-current assets classified as held for sale | - | 141 |

Reconciliation for assets held for sale

| | 2025 | 2024 |
|--------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Opening balance 2023-24 | 141 | 419 |
| Additions | - | 141 |
| Disposals | (141) | (419) |
| Closing balance 2024-25 | - | 141 |

Two adjoining portions of land of Regency campus, adjacent to South Road, were compulsorily acquired by the Commissioner for the North-South Corridor project and were transferred to the Department for Infrastructure and Transport during 2023-24.

During 2024-25 TAFE SA disposed of surplus offshore mining plant and equipment that had previously been used for training delivery at Tonsley Campus.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***6. Liabilities****6.1. Payables**

| | 2025 | 2024 |
|-----------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Current | | |
| Contractual payables | 1 151 | 2 924 |
| Accrued expenses | 13 031 | 12 907 |
| Statutory payable | 37 | 36 |
| Other | 4 | 65 |
| Total current payables | 14 223 | 15 932 |
| Non-current | | |
| Contractual payables | 82 | 70 |
| Total non-current payables | 82 | 70 |
| Total payables | 14 305 | 16 002 |

Payables are measured at nominal amounts. Payables and accruals are recognised for all amounts owing but unpaid. Contractual payables are normally settled within 15 days from the date the invoice is first received. All payables are non-interest bearing. The carrying amount of payables represents fair value due to their short-term nature.

6.2. Other financial liabilities

All financial liabilities are lease liabilities, which have been measured via discounting lease payments using either the interest rate implicit in the lease (where it is readily determined) or DTF's incremental borrowing rate. There were no defaults or breaches on the financial liabilities throughout the year.

Effective 1 April 2025, motor vehicle lease contractual arrangements with SAFA Fleet are no longer accounted for under AASB 16 *Leases*. From 1 April 2025, SAFA Fleet motor vehicle lease payments were recorded directly in the Income Statement. All related right-of-use assets (ROU) and liabilities up to 31 March 2025 were derecognised in accordance with the changes. The borrowing costs associated with these lease liabilities was \$31 000 (2024: \$25 000). For more details refer note 5.4

A maturity analysis of lease liabilities based on undiscounted gross cash flows is reported in the table below:

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Lease liabilities | | |
| Repayable in less than 1 year | - | 427 |
| Repayable in more than 1 year and less than 2 years | - | 430 |
| Total lease liabilities - undiscounted | - | 857 |

Refer to note 10.2 for information on risk management.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***6.3. Contract liabilities**

| | 2025 | 2024 |
|-----------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| Contract liabilities | 4 878 | 4 662 |
| Total Contract liabilities | 4 878 | 4 662 |

Contract liabilities primarily relate to student fees and charges where student courses have not commenced at reporting date and reflect the proportion of fees relating to courses commenced but not completed at reporting date. The remaining performance obligations in relation to contract liabilities are expected to be recognised within the next 12 months.

Revenue totalling \$4.038 million was recognised in 2024-25 that was included in contract liabilities at 1 July 2024. No revenue related to adjustments to prices for performance obligations satisfied or partially satisfied in prior periods.

6.4. Employee related liabilities

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Current | | |
| Annual leave | 8 394 | 7 476 |
| Non-attendance days | 5 039 | 4 788 |
| Long service leave | 3 942 | 3 578 |
| Employment on-costs | 4 239 | 3 682 |
| Skills and experience retention leave | 1 972 | 1 962 |
| Accrued salaries and wages | 1 293 | 570 |
| Total current employee related liabilities | 24 879 | 22 056 |
| Non-current | | |
| Long service leave | 34 794 | 34 118 |
| Employment on-costs | 4 790 | 4 489 |
| Total non-current employee related liabilities | 39 584 | 38 607 |
| Total employee related liabilities | 64 463 | 60 663 |

Employee related liabilities accrue as a result of services provided up to the reporting date that remain unpaid. Non-current employee related liabilities are measured at present value and current employee related liabilities are measured at nominal amounts.

Salaries and wages, annual leave, skills and experience retention leave, non-attendance days and sick leave

The liability for salaries and wages is measured as the amount unpaid at the reporting date at remuneration rates current at reporting date.

The annual leave and skill and experience retention leave liability are expected to be paid within 12 months and is measured at the undiscounted amounts expected to be paid. Non-attendance days are accrued annually for employees engaged under the *TAFE SA Act* but are non-cumulative.

Salary inflation rate for annual leave and skills, experience and retention leave liability changed to 3.2% (2024: 2.4%).

No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees is estimated to be less than the annual entitlement for sick leave.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025*

6.4. Employee related liabilities (continued)***Long service leave***

The liability for long service leave is measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method.

AASB 119 *Employee related liabilities* contains the calculation methodology for long service leave liability.

The expected timing and amount of long service payments is determined through whole-of-government actuarial calculations, which based on actuarial assumptions on expected future salary and wage levels, experience of employee departures and periods of service. These assumptions are based on employee data over the education sector across government.

The discount rate used in measuring the liability is reflective of the yield on long term Commonwealth Government bonds as the discount rate in the measurement of the long service leave liability. The yield on long term Commonwealth Government bonds decreased to 4% in 2025 (2024: 4.25%).

The actuarial assessment performed by the DTF kept the salary inflation rate at 3.5% in 2025 (2024: 3.5%) for the long service leave liability.

The net financial effect of the changes to actuarial assumptions in the current financial year is an increase in the long service leave liability of \$0.54 million. The impact on future periods is impracticable to estimate as the long service leave liability is calculated using several demographic and financial assumptions – including the long-term discount rate.

Long service leave entitlements for hourly paid instructors (HPIs) have been included in these statements for HPIs who are entitled to long service leave. Long service leave is only updated in CHRIS21 once actual leave requests from HPIs have been manually verified against Human Resource records on a case-by-case basis. The empirical evidence of HPI employees taking long service leave entitlements indicates that the HPI long service leave balance is immaterial.

Current long service leave reflects the portion of leave expected to be settled within the next 12 months based on the average long service leave taken annually over the previous 2 years.

Employment on-costs

Employment on-costs liabilities include payroll tax, Fringe benefits Tax, Pay As You Go Withholding, Return to Work SA levies and superannuation contributions. They are settled when the respective employee related liabilities they relate to are discharged. These on-costs primarily relate to the balance of leave owing to employees. The estimated proportion of long service leave to be taken as leave, rather than to be paid on termination, affects the amounts of on-costs liabilities recognised as a consequence of long service leave liabilities.

TAFE SA contributes to several State Government and externally managed superannuation schemes. These contributions are treated as an expense when they occur. There is no liability for payments to beneficiaries as they have been assumed by the respective superannuation schemes. The only liability outstanding at reporting date relates to any contributions due but not yet paid to the South Australian Superannuation Board and externally managed superannuation schemes.

As a result of an actuarial assessment performed by DTF, the portion of long service leave taken as leave has changed to 70% in 2025 rate (2024: 68%). The average factor for the calculation of employer superannuation on-costs changed to 12% in 2025 (2024: 11.5%). These rates are used in the employment on-cost calculation. The net financial effect of the changes in the current financial year on employment on-costs and employee benefit expense is impracticable to estimate.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***6.5. Provisions**

All provisions relate to workers compensation.

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| Movement in provision for workers compensation | | |
| Carrying amount at the beginning of the period | 7 324 | 6 301 |
| Additions | 2 718 | 1 740 |
| Payments | (1 783) | (1 536) |
| Revaluations of prior year accidents | 2 924 | 819 |
| Carrying amount at the end of the period | 11 183 | 7 324 |
| Movement in provision for additional compensation | | |
| Carrying amount at the beginning of the period | 143 | 149 |
| Additions | 33 | 31 |
| Revaluation of prior year accidents | (61) | (37) |
| Carrying amount at the end of the period | 115 | 143 |
| Current provisions | 2 285 | 1 739 |
| Non-current provisions | 9 013 | 5 728 |
| Total provisions | 11 298 | 7 467 |

TAFE SA is an exempt employer under the *Return to Work Act 2014*. Under a scheme arrangement, TAFE SA is responsible for the management and payment of workers rehabilitation and compensation and is directly responsible for meeting the cost of workers' compensation claims and the implementation and funding of preventative programs.

Accordingly, a liability has been reported to reflect unsettled workers compensation claims (statutory and additional compensation schemes). The workers compensation provision is based on an actuarial assessment of the outstanding liability as at 30 June 2025 provided by a consulting actuary engaged through the Office of the Commissioner for Public Sector Employment.

The additional compensation scheme provides continuing benefits to workers who have suffered eligible work-related injuries and whose entitlements have ceased under the statutory workers compensation scheme. Eligible injuries are non-serious injuries sustained in circumstances which involved, or appeared to involve, the commission of a criminal offence, or which arose from a dangerous situation.

There is a significant degree of uncertainty associated with estimating future claim and expense payments and around the timing of future payments due to the variety of factors involved. The liability is impacted by agency claim experience relative to other agencies, average claim sizes and other economic and actuarial assumptions.

In addition to these uncertainties, the additional compensation scheme is impacted by the limited claims history and the evolving nature of the interpretation of, and evidence required to meeting, eligibility criteria. Given these uncertainties, the actual cost of additional compensation claims may differ materially from the estimate.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***7. Other disclosures****7.1. Cash flow**

| Cash Flow Reconciliation | 2025 \$'000 | 2024 \$'000 |
|--|------------------------|------------------------|
| Reconciliation of net cash provided by operating activities to net cost of providing services | | |
| Net cash provided by operating activities | 32 118 | 25 264 |
| Add / (less) non-cash items | | |
| Depreciation and amortisation | (33 553) | (26 571) |
| Net gain/(loss) from disposal of non-current and other assets | (182) | 196 |
| Resources received free of charge - income | 3 139 | 2 864 |
| Resources received free of charge - expense | (3 139) | (2 864) |
| Movement in assets and liabilities | | |
| Increase in receivables | 193 | 1 180 |
| (Decrease) / Increase in inventories | (84) | 78 |
| (Decrease) / Increase in contract asset | 35 | 623 |
| Decrease / (Increase) in payables | 1 697 | (976) |
| (Increase) in employee related liabilities | (3 800) | (3 340) |
| (Increase) in other liabilities | (26) | (65) |
| (Increase) in provisions | (3 831) | (1 017) |
| (Increase) in contract liabilities | (216) | (1 202) |
| Net result | (7 649) | (5 830) |

The cash outflows for leases are \$415 000 (2024: \$380 000).

8. Changes in accounting policy

TAFE SA has assessed that the Australian Accounting Standards and Interpretations that first applied in 2024-25 did not have a material impact on TAFE SA's financial statements.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***9. Outlook****9.1. Unrecognised contractual commitments**

Commitments include capital, operating and outsourcing commitments arising from contractual or statutory sources and are disclosed at their nominal value.

Contractual commitments to acquire property, plant and equipment.

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Within one year | 546 | 899 |
| Later than one year but not later than five years | - | 246 |
| Total capital commitments | 546 | 1 145 |

TAFE SA's contractual commitments are in relation to improving and maintaining property, plant and equipment at the campuses.

Other contractual commitments

| | 2025 | 2024 |
|---|---------------|---------------|
| | \$'000 | \$'000 |
| Within one year | 24 295 | 22 414 |
| Later than one year but not later than five years | 5 483 | 14 752 |
| Total other commitments | 29 778 | 37 166 |

TAFE SA's other contractual commitments relate to cleaning, security and other maintenance commitments.

9.2. Contingent assets and liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position but are disclosed by way of this note and if quantifiable, are measured at nominal value.

TAFE SA is not aware of any contingent assets.

Future liabilities may arise in relation to rectification and remediation training of Aviation Engineering Maintenance students impacted by the Civil Aviation Safety Authority audit in 2017. These liabilities are contingent on student claims being lodged.

TAFE SA insures against known insurable risks with the South Australian Government Financing Authority subject to relevant deductibles. Where liabilities arise, these are initially funded by TAFE SA and then reimbursed under the relevant insurance provisions where appropriate.

9.3. Impact of standards and statements not yet effective

TAFE SA has assessed the impact of the new and amended Australian Accounting Standards and Interpretations not yet effective and does not expect these to have a material impact on TAFE SA's financial statements.

9.4. Events after the reporting period

On 6 July 2025, TAFE SA's Chief Executive, Mr David Coltman, formally resigned from his position. Mr Adam Kilvert commenced as TAFE SA's Interim Chief Executive on 14 July 2025.

There are no other identified events after the reporting period.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025*

10. Measurement and risk**10.1. Fair value**

AASB 13 *Fair Value Measurement* defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants, in the principal or most advantageous market, at the measurement date.

Initial recognition

Non-current tangible assets are initially recorded at cost or at the value of any liabilities assumed, plus any incidental cost involved with the acquisition.

Where assets are acquired at no value, or minimal value, they are recorded at fair value in the Statement of Financial Position. However, if the assets are acquired at no or nominal value as part of a restructure of administrative arrangements, then the assets are recognised at book value (that is the amount recorded by the transferor public authority immediately prior to the restructure).

Revaluation

Property, plant and equipment, other than right of use assets, are subsequently measured at fair value after allowing for accumulated depreciation.

All non-current tangible assets are valued at fair value and revaluation of non-current assets or group of assets is only performed when its fair value at the time of acquisition is greater than \$1 million and estimated useful life is greater than three years.

In the normal course of business, revaluation is required at least 6 years in accordance with APS 116.E. If at any time management considers that the carrying amount of an asset materially differs from its fair value, then the asset will be revalued regardless of when the last valuation took place.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amounts of the assets and the net amounts are restated to the revalued amounts of the asset.

Certified Practising Valuer m3 Property were engaged to undertake an independent valuation of TAFE SA's land and building assets as at 30 June 2024.

Fair value hierarchy

TAFE SA classifies fair value measurement using the following fair value hierarchy that reflects the significance of the inputs used in making the measurements, based on the data and assumptions used in the most recent revaluation:

- Level 1 – traded in active markets and is based on unadjusted quoted prices in active markets for identical assets or liabilities that the entity can access at measurement date
- Level 2 – not traded in an active market and are derived from inputs (inputs other than quoted prices included within level 1) that are observable for the asset, either directly or indirectly
- Level 3 – not traded in an active market and are derived from unobservable inputs.

TAFE SA's policy is to recognise transfers into and out of fair value hierarchy levels as at the end of the reporting period.

During 2023-24 and 2024-25, TAFE SA had no valuations categorised into level 1, and there were no transfers of assets between level 1 and 2 fair value hierarchy levels.

TAFE SA held all assets as recurring and level 3, except for land (\$221 million) which is measured at level 2 following an independent revaluation performed as at 30 June 2024.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025*

10.1. Fair value (continued)***Land and buildings***

An independent valuation of land and buildings was undertaken by the Certified Practising Valuer m3 Property as at 30 June 2024.

Fair value of land has been determined using the market approach. The valuation was based on recent market transactions for similar land in the area and includes adjustment for factors specific to the land such as size, zoning and location.

The fair value of buildings was determined using current replacement cost less accumulated depreciation. The current replacement cost considered the need for ongoing provision of services/utility, specialised nature and restricted use of the assets, their size, age, condition and location.

For 2024-25, management undertook an assessment of land and buildings to determine whether the carrying amounts materially differed from their fair values. As a result of this assessment, no assets required revaluation outside of the formal valuation cycle.

Plant and equipment

All items of plant and equipment that had a fair value at the time of acquisition less than \$1.0 million or had an estimated useful life that less than three years have not been revalued. The carrying value of these items is deemed to approximate fair value.

10.2. Financial instruments***Financial risk management***

TAFE SA's risk management policies are in accordance with the *Risk Management Policy Statement* issued by the Premier and Treasurer and the principles established in the Australian Standard *Risk Management Principles and Guidelines*.

TAFE SA's exposure to financial risk (liquidity risk, credit risk and market risk) is low due to the nature of the financial instruments held.

Liquidity risk

TAFE SA is funded principally from Department of State Development. TAFE SA works with DTF and the Department of State Development to determine the cash flows associated with its government approved program of work and to ensure funding is provided through SA Government budgetary processes to meet the expected cash flows.

The *Public Corporations Act 1993* applies to TAFE SA and in accordance with paragraph 28(1) of this Act, the liabilities of TAFE SA are guaranteed by the Treasurer.

Credit risk

No collateral is held as security and no credit enhancements relate to financial assets held by TAFE SA.

The credit risk is spread across a large volume of customers.

Impairment of financial assets

Loss allowances for receivables are measured at an amount equal to lifetime expected credit loss using the simplified approach in AASB 9. TAFE SA uses an allowance matrix to measure the expected credit loss of receivables from non-government debtors which comprise a large number of small balances.

TAFE SA**Notes to and forming part of the financial statements.***For the year ended 30 June 2025***10.2. Financial instruments (continued)**

To measure the expected credit losses, receivables are grouped based on shared risks characteristics and the days past due. When estimating expected credit loss, TAFE SA considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on TAFE SA's historical experience and informed credit assessment, including forward-looking information.

The maximum period considered when estimating expected credit losses is the maximum contractual period over which TAFE SA is exposed to credit risk.

The expected credit loss of government debtors is considered to be nil based on the external credit ratings and nature of the counterparties.

Loss rates are calculated based on the probability of receivables progressing through stages to write off based on the common risk characteristics of the transactions and debtors.

TAFE SA has adopted the simplified impairment approach under AASB 9 *Financial Instruments* and measured lifetime expected credit losses on all contractual receivables using an allowance matrix as a practical expedient to measure impairment allowance.

The following table provides information about the exposure to credit risk and expected credit loss for non-government debtors.

| | Debtor gross carrying amount | Loss | Lifetime expected losses |
|----------------------------|---|-------------|---|
| | \$'000 | % | \$'000 |
| Current (not past due) | 1 607 | 22.6% | 363 |
| 1 to 30 days past due | 1 508 | 20.1% | 303 |
| 31 to 60 days past due | 259 | 26.0% | 67 |
| 61 to 90 days past due | 292 | 30.6% | 90 |
| More than 90 days past due | 3 867 | 34.7% | 1 338 |
| | 7 533 | | 2 161 |

Impairment losses relate to receivables arising from contracts with customers that are external to SA government.

Loss rates are based on actual history of credit loss, these rates have been adjusted to reflect differences between previous economic conditions, current conditions and TAFE SA's view of the forecast economic conditions over the expected life of the receivables.

Impairment losses are presented as net impairment losses within the net result, subsequent recoveries of amounts previously written off are credited against the same line item.

Market risk

TAFE SA does not trade in foreign currency, nor enter into transactions for speculative purposes. TAFE SA manages its risk as per the government's risk management strategy articulated in TI 23 *Management of Foreign Currency Exposures*.

There is no exposure to interest rate risk as TAFE SA does not have interest bearing liabilities.

Categorisation of financial instruments

Details of the significant accounting policies and methods adopted including the criteria for recognition, the basis of measurement, and the basis on which income and expenses are recognised with respect to each class of financial asset, financial liability and equity instrument are disclosed in the respective financial asset / financial liability note. Financial assets and financial liabilities are measured at amortised cost.

TAFE SA measures contractual receivables and payables at amortised cost. Lease liability is measured at present value of future cash flows.