



**MELBOURNE  
POLYTECHNIC**



# Annual Report 2024



**MELBOURNE  
POLYTECHNIC**



**VICTORIAN  
TRAINING AWARDS**

**Winner**

Large Training Provider  
of the Year 2024

FRONT COVER: (L-R) Sandy Ho, Diploma of Auslan, Vaneza Adzaip, Auslan Teacher, and Renee Vickers, Diploma of Auslan, interacting in a casual teaching context at the Melbourne Polytechnic Collingwood campus.

In 2024 we celebrated the 10-year anniversary of the Melbourne Polytechnic Auslan teaching program, which has produced more than 2,400 graduates since it began. All Auslan programs were relocated to world-class purpose-built facilities at our Collingwood campus, fostering social and academic interactions among staff, students, local organisations, and the Deaf and hard of hearing community.

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# Acknowledgement of Country

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Melbourne Polytechnic acknowledges the Traditional Custodians of the lands on which we operate, and we honour the education practices of First Nations peoples that have been occurring here for tens of thousands of years.

We acknowledge that our campuses rest on the lands and waters of the Kulin Nations, and we pay our respects to all Elders past, present and emerging.

We acknowledge that sovereignty has never been ceded on these lands. It always was and always will be Aboriginal land.

We support the Uluru Statement from the Heart to achieve justice, recognition and respect for First Nations peoples. We accept the invitation contained in the Statement to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

# Our Vision

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**An inclusive, sustainable and thriving community inspired by learning.**

At Melbourne Polytechnic, we believe that learning underpins the health and wellbeing of communities and contributes to the economy's strength.

We also believe that communities thrive when everyone has the same opportunities to learn, work and participate in the economic and social activities surrounding them.

We want to live in a world where everyone plays their part in caring for the planet so future generations can enjoy it.

# Silva Wartan: forging a path from AMEP to accounting success

**Silva Wartan arrived in Australia on a humanitarian visa in 2023 after fleeing Iraq with her family. She held a Diploma in Sports Science and had worked as an exercise coach in Iraq.**

With only a basic level of English proficiency, Silva knew she needed to improve her language skills to build a future in Australia. In July 2023 she enrolled in the Adult Migrant Education Program (AMEP) at Melbourne Polytechnic, participating in the Young Adult Migrant Education Course (YAMEC) program.

After exploring her options, Silva decided to pursue a career in accounting, which offered job opportunities and played to her strengths – logic and maths. In 2024 she completed a Certificate IV in Accounting and Bookkeeping at Melbourne Polytechnic and is now undertaking a Diploma of Accounting, which will enable

her to transition into a Bachelor of Accounting.

In recognition of her incredible progress from AMEP to a Certificate IV, Diploma and future Bachelor's degree, Silva was named a finalist for the 2024 Multicultural Youth Award in the Young Apprentice/Vocational category. The award celebrates the skills, commitment and potential of young people excelling in apprenticeships or vocational studies.

Silva's story is one of many that inspire us at Melbourne Polytechnic. Every day, we witness AMEP's life-changing impact and we are proud to continue to empower migrants with the language skills and confidence they need to achieve their education and career goals in Australia.



***AMEP helped me a lot. I was afraid of speaking. Being in class really helped me to understand the Aussie English.***

(L-R) The Hon Natalie Suleyman, Minister for Youth, Victoria; Silva Wartan; Vera Gorel, Community Liaison and Engagement Coordinator, Melbourne Polytechnic.



# Melbourne Polytechnic named 2024 Large Training Provider of the Year

**Melbourne Polytechnic was named the Large Training Provider of the Year at the 2024 Victorian Training Awards Gala in August.**

The prestigious award recognises large training organisations that demonstrate excellence and high-level performance in all aspects of Vocational Education and Training.

We are truly honoured to receive this recognition and acknowledge that it would not have been possible without the contributions of our passionate educators and support staff, past and present. We also acknowledge the Melbourne Polytechnic Board, the TAFE Network, government stakeholders, and industry partners, who work with us to deliver outstanding training outcomes for our students and build an inclusive, sustainable and thriving community inspired by learning.



Celebrating excellence. Melbourne Polytechnic Board Members, executives and staff accept the Large Training Provider of the Year award. A proud moment for the entire Melbourne Polytechnic community!

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# Report of Operations

(L-R) Student Matthew Olejniczak, Certificate III in Horticulture, with Chloe Foster, Horticulture Teacher, during class at Fairfield campus.

Melbourne Polytechnic's industry-standard Horticulture facilities include specialist propagation equipment, a soils laboratory, extensive gardens for practical work, and a fully operational commercial plant nursery and café. Our Horticulture courses focus on sustainability, conserving our environment and developing sustainable solutions for land management, landscaping, garden design, and resource and water scarcity.

# Message from the Board Chairperson

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**On behalf of the Board of Directors I am pleased to present Melbourne Polytechnic's 2024 Annual Report.**

## **A STRATEGY FOR SUCCESS**

The new Melbourne Polytechnic Strategic Plan 2024–2028 charts an ambitious path, ensuring we stay agile and responsive in a world where industries and job markets continue to evolve rapidly. It has been truly encouraging to see the impact of the Plan's implementation and the measurable progress we achieved across all 6 of our strategic outcomes (p25).

Our Inclusion Index, developed in-house, provides us with a deeper understanding of how welcome and valued our students and staff feel. We were pleased to achieve a score of 77/100 in 2024, while recognising that we have more to do in this area.

Helping our students succeed is at the heart of who we are and student surveys conducted during the year revealed that 85% of respondents had achieved, or were on the way to achieving, their learning goals. It is crucial to support students on every step of their learning journeys, and initiatives such as the Targeted Outreach Program help us personalise the student experience, and boost retention.

Throughout the year, our educators and support staff delivered exceptional learning experiences for students, created valuable opportunities for our community, and helped develop a highly skilled workforce that industry relies on to drive innovation and growth. Under our strategic goal Invest for Purpose, we prioritised continuous improvement, refining processes and policies to make it easy to learn and work at Melbourne Polytechnic. As we developed and piloted new ways to check in with students and gather real-time feedback, we created a more dynamic teaching and learning experience.

To further enhance teaching excellence, we provided opportunities for staff to develop their collaborative expertise by creating, incubating and sharing professional practices and teaching methods. We also offered comprehensive training programs and individually tailored sessions with Learning and Teaching Coaches and Mentors.

## STATEMENT OF PRIORITIES

Melbourne Polytechnic continues to deliver on the Minister's Statement of Priorities, focusing on:

- ▶ Skills – we actively engage with industry partners and adapt our programs to ensure they meet current and future workforce needs.
- ▶ Students – we equip students with in-demand skills, hands-on experience and clear pathways to help them achieve their educational goals.
- ▶ Staff – by supporting the career growth and professional development of our people we create the best possible outcomes for our students.
- ▶ Sustainability – we are dedicated to achieving financial and environmental sustainability, collaborating with other TAFE providers, the Office of TAFE Coordination and Delivery (OTCD) and the Victorian Skills Authority to create a strong, sustainable TAFE Network.

## ACKNOWLEDGEMENTS

On behalf of the Board, I would like to acknowledge the Hon Gayle Tierney MP, the Minister for Skills and TAFE, her staff, and OTCD for their ongoing commitment to TAFE and support of Melbourne Polytechnic.

I would like to thank Melbourne Polytechnic staff, whose dedication made the year so impactful and rewarding, and acknowledge the leadership and vision of our Chief Executive, Frances Coppolillo. I am grateful to my colleagues on the Melbourne Polytechnic Board of Directors for their commitment and support throughout the year and thank departing Board member Dr Fiona Wahr.

As we look to the future, I am confident that Melbourne Polytechnic is well placed to embrace opportunities and navigate challenges. I look forward to building our momentum and increasing the positive impact we make on our students, staff, industry and community.



Helen Clarke  
Board Chairperson  
Melbourne Polytechnic

Date: 17 March 2025

I confirm that this Report of Operations was prepared in accordance with the requirements of the relevant Financial Reporting Directions.



Helen Clarke  
Board Chairperson  
Melbourne Polytechnic

Date: 17 March 2025



# Message from the Chief Executive

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2024 was an exciting year for Melbourne Polytechnic as we worked with energy and purpose to create an inclusive, sustainable and thriving community inspired by learning.

## MELBOURNE POLYTECHNIC'S ROLE

While developing our new Strategic Plan 2024–2028, we took the opportunity to clearly define Melbourne Polytechnic's role, articulating a statement that captures the essence of what we do and the impact we strive to achieve: **We provide excellent learning experiences that develop skills and capabilities valued by industry and community.**

We were delighted that our work was recognised with prestigious awards including our sector's highest honour, the Large Training Provider of the Year (Victorian Training Awards), and our second consecutive International Education and Training Award (2024 Governor of Victoria Export Awards). In addition, Melbourne Polytechnic was ranked 11th of 600 vocational education institutions in the 2024 Asia-Pacific Vocational School Influence Index, making us the highest-ranked institute in Australia and one of only 5 institutes to achieve a 5-star rating. These accolades reflect our unwavering commitment to excellence and reflect the years of hard work, improvement and revitalisation that have taken place across the Institute.

Throughout the year, we supported over 21,000 students in Australia, Vietnam and China with quality applied learning experiences, equipping them with the skills and knowledge needed to achieve their learning, career and personal goals. Together with industry and community partners, we provided our students with work placements, career development opportunities and community engagement. These experiences enhanced the real-world applications of their learning and strengthened their connection to place and community.

## LEADING THE TAFE NETWORK TOWARDS A SUSTAINABLE FUTURE

We are proud to be leading the way in sustainability and our commitment to achieving Net Zero by 2040 sets us apart as the only Victorian TAFE to strive for such an ambitious target. The \$40 million redevelopment of our Collingwood campus exemplified our commitment, prioritising sustainability, accessibility and adaptive reuse to become Victoria's first all-electric TAFE campus (p47-48).

Further strengthening Melbourne Polytechnic's leadership, we secured funding to lead 2 Skills Labs focused on residential building and construction, and circular design and manufacturing (p41). These initiatives will help bridge critical skills gaps and equip the future workforce to drive Victoria's transition to a clean economy.

In another exciting step forward, the government announced that our Heidelberg campus will be home to Victoria's first Future of Housing Construction Centre of Excellence (FHC CoE). Jointly funded by the Australian and Victorian Governments, the \$50 million centre will be part of a nationwide network of 20 TAFE Centres of Excellence that will directly address construction skills shortages and support the National Housing Accord's goal to build 1.2 million new Australian homes by 2029. The FHC CoE will provide students with hands-on experience in sustainable, modular, prefabricated and modern building methods, ensuring they graduate with cutting-edge skills.

These initiatives complement the future-focused training already underway at our Advanced Manufacturing Centre of Excellence (AMCOE). Since launching in 2023, AMCOE has built a strong reputation in Melbourne's manufacturing sector and supported 100 apprentices in the 2024 Certificate III Engineering – Mechanical Trade program.

I am delighted to see Melbourne Polytechnic playing such a pivotal role in shaping Victoria's sustainable future.

## COLLINGWOOD CAMPUS TRANSFORMATION

The \$40 million transformation of Melbourne Polytechnic's Collingwood campus marks a new era in inclusive, sustainable and innovative education in Melbourne's vibrant inner-north. The campus is bilingual (English and Auslan), features disability lifts, adaptable classrooms, content creation studios, a lecture theatre, community spaces and a dedicated Auslan Teaching Space built according to DeafSpace Design Principles. This is an exciting development for Melbourne Polytechnic and the local community and I look forward to the official launch of the campus in 2025.

## ACKNOWLEDGEMENTS

I would like to thank the Hon Gayle Tierney MP, the Minister for Skills and TAFE, and the Melbourne Polytechnic Board for their ongoing support and for sharing our ambition to create a stronger Melbourne Polytechnic centred on the experiences and success of students.

In a year of both accomplishments and challenges, I am deeply grateful to our people. Every achievement and positive student outcome is a testament to the countless hours of enthusiasm, dedication and perseverance – individual and collective – of our teachers, support staff and corporate team.

I extend thanks to our stakeholders, including local governments, community and industry, who worked with us to deliver great outcomes for our students and create a welcoming place where they can learn, grow and belong.



Frances Coppolillo  
Chief Executive  
Melbourne Polytechnic

Date: 17 March 2025

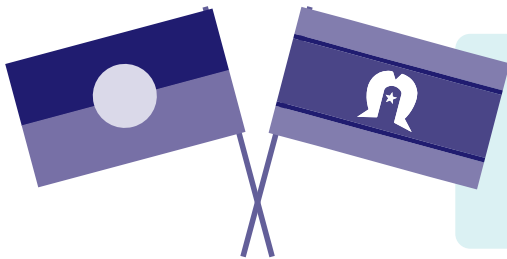
# 2024: the year in review

**21,213**  
STUDENTS ACROSS  
**289**  
COURSES

MORE THAN  
**507,300**



library visitors  
online and  
in person

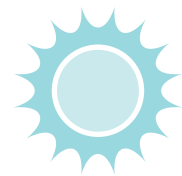


**272**

Aboriginal and Torres Strait  
Islander students were enrolled  
at Melbourne Polytechnic

**330+**

students welcomed to our  
transformed Collingwood campus



Collingwood became the first  
**all-electric TAFE** campus in Victoria



**16**

international  
partner  
institutes

DELIVERED  
PROGRAMS  
AT

**17**

offshore  
campuses

**1,210**

clients assisted  
by our  
Skills and Jobs Centre



**1,287**

outreach calls and emails  
to international students

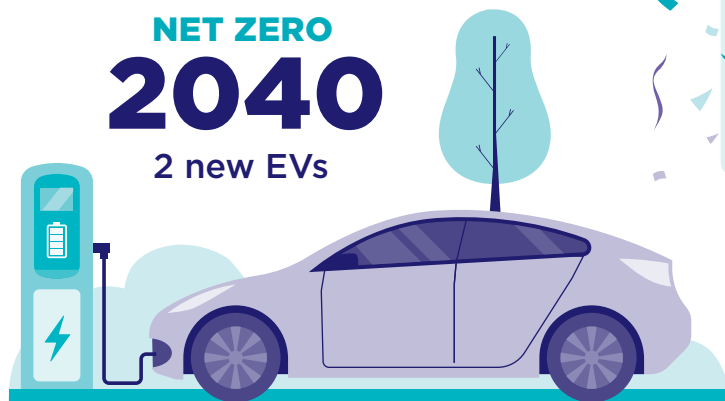
**85%**

of surveyed students had  
achieved, or were on their  
way to achieving, their  
learning goals



NET ZERO  
**2040**

2 new EVs



**5,359**

students completed  
their studies



# Kulwant Singh: Melbourne Polytechnic Outstanding Student of the Year – Construction

**Kulwant Singh's journey started in the small village of Lehra Mohabbat, India, a place where life was simple and mostly stress-free. Moving to Australia with his family was a leap into the unknown – he was met with a new culture, new challenges, and a fast-paced lifestyle that felt worlds apart from his upbringing.**

In India, Kulwant gained both a bachelor's and master's degree in physical education, but settling in Melbourne meant rethinking his career. His decision to study the Certificate III in Construction Waterproofing at Melbourne Polytechnic proved life changing.

Through hands-on learning and industry-focused training, Kulwant developed the expertise needed to excel and take advantage of the growing demand for skilled waterproofers. And Kulwant's hard work and dedication didn't go unnoticed. In 2024, he was named Melbourne Polytechnic's Outstanding Student of the Year in Construction.

Kulwant's story is one of resilience, reinvention and the transformative power of education. His journey proves that with the right support, new beginnings can lead to incredible opportunities.

We interviewed Kulwant after his win and the footage is available to view on the Melbourne Polytechnic YouTube channel.



*I was so happy, and I told my wife, and she was so happy. I am getting opportunities and going ahead.*



Carla Callanan (R), a member of our SLAM team, welcomes a new student at O-Fest with event information and activities designed to help students feel at home on campus.

## Student Life at Melbourne Polytechnic (SLAM)

**In 2024, SLAM hosted 362 student events and activities across our 6 campuses. Student engagement hit an all-time record with 25,311 attendees.**

SLAM started 2024 by welcoming students to campus with in-class presentations, an introduction to Student Services, and an overview of local community resources.

Throughout the year, SLAM hosted events emphasising wellbeing and health and collaborated on projects with teaching departments including Visual Arts, Music Performance and Sound Production, Cookery, Work Education, and English as an Additional Language. SLAM teamed up with the Melbourne Polytechnic Sustainability department to organise a series of World Environment Day events and worked with the Koorie Services Centre to celebrate Moodji Day (Melbourne Polytechnic's annual celebration of First Nations peoples, their histories and cultures). Other events included Orientation Week, Harmony Day and the Belonging Festival.

### WELLBEING AND MENTAL HEALTH SUPPORT FOR INTERNATIONAL STUDENTS

With the support of our Overseas Student Health Cover (OSHC) provider, Allianz Care, SLAM delivers

a comprehensive support program for international students. Our International Student Mental Health Peer Support Worker is on campus twice a week, offering understanding and guidance for international students facing challenges such as loneliness, mental health concerns or adjustment issues.

In 2024, we made 1,287 outreach calls and emails to international students, fostering connections, reducing barriers to seeking help and increasing awareness of support services. The SLAM team also organised sightseeing trips and events to help students feel a sense of belonging.

### ENHANCING THE STUDENT EXPERIENCE: OUR NEW STUDENT PORTAL

Our new mobile phone-friendly Student Portal is an easy-to-navigate platform for accessing resources including timetables, Moodle (Melbourne Polytechnic's online learning platform), student services and campus updates. As we continue to refine and enhance the portal, our focus remains on delivering a user-friendly, engaging and accessible digital experience for all students.



# Inclusion, respect and equality

**We believe it is our differences that make the Melbourne Polytechnic community rich and engaging and we strive to create learning and working environments that are safe, respectful and equal for students and staff.**

## BRIDGING THE GENDER GAP: RESPECT AND EQUALITY IN TAFE

In April, Melbourne Polytechnic led the launch of the Respect and Equality at TAFE Week campaign for the Victorian TAFE Network, an initiative of the Victorian Government's Respect and Equality in TAFE (RET) project. RET aims to prevent violence against women, create safe learning and working environments, and remove barriers to female participation in education and employment. The campaign included statewide webinar, A Place for Everyone, and training on preventing gender-based violence and fostering inclusive communities.

## LGBTIQA+ INCLUSION


Victorian TAFEs, led by Melbourne Polytechnic, participated in the 2024 Midsumma Pride March and regional Pride celebrations, with 150 staff and students joining the march along Fitzroy Street, St Kilda.

On International Pronouns Day 300 students engaged in activities focused on using people's correct pronouns to create safe, respectful and welcoming environments for LGBTIQA+ people.

## MULTICULTURAL INCLUSION

In March, 600 students participated in Harmony Day activities including workshops on sharing cultural identity, planting Australian native seedlings, decorating Chinese fans, and African drumming. They were also treated to a Polynesian dance demonstration and henna application. Melbourne Polytechnic Hospitality students catered the event with Persian food.

Our Belonging Fest was also extremely successful, attracting 1,330 participants for cultural food and performances held across 2 weeks. 85% of surveyed attendees reported feeling a sense of belonging.

A photograph of a female student with long brown hair tied in a ponytail, wearing a grey and blue long-sleeved shirt. She is focused on working with a soldering iron on a complex electronic circuit board. The background is a blurred workshop or classroom setting with other students and equipment.

Student Elyse Blackley,  
Certificate III in Electrotechnology  
Electrician.

Women hold just 3% of trade roles in Australia and increasing their participation is key to easing industry shortages and driving economic growth. In 2024, Melbourne Polytechnic launched a Respect in Trades Working Group, ran mentoring and industry engagement initiatives, and partnered with Empowered Women in Trades to encourage more women to consider trades careers.

## THE MELBOURNE POLYTECHNIC GENDER EQUALITY ACTION PLAN 2022-2025

The Gender Equality Action Plan 2022-2025 (GEAP) guides our efforts towards achieving gender equality. It is a powerful statement about who we are, what we stand for and our commitment to gender equality. We regularly monitor, measure and report the outcomes of our work under the GEAP and publish a Gender Equality Progress Report every 2 years.

In 2024 we reported that we:

- ▶ conducted 9 Gender Impact Assessments of policies, programs and services to ensure fairness and prevent unintended gender-based consequences
- ▶ provided staff training on creating safe and respectful workplaces and highlighting the societal pressures linked to masculine stereotypes
- ▶ narrowed the pay disparity between genders (when calculated as median total remuneration)
- ▶ maintained gender equality on our Board.

## STUDENT EQUITY AND ACCESS SERVICES (SEAS)

SEAS registered some fantastic achievements throughout the year.

- ▶ The SEAS team supported 397 students with Individual Equity and Access Plans – a 35% increase from the previous year.
- ▶ Education Access Workers provided over 15,000 hours of support for students with disabilities, and mental health and medical conditions.
- ▶ New initiatives included sensory support resources, quiet spaces, enhanced Auslan services and improved accessibility.
- ▶ Over 200 staff participated in training on supporting neurodivergent learners and enhancing Auslan accessibility.
- ▶ The newly implemented Disability Transition Officer (DTO) Service supported 19 students in their transition from secondary education, with tailored plans and pathways to success.



(L-R) Student Aashna Pillai, Bachelor of Illustration, with Rhiannon Mowat, Bachelor of Illustration Lecturer.

Melbourne Polytechnic's Bachelor of Illustration delivers practical learning from our dedicated studio. With a strong focus on the global nature of the creative arts industry, our Bachelor of Illustration specialises solely in illustration, blending foundational and modern craft elements that explore drawing, design and contemporary media context.





(R-L) Andrew McCracken  
with Tahlia Feneiche,  
Certificate III in Plumbing student.



*Andrew McCracken is not only an exceptional professional but also a wonderful colleague and mentor. He shares valuable insights and advice, enhancing teaching practices and strategies for everyone.*

**ADAM DEVERALL** LEAD TEACHER PLUMBING

## Andrew McCracken: 2024 Energy Safe Victoria Gas Trainer of the Year

**Congratulations to Melbourne Polytechnic Plumbing Teacher Andrew McCracken for being named the 2024 Energy Safe Victoria Gas Trainer of the Year at the annual Plumbing Sheetmetal Coppersmith Instructors Association (PSCIA) conference.**

The award recognises Andrew's outstanding commitment to plumbing apprentices and his focus on developing teaching resources and methods. It also acknowledges his leadership and willingness to mentor and support new staff as they begin their teaching journeys.

Andrew was instrumental in the design of the new gas commissioning training room at the Heidelberg campus, providing critical subject matter expertise, advice and direction to the contractors.



# A career in full swing: Darren Wardle wins Golf Course Graduate of the Year

**Melbourne Polytechnic graduate Darren Wardle has proven that sometimes the grass actually *is* greener on the other side. Swapping architecture for the world of sports turf management led Darren to discover his true passion: greenkeeping.**

In June 2024, Darren was named the Australian Sports Turf Managers Association Golf Course Graduate of the Year – a prestigious national honour recognising the hard work of apprentices pursuing a career in golf course turf management. Darren also received Melbourne Polytechnic's Outstanding Apprentice/Trainee of the Year award after completing his Certificate III in Sports Turf Management (Apprenticeship).

Darren began his apprenticeship with Murray Downs Golf and Country Club in Swan Hill before joining the team at the legendary Royal Melbourne Golf Club in 2023. His architecture background undoubtedly influences his approach to greenkeeping, blending creativity with meticulous attention to detail.

Darren accepted his award in front of more than 320 sports turf management professionals at a gala event in Brisbane. In his acceptance speech, he acknowledged his teachers at Melbourne Polytechnic and the Murray Downs and Royal Melbourne teams.

“

***Thank you to everyone for all the hard work that people have put into me on this journey so far – their teaching and experience – and for making this great job a pleasure to rock up to every day, I'm looking forward to a great career in this wonderful industry.***

Darren Wardle, Certificate III in Sports Turf Management (Apprenticeship) graduate and Australian Sports Turf Managers Association Golf Course Graduate of the Year.

# Acknowledging our extraordinary people: the 2024 Staff Excellence Awards

The Melbourne Polytechnic Staff Excellence Awards recognise the outstanding achievements of our people from all corners of the Institute and their efforts to support the culture we value and aspire to achieve. Congratulations to all nominees, and of course to all our winners!

## Learning is the Heartbeat Foundation

**Individual Winner** Luis Gonzales-Lara  
Foundation

**Team Winner** Scope 2024 EAL Curriculum Team  
*Craig Wight, James Hallal, Carmel Welsh, Effie Bougias, Elvira Franceschino*

## Learning is the Heartbeat VET

**Individual Winner** Frank Di Giorgio  
Business Advanced  
Manufacturing and Logistics

**Team Winner** Work Education Team  
*Rosanna Matovinovic, Adam Alderuccio, Kim Moyses, Gretta Newall, Denis Shanahan, Rini Singh, Deb Low, Christine Vidakis, Kirsten Woodhouse, Ann Brickhill, Karen Ermacora, Kerry Spence, Nicola Brancolini, Chloe Crawley, Christina Evans, Julie Lew*

## Learning is the Heartbeat Higher Education

**Individual Winner** Thamer Kubat  
Business and Construction

**Team Winner** Higher Education Academics, Bachelor of Hospitality Management Team  
*Dr Sandro Cherro Osario, Dr Van Nguyen, Ana Delevska*

## Learning is the Heartbeat New Educator (Hemant Gokhale Award)

**Winner** Alexandra Goldsworthy

## One Passionate Team

**Individual Winner** Bek Perkins  
People and Culture

**Team Winner** Work Education Team  
*Gabby Reardon, Anna Piazza, Kerry Ogbourne, Rosanna Matovinovic, Adam Alderuccio, Kim Moyses, Gretta Newall, Denis Shanahan, Rini Singh, Deb Low, Christine Vidakis, Kirsten Woodhouse, Ann Brickhill, Karen Ermacora, Kerry Spence, Nicola Brancolini, Chloe Crawley, Christina Evans, Julie Lew*

## Invest for Purpose

**Individual Winner** Priya Kapoor  
Finance

**Team Winner** VET Specialists Team  
*Lucas Vidgen and Maxine Martin*





## Net Zero by 2040

**Winner**                      **Sustainability Heroes**  
*David Ferguson and Muriel Cassidy with support from the Hospitality Team*

## Chief Executive Award

**Winner**                      **Natalie Ball**  
 Locksmithing

**Winner**                      **Chris Arnold**  
 Construction

**Highly Commended**    **Virginia Matthews**  
 Organisation Development

## The Hemant Gokhale New Educator Award 2024-2028

In 2024 we introduced a category to recognise early career educator talent. The Hemant Gokhale New Educator Award 2024-2028 honours Hemant Gokhale, a retired teacher with a lifelong passion for learning, knowledge and social contribution.

Our 2024 winner Alexandra (Alex) Goldsworthy received the award for her incredible contributions to the Bachelor of Veterinary Nursing program. While she is still considered a new educator, Alex has experienced a rapid career trajectory, advancing from Demonstrator to Lecturer and Subject Coordinator in just 2 years.

Congratulations on this well-deserved award, Alex!



# Our Values

Our new values were collaboratively created through extensive consultation and conversations with hundreds of staff. Our values describe how we behave to achieve our vision and successfully perform our role, and they guide every decision we make. When we live these values through our work and interactions with each other, our students, industry and community, we support Melbourne Polytechnic to achieve our shared goals with integrity and respect.

## WELCOMING



### We all belong.

We welcome and appreciate diverse ideas, and we embrace differences. We are open-minded, kind and compassionate so that everyone feels valued and respected. We create safe spaces for every person to come with their whole self and achieve their full potential. When everyone feels supported, our community is a better place.

## CURIOUS



### We have a passion for learning.

Curiosity inspires us to be creative and find different ways of viewing the world. When we listen well and ask thoughtful questions, we learn more and adapt well to change. Our enthusiasm for learning and sharing knowledge drives us to improve. We are open to and respectful of everyone's experience and contribution. We seek out and are receptive to new skills and ideas. We find better ways of doing things that benefit our community.

## COLLABORATIVE



### We are better together.

We support and empower each other as we work towards our shared vision. We achieve more when we share our work, ideas and solutions respectfully. We make it easy to connect and collaborate with each other, our students, industry and the community.

## ACCOUNTABLE



### We all act with integrity.

We hold ourselves to a high standard and are responsible for our actions. We take our role seriously, and our vision informs every decision. In every interaction we are honest, respectful and fair. We deliver on our commitments to each other, our students, industry and community.



# Overview of the Melbourne Polytechnic Strategic Plan 2024–2028

The Strategic Plan 2024–2028 ensures that we place student success at the centre of everything we do, while responding and adapting swiftly to the dynamic changes in the world around us, including the ever-evolving economic landscape and job markets. Importantly, it reinforces our commitment to sustainable, community and industry-focused practices and governance. This approach ensures we operate efficiently and effectively while managing our social and environmental impacts to protect the planet now and for future generations.

**OUR VISION** An inclusive, sustainable and thriving community inspired by learning.

**OUR ROLE** We provide excellent learning experiences that develop skills and capabilities valued by industry and community.

## STRATEGIC GOALS

### LEARNING IS THE HEARTBEAT

Students and industry are at the heart of the design and delivery of every learning experience.

#### OBJECTIVE 1

We personalise the student experience so they achieve their learning goals.

#### OBJECTIVE 2

We design and deliver learning experiences that are engaging and inspiring.

#### OBJECTIVE 3

Our programs are contemporary, high quality and industry connected.

### ONE PASSIONATE TEAM

We are enthusiastic, capable and industry-leading and believe in the ability of our students to succeed.

#### OBJECTIVE 4

We all understand that our students' success is our success.

#### OBJECTIVE 5

Our inclusive culture creates a sense of belonging.

#### OBJECTIVE 6

We create an environment that attracts and empowers the best educators and professional staff.

### INVEST FOR PURPOSE

We invest to make learning accessible, successful and future focused.

#### OBJECTIVE 7

We simplify, improve and streamline our systems and processes to make it easier to learn and work.

#### OBJECTIVE 8

We invest in programs, services and infrastructure that respond to community and industry expectations.

#### OBJECTIVE 9

We are excellent financial stewards, which leads to our ongoing financial sustainability.

### NET ZERO BY 2040

We take actions that drive a sustainable world.

#### OBJECTIVE 10

We take responsibility and actively manage the environmental impact of each decision we make.

#### OBJECTIVE 11

We demonstrate accessible and sustainable design in our built environment.

#### OBJECTIVE 12

We inspire our students, industry and community to imagine, create and participate in the clean economy.

## OUTCOMES BY DECEMBER 2028

- 85% of students will achieve their learning goal.
- Our industry and community give us a Net Promoter Score of 35.
- We achieve 69 on Melbourne Polytechnic's Inclusion Index.
- We will reduce our emissions by 50%.
- Our staff rate our organisational culture as 'very good'.
- We will achieve a positive annual financial position equivalent to 7% of training revenue, allowing for reinvestment.



## OUR STRATEGIC GOALS

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The following section highlights our 2024 progress and achievements in relation to the 4 Strategic Goals outlined in the Melbourne Polytechnic Strategic Plan 2024-2028.

(L-R) Students Tahlia Feneiche, Certificate III in Plumbing, and Ben Arney, Certificate III in Engineering – Mechanical Trade.

In 2024 we significantly expanded our trades facilities to meet the growing demand for apprentices. The increased capacity and enhanced training opportunities for students reinforce Melbourne Polytechnic's leadership in vocational education and support industry-aligned training and workforce development for Victoria's growing construction sector.



## Learning is the heartbeat

**Students and industry are at the heart of the design and delivery of every learning experience.**

### 2024 HIGHLIGHTS

**21,213** students were enrolled across **289** courses.

**85%** of surveyed students had achieved, or were on their way to achieving, their learning goals.

**2** new VET courses were developed and **31** were redesigned.

**7** Higher Education qualifications were awarded full accreditation by the Tertiary Education Quality and Standards Agency (TEQSA).

The Targeted Outreach Program (TOP) improved student retention by identifying and supporting at-risk students.

We designed and facilitated 75 workshops tailored to enhance educators' skills and knowledge of digital tools and resources. The workshops were attended by 1,510 participants. Our program of ongoing professional development contributes to excellent outcomes for students and reflects our commitment to supporting staff as they work towards their career goals.

20 educators and educational leaders received specialist coaching and mentoring. Learning and Teaching Coaches provided one-on-one

support in teaching practice or educational leadership, while Mentors focused on developing professional practice.

Our support for educators also included monthly Community of Support workshops, providing opportunities to learn and discuss new teaching strategies.

Melbourne Polytechnic's fifth High Impact Learning Conference brought together 180 educational leaders from the Foundation, VET and Higher Education directorates for a day of professional development. Workshops covered topics including wellbeing, applied learning, using AI for sustainable teaching practices, and sustainability in the learning environment.

More than 200 foundation-level English language students attended the annual Melbourne Polytechnic VET Expo to explore career and educational pathways. They participated in demonstrations and presentations from Melbourne Polytechnic teachers, industry representatives and community stakeholders. The event received overwhelmingly positive feedback, with strong engagement from learners excited to explore their next steps.

# Ali Brearley: 2024 Student Veterinary Nurse/Technologist of the Year

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**Congratulations to Alexandra (Ali) Brearley, a third-year Bachelor of Veterinary Nursing student at Melbourne Polytechnic, who was named the 2024 Student Veterinary Nurse/Technologist of the Year by the Veterinary Nurses Council of Australia (VNCA). The national award recognised Ali's outstanding dedication, compassion and valuable contributions to the veterinary profession.**

Ali's journey began with clinical placements at Lort Smith Animal Hospital as part of her Bachelor of Veterinary Nursing Work Integrated Learning program. From the outset, Ali impressed with her strong work ethic, compassionate patient care and empathy for both animals and colleagues.

Known for her leadership skills, Ali has become a mentor to first-year students. Her maturity and natural sense of responsibility have made her the go-to person for advice and guidance, and she consistently leads by example.

Ali's professionalism, kindness and passion for veterinary nursing have made her a standout in the industry. Her warm personality, along with her sense of humour and dedication, make her a truly deserving recipient of this prestigious award.

Ali's exceptional achievement highlights the value of Work Integrated Learning in connecting students with real-world opportunities and kick-starting brilliant careers.

Ali Brearley, VNCA's 2024 Student Veterinary Nurse/Technologist of the Year.



***I am completely humbled to receive such an amazing award ... it is a huge stepping stone in my career and this recognition has inspired me to further improve my skills and knowledge.***



Jason Kung, AMEP Commercial Cookery student, hones his culinary skills in one of our industry-standard kitchens.

Melbourne Polytechnic's kitchens are state-of-the-art and have featured in television shows including Masterchef and The Great Australian Bake Off.



## The Adult Migrant English Program (AMEP)

**2024 was another successful year in the delivery of AMEP services and programs. Together with our Melbourne AMEP network of 5 TAFEs and 10 Learn Local organisations we delivered English language tuition to over 15,000 clients. Funded by the Australian Government Department of Home Affairs, AMEP helps eligible migrants and refugees learn English so they can successfully settle into Australian life.**

2024 highlights:

- ▶ The AMEP Volunteer Tutor Scheme (VTS) Team was awarded the Inclusive Volunteering Award from EV Strengthening Communities in the volunteering sector for their work in engaging volunteers. During the year there were 650 active volunteers meeting with AMEP clients across our regions.
- ▶ Melbourne Polytechnic partnered with the Muslim Women's Council of Victoria on the Fawcner Library Project. Responding to the needs of newly arrived culturally and linguistically diverse (CALD) women, we delivered a tailored language, knowledge and skills program linking settlement service providers, the community and AMEP in a local library setting.



Melbourne Polytechnic's YAMEC students with Preston-based Australian Rules football team, the Northern Bullants.

## A winning partnership sees Youth Adult Migrant Education Courses students kicking goals

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Since 2023, Melbourne Polytechnic's Youth Adult Migrant Education Courses (YAMEC) program has partnered with Preston-based Australian Rules football team, the Northern Bullants. YAMEC provides English lessons for new migrants aged 16-24 and this partnership creates a unique opportunity for students to step outside the classroom and engage with Australian culture through sport.

From kicking and handballing to learning about umpiring and the sport's history, students build friendships while learning about the game's significance in Australian culture and improving their English skills. Volunteering with the club – whether working at the gates or cooking on the BBQ on match days – provides real-life experience, highlights potential career pathways in sport, and demonstrates that having perfect English is not a prerequisite to getting involved in the club.

With the Northern Bullants managing the Melbourne Polytechnic gym at the Preston campus, our partnership continues to promote integration, skills development and community connection.



# Sam Koraeel: Melbourne Polytechnic Outstanding Student of the Year – English as an Additional Language

**For Sam Koraeel, the path to mastering English was paved with challenges, but his hard work and commitment to learning led to an incredible achievement. In 2024 he was named the Outstanding Student of the Year for English as an Additional Language (EAL).**

Arriving in Australia as a refugee with no knowledge of English, Sam embarked on a transformative journey, studying the Certificate III in EAL. He faced linguistic barriers that initially seemed insurmountable but by attending classes, engaging in conversations and immersing himself in his new environment, Sam rose above them and excelled in the EAL program.

Beyond the campus, Sam embraced Australian culture with enthusiasm. He found joy in local cuisine, particularly the meat pie, which he described as ‘a really, really good combination of bakery and sauce’.

Sam’s journey is a testament to resilience and the life-changing power of education. His story serves as an inspiration, demonstrating that with determination, passion and the right support one can overcome any obstacle.



*When I received the email about the award, I felt like I did something in these 2 years and I was very proud of myself. I want to say thank you to all my teachers.*



## One passionate team

**We are enthusiastic, capable and industry-leading and believe in the ability of our students to succeed.**

### 2024 HIGHLIGHTS

To reach the ambitious goals of our Strategic Plan 2024–2028, we need an organisational culture that is aligned to our vision, role and values. During the year we worked on developing a culture in which we all belong, we have a passion for learning, we are better together and we all act with integrity. Initiatives including values-driven leadership training, inclusion activities, face-to-face staff inductions, and the recruitment of 34 Culture Ambassadors supported our cultural growth. Direct feedback gathered throughout the year confirmed improvements in inclusion, engagement and staff satisfaction.

The Safety Walk program was introduced to enable the Executive Leadership Committee (ELC) to engage directly with workers and see work performed in the actual workplace. Safety Walks provide an opportunity to have open discussions with employees, understand workplace hazards and risks, and gain insights on improving safety for students and staff. There were 10 ELC Safety Walks in 2024 and they strengthened leader-employee engagement.

aMPLify – Activating Your Leadership is our home-grown program for Melbourne Polytechnic staff who are new to leadership roles, or are aspiring leaders. The program consists of a series of workshops, applied learning and structured reflective practice. In 2024, 57 participants completed aMPLify programs and were invited to join a community of ‘leaders as learners’ to support the ongoing application of their skills and knowledge.

Our Deaf Awareness training was extremely successful in 2024. Through deafConnectEd, we delivered 6 onsite awareness sessions to 154 VET staff, and 3 webinars to 626 participants from across the sector via the VET Development Centre. Additionally, our Auslan team, through the Organisational Development unit, delivered awareness training to approximately 45 staff, both on-campus and online. 18 Deaf and hard of hearing participants also completed a Mental Health First Aid Course in Auslan.



***This program was one of the best I have attended. The presenter was absolutely fabulous. I learnt so much and feel much more confident in this area.***

**DEAF AWARENESS TRAINING PARTICIPANT**



# Kate El Idrissi: the Heart of Student Success award

**Congratulations to Kate El Idrissi, Leading Teacher, Business Management and Marketing, on winning the TAFE Directors Australia Heart of Student Success award. Kate received this prestigious honour at the TAFE Staff Recognition Awards, held during the TAFE Directors Australia Conference in Sydney.**

The Heart of Student Success award, which was announced in front of hundreds of TAFE leaders and educators from across Australia, recognises Kate's work in positively influencing students' lives and exemplifying TAFE and its values.

Kate's Business Management Traineeship program supports 18 to 27-year-old business trainees who are employed full-time but may have previously faced challenges finding work. With her mentorship and solutions-focused approach, the program has a 95% completion rate. In 2023, 82% of trainees who completed the program under Kate's expert guidance secured jobs in their chosen fields.

Kate believes that all students, regardless of their abilities or challenges deserve the opportunity to further themselves and work in a job where they can make a meaningful contribution to society. In her acceptance speech, Kate spoke of the life-changing benefits she personally gained from a TAFE education.

We are grateful not only to Kate, but to all of our Melbourne Polytechnic teachers who transform lives and support student success every day. Thank you for your dedication.



***For me, the heart of success is trust, communication and being flexible - one of the benefits of being in TAFE. I feel privileged to be able to offer all of my students those things, as well as ongoing support and guidance to help them with their studies and career pathways.***

# Chief Executive Award winners

## Natalie Ball and Chris Arnold: our values personified

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**The Melbourne Polytechnic Staff Excellence Awards are an important part of our culture. They align with the values outlined in our Strategic Plan 2024–2028 and honour the great work and exceptional achievements of our people.**

The 2024 Chief Executive Award went to 2 remarkable people. Nominated by their peers, joint winners Natalie Ball and Chris Arnold were recognised for consistently living the Melbourne Polytechnic values – welcoming, curious, collaborative, accountable – and actively contributing to creating an inclusive, sustainable and thriving community inspired by learning.

### **NATALIE BALL, LOCKSMITHING TEACHER**

Natalie (Nat) Ball is a much-valued member of the Melbourne Polytechnic community. Dedicated to fostering an inclusive and supportive environment for students and staff, her mission is to ensure that everyone feels safe, valued and able to express themselves.

With a professional locksmithing background, Nat brings real-world locksmithing expertise to Melbourne Polytechnic, one of only 4 TAFEs in Australia that specialise in the field. Her hands-on experience and

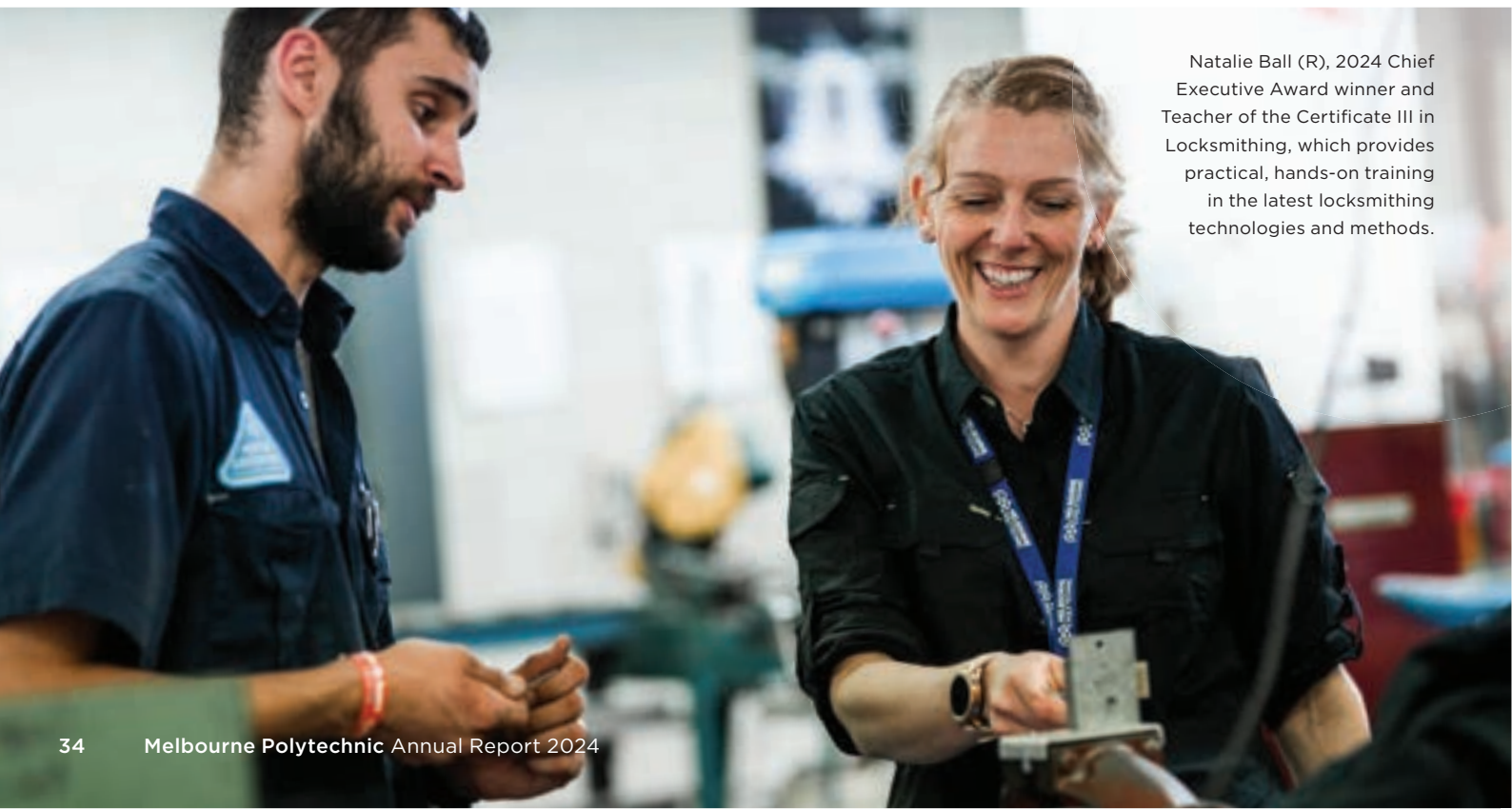
in-depth knowledge make her an invaluable asset to the Institute and our students.

Nat plays a lead role in the Respect in Trades Working Group and her inclusive approach helps female and gender-diverse apprentices feel safe in traditionally male-dominated spaces. Nat's regular Short and Sweet Meet and Greet morning teas are a welcoming space that fosters community and builds relationships. Nat also considers how young men can be appropriately included.

With a passion for learning that extends to her own professional development, in 2024 Nat participated in the aMPLify Activate program to enhance her leadership capabilities, knowledge and skills. She is also involved in outreach via Trade Tasters, visiting local secondary schools to introduce students to locksmithing.

Nat is a team player who encourages collaboration within her department and across the Melbourne Polytechnic community. She has improved our connections with the locksmithing industry and represented Melbourne Polytechnic at several forums, often in her own time.

Kind, generous and committed to staff and student wellbeing, Nat consistently demonstrates that we are better together as she strives to cultivate a truly inclusive and collaborative community.



Natalie Ball (R), 2024 Chief Executive Award winner and Teacher of the Certificate III in Locksmithing, which provides practical, hands-on training in the latest locksmithing technologies and methods.



Chris Arnold (L), 2024 Chief Executive Award winner, inspects an LPG copper pipe laid by a student at Melbourne Polytechnic's Heidelberg campus.

Our Heidelberg campus features custom-built environments tailored to each trade we teach. Plumbing apprentices practice their trade in the largest training sandpit in the Southern Hemisphere, simulated house stations and an advanced gas training laboratory.

### CHRIS ARNOLD, PROGRAM LEADER, PLUMBING

Chris brings strong leadership and management skills to his role as Program Leader, Plumbing. His dedication to the team, collaborative approach and leadership style characterised by kindness and compassion have earned him the deep respect of his colleagues.

Chris fosters inclusivity and engagement by ensuring each team member's voice is heard. Through open communication and data-driven decision-making, he maintains a transparent and supportive workplace – a safe space in which all people feel supported, valued and empowered to contribute.

A strong advocate for gender equality in trades, Chris actively challenges stereotypes and addresses biases

head on. He attends women-in-trades conferences and workshops to ensure that female apprentices have access to the latest industry knowledge and networking opportunities and has helped dismantle barriers that often limit women's participation in the trades.

Chris also leads programs such as Unpacking the Man Box, which helps participants understand the social and cultural pressures on men to act in certain ways.

Balancing his strengths in financial management and strategic decision-making with his dedication to student and staff success, Chris has a unique ability to lead with both heart and mind, always staying true to Melbourne Polytechnic's vision. Through curiosity, integrity and a passion for learning, Chris is integral to building a thriving community at Melbourne Polytechnic.

***Congratulations to both award winners for embodying Melbourne Polytechnic's values of being welcoming, curious, collaborative and accountable.***



## Invest for purpose



**We invest to make learning accessible, successful and future focused.**

### 2024 HIGHLIGHTS

We know the best way to check that our students are progressing with their learning is to ask them. In 2024 we successfully piloted Zipler, a simple web and phone-based app, to collect and respond to student feedback. The app provides educators with immediate feedback, which helps them gauge students' levels of understanding and find out about any challenges students are experiencing. These insights allow educators to provide support or adjust their lessons, creating a more responsive and dynamic learning experience.

Melbourne Polytechnic campuses offer exceptional amenities, and in 2024 we further enhanced campus life by opening a new social enterprise café – New Grounds – at our Preston campus. This is Melbourne Polytechnic's second New Grounds café, joining the highly successful one at Heidelberg campus. Operated by Worthy Cause, the cafés support the Worthy Cause Employment

Program, which provides training and employment pathways for people who have endured severe hardships and marginalisation.

Through a new precinct partnership with Melbourne Polytechnic, Worthy Cause can increase their impact by expanding their employment program to 15 participants at a time, offering training in essential hospitality skills including handling money, serving coffee and cooking hot meals in a real café environment. The partnership will create pathways into Melbourne Polytechnic's training programs across a range of study areas.

At our Epping campus, we partnered with Whittlesea Community Connections to open the Food Collective café – a social enterprise that provides hospitality training and employment opportunities for young people and those from migrant and refugee backgrounds.

# Future-ready: meeting the evolving needs of industry

**Significantly expanded plumbing and carpentry facilities at our Epping and Heidelberg campuses increased our capacity to meet the growing demand for apprentices.**

The plumbing expansion was a self-funded initiative to ensure compliance with regulatory changes to the training package and to accommodate increasing enrolments. This investment significantly expanded capacity, resolving infrastructure constraints and improving training opportunities for plumbing students.

The Australian Government funded the carpentry expansion, boosting pre-apprenticeship and apprenticeship training delivery. This investment strengthens Epping's position as a key hub for secondary school engagement and pre-apprenticeship training, and provides clear pathways for students into the construction industry.

Reinforcing Melbourne Polytechnic's position as a leader in vocational education, the enhanced facilities will continue to support industry-aligned training and workforce development for Victoria's growing construction sector.

## MP and MAV: culture, creativity and community

**Melbourne Polytechnic's connection with Victoria's cultural sector and creative industries was strengthened through an exciting new partnership with Multicultural Arts Victoria (MAV). As part of this collaboration, MAV relocated to our Preston campus, bringing a vibrant energy and boosting Melbourne Polytechnic's reputation as a hub for cultural and creative excellence.**

MAV and Melbourne Polytechnic will co-host 4 annual cultural events celebrating multiculturalism and inclusion.

The events will engage current and prospective students, activate campus spaces and foster a sense of community while honouring and amplifying diverse creative voices.

Our partnership will also create valuable opportunities for students and staff to connect with Victoria's world-class cultural sector and promote academic collaboration through lectures, student placements and mentoring.

We are looking forward to working alongside MAV to expand cultural and creative opportunities for students, staff and the community, further integrating multicultural arts into Melbourne Polytechnic's educational offerings and precinct activities.

Legendary ensemble Public Opinion Afro Orchestra brings vibrant culture and creative fire to a celebration of multicultural art and communities at our Preston campus. Photo credit: Tiffany Garvie, image courtesy of MAV





Carlos Martinez (L), Skills and Jobs Centre Coordinator, offers expert advice on training and employment opportunities to a client.



*The sessions helped me feel more connected and more confident in my ability to find meaningful work.*

**MELBOURNE POLYTECHNIC  
SKILLS AND JOBS CENTRE CLIENT**

## Melbourne Polytechnic Skills and Jobs Centre: supporting pathways to employment

**The Melbourne Polytechnic Skills and Jobs Centre (SJC) provides free expert advice on training and employment opportunities for students and the community.**

The SJC team helps clients explore career options and pathways while also working with local industries to match skilled employees with available positions. Funded by the Victorian Skills Authority, the SJC is a community resource available to anyone living in Victoria.

### 2024 IMPACT AND ENGAGEMENT

The SJC had an impactful year of significant achievements including assisting 1,210 individual clients, delivering 892 career counselling sessions to 481 clients, and conducting 119 workshops for almost 2,000 participants. The SJC team also supported the workforce needs of 90 employers, and achieved a 100% client satisfaction rating in the SJC Client Satisfaction Survey conducted by the Victorian Skills Authority.

### NEW LOCATION AND FACILITIES

During the year, the SJC relocated to a purpose-built facility at the Melbourne Polytechnic Preston campus. The modern space is welcoming, inclusive and accessible, featuring meeting rooms, a boardroom, computer access, public workstations and dedicated spaces for confidential career consultations.

### INDUSTRY CONNECTIONS

In October, the SJC partnered with Amazon Web Services (AWS) to host an industry event attended by over 110 Melbourne Polytechnic students, recent graduates and SJC clients. The event provided industry insights, career development advice, and opportunities for students and staff to network with industry experts. With a focus on the latest IT careers and trends, participants took part in mock job interviews and received SJC assistance with job applications to AWS, resulting in 9 IT students securing employment.

### AUSLAN

An Auslan introduction to the SJC is on our website.



# Meeting a growing demand: Melbourne Polytechnic's Arboriculture Tower

**In 2024 Melbourne Polytechnic transformed arboriculture training in Victoria with the launch of an industry-endorsed arboriculture tower at our Fairfield campus.**

Arboriculture – the study of tree cultivation and management – requires arborists to climb trees at great heights, often while handling chainsaws. The arboriculture tower provides a safe, controlled environment for students to develop essential climbing skills, ensuring they are well prepared for the demands of the job.

The arboriculture industry continues to face challenges, including a skills shortage and an ageing workforce, driving strong demand for qualified arborists. Melbourne Polytechnic is the only Victorian TAFE offering high-risk climbing units and one of only 3 Victorian training providers offering both the Certificate III and Diploma of Arboriculture. Developed in partnership with the Victorian Tree Industry Organisation and delivered by industry experts, our programs blend theory and hands-on experience to ensure graduates and upskilling professionals meet industry standards.

We look forward to training the next generation of arborists and working closely with industry to safeguard the future of arboriculture.



Melbourne Polytechnic arboriculture courses focus on learning and working safely to ensure graduates are job-ready and trained to industry standard.

# Net Zero by 2040



## We take actions that drive a sustainable world.

### 2024 HIGHLIGHTS

Sustainability is one of Melbourne Polytechnic's core strategic goals and a measure of our success. Based on feedback from our staff, we prioritised sustainability in our vision and committed to a dedicated strategic goal to achieve Net Zero emissions by 2040, making us the first Victorian TAFE to set 2040 as the timeline for a zero emissions target. In the first year of the Strategic Plan, we implemented a range of actions including actively managing the environmental impact of each decision we made, using accessible and sustainable design in our built environment, and inspiring our students, industry and community to participate in the circular economy.

We demonstrated strong leadership and promoted our role in supporting the clean economy transition. As a key contributor to the Victorian Government's Training for the Clean Economy prospectus and member of the Victorian Clean Economy Skills Taskforce, we actively worked towards achieving a Net Zero future for Victoria.

The Net Zero by 2040 Staff Excellence Award was won by a teaching team from the Hospitality department (also known as The Sustainability Heroes) for their Food Organics Recycling program, which has significantly reduced food waste and promoted sustainable practices in our teaching kitchens and at St Georges Restaurant. The team designed the initiative by assessing waste streams, kitchen

operations and infrastructure. Since launching in 2022, the program has diverted more than 18 tonnes of food waste from landfill, cutting CO<sub>2</sub> equivalent emissions by approximately 30 tonnes. Beyond its clear environmental benefits, the project also educates hospitality students on circular economy principles, equipping them with sustainable practices they can carry throughout their careers.

Two new electric vehicles (EVs) were introduced to our fleet and are helping drive us towards achieving our Net Zero goal. The EVs are based at the Preston campus and we plan to bring more vehicles and charging stations to all campuses.

The Melbourne Polytechnic Hairdressing Training Studio joined the Sustainable Salons program to reduce its environmental impact by recycling waste including leftover colour, metals, plastic bottles and even hair clippings. Operating in Australia and New Zealand, the program diverts 95% of salon materials from landfill and finds innovative recycling solutions. The program provides an Annual Impact Certificate to show our progress, allowing us to share the positive impact with students and the community. Proceeds from recycling with Sustainable Salons are donated to OzHarvest and KiwiHarvest to provide meals for hungry people.

Read more about our Net Zero by 2040 progress from p53.



# Melbourne Polytechnic leading Clean Economy Skills Labs for the Victorian TAFE Network

Melbourne Polytechnic was commissioned by the Victorian Government to establish 2 Skills Labs to support Victoria's transition to a clean economy. One Skills Lab, funded by Victorian Skills Authority (VSA), focuses on Residential Building and Construction, while the other, funded by the Office of TAFE Coordination and Delivery (OTCD), focuses on Circular Design and Manufacturing.

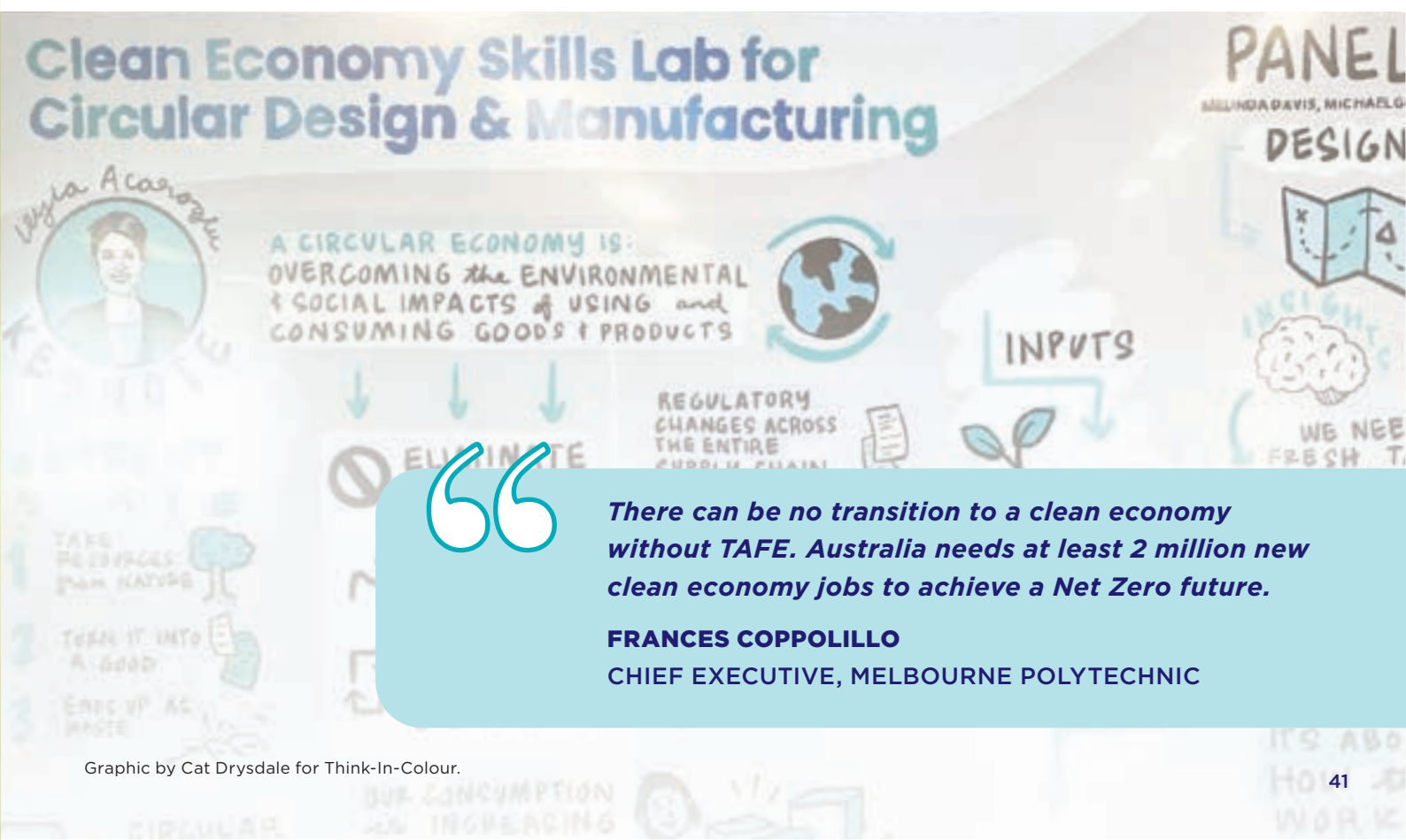
Skills Labs are a new initiative to support Victoria's clean economy ambitions and drive collaborative solutions based on the Victorian Skills Authority's data and insights together with expertise from stakeholders. Each Skills Lab will include experts from industry, education, government, unions and the community to explore the innovative educational offerings the Victorian TAFE Network should provide to support the transition to a clean economy.

**Residential Building and Construction:** As Victoria moves towards net zero emissions by 2045, demand

for a highly skilled, innovative, clean economy workforce is growing. Alongside this, the Victorian Housing Statement's commitment to build 800,000 residential dwellings over the next decade requires a larger and more diverse workforce skilled in efficient construction methods such as prefabrication and offsite construction.

**Circular Design and Manufacturing:** Victoria's transition to a circular economy demands rapid changes to how industries design, manufacture and distribute products. However, the current uptake of circular design in manufacturing varies widely. While some businesses are innovating and incorporating reuse, repair, remanufacturing and recycling in their processes, others are yet to embrace change. Workforce capability has been identified as one of many critical challenges.

The Skills Labs will address skills gaps and foster the development of innovative educational approaches in response to the findings of the Macklin Review (2020), which emphasised the importance of co-design processes involving industry, universities, learners, the TAFE Network and unions to effectively identify and meet the skills required for a growing economy.



“

*There can be no transition to a clean economy without TAFE. Australia needs at least 2 million new clean economy jobs to achieve a Net Zero future.*

**FRANCES COPPOLILLO**

CHIEF EXECUTIVE, MELBOURNE POLYTECHNIC



With technology like our newly acquired soil scanner and seeders, regenerative agriculture is being put into practice.



“

*There are good spiders and bad spiders, good aphids and bad aphids. We need to make environments where the good can thrive. And that effectively reduces our reliance on chemicals. It's about understanding the landscape and working with it as opposed to against it.*

**GORDON WILLIAMSON** LEAD AGRICULTURE TEACHER

## Listening to the land: the benefits of regenerative agriculture

**Melbourne Polytechnic is equipping students with the skills to excel in agriculture while embracing sustainable practices like regenerative agriculture. This approach focuses on working in harmony with nature and is gaining traction across the industry.**

Regenerative agriculture follows 5 key principles: minimise soil disturbance, minimise chemical use, maximise the biodiversity of plants and animals, keep soil covered with crops, and adapt to the natural vegetation and environment. While some Australian farmers have long adopted these methods, others are gradually transitioning.

At Melbourne Polytechnic, students gain hands-on experience with cutting-edge technology, such as soil scanners and seeders. Our courses also emphasise the role of animals in ecosystems, promoting natural pest control and reducing chemical use. At our working farm, Northern Lodge in Eden Park, students learn how to foster environments where beneficial species thrive.

A major advantage of regenerative agriculture is its contribution to a circular economy, where waste is minimised and resources are reused efficiently. Ultimately, regenerative agriculture promotes a balanced ecosystem where plants and animals coexist naturally. By integrating these principles into our courses, we are preparing our students to lead the industry towards a more sustainable and resilient future.

# Celebrating Melbourne Polytechnic's Koorie students and community

**In 2024, 272 Aboriginal and Torres Strait Islander students were enrolled at Melbourne Polytechnic. Our Koorie Services Centre (KSC) acted as a drop-in and cultural hub where students could meet and share experiences, or seek assistance from KSC staff for academic and non-academic matters.**

## COLLABORATING WITH COMMUNITY

Melbourne Polytechnic's Wurreker Strategy aims to improve education and training opportunities for Aboriginal and Torres Strait Islander peoples by strengthening partnerships, cultural inclusion, pathways to employment, support for learners, and community-driven education. The strategy is overseen by our Aboriginal and Torres Strait Islander Advisory Group, which includes Melbourne Polytechnic Koorie staff, Community Elders and members, Victorian Aboriginal Education Association (VAEAI) representatives, and community service providers. The group serves as a vital forum, bringing together external stakeholders, Community and students to share ideas and proposals, and provide feedback on advancing training and employment outcomes.

This engagement led to the successful delivery of various cultural activities and events, including Moodji Day and NAIDOC week. Future initiatives include renaming our Koorie Services Centre, strengthening our relationship with Darebin City Council, and updating our Going the Extra Mile staff resources, which encourage staff to 'go the extra mile' to enable Aboriginal and Torres Strait Islander students to achieve their desired outcomes.

## MOODJI DAY: CELEBRATING HISTORY, CULTURE AND PEOPLE

Melbourne Polytechnic once again came together for Moodji Day, our annual celebration honouring Aboriginal and Torres Strait Islander peoples and their histories and cultures.

Held over 2 days at our Preston and Collingwood campuses, the events attracted more than 800 people. Festivities included games, art displays, food, and musical performances promoting cultural understanding, friendship and unity.

'Moodji', meaning 'friend' or 'mate', symbolises the spirit of togetherness with which the Melbourne Polytechnic community comes together to celebrate diversity and gain a deeper appreciation of Aboriginal and Torres Strait Islander cultures.

## OUR CULTURE IN GLASS

The *Our Culture in Glass* exhibition, presented by GLAAS Inc as part of NGV Melbourne Design Week 2024, was a vibrant celebration of First Nations glass artistry. Showcased at the Australian Centre for Glass Design in Prahran, the exhibition featured works by current and former students from Melbourne Polytechnic's Glass and Glazing program, alongside pieces by participants in GLAAS Inc's First Nations Glass Workshop program. Through a fusion of diverse glass techniques, the artists created striking works that reflected their culture and connection to Country.

(L-R) Phil Murray, Coordinator, Koorie Services Centre, with Pierra Van Sparkes, Koorie Student Communications Officer.






# Shea Oberleuter: from Melbourne Polytechnic to British Vogue and Vanity Fair

A graduate of Melbourne Polytechnic's Glass and Glazing programs is scaling new heights in the world of glass art. With features in *British Vogue* and *Vanity Fair*, Shea Oberleuter's outstanding glass work is attracting attention on the international stage.

Shea was the first First Nations person to teach in GLAAS Inc's First Nations Glass Workshop Program, which makes the artform accessible and provides opportunities for First Nations glass artists in Australia. Supported by the City of Stonnington, the program also gives the wider community the opportunity to experience First Nations culture as shown through glass.

In addition to creating exceptional glass art, Shea teaches workshops and exhibits her work. She has been awarded multiple residencies and describes her selection for the Magnify Artist in Residency program as a pivotal career moment.

Shea completed a Certificate III in Glass and Glazing (Designed Glazing) at Melbourne Polytechnic in 2022 and a Certificate IV in Glass and Glazing in 2023. We are incredibly proud of Shea's achievements and excited to see her career continue to flourish.



Shea's artistic journey has led to remarkable success on both local and international stages.



*Since graduating from Melbourne Polytechnic, the support I have received from my peers and especially from GLAAS Inc has been incredible. Donna Kennedy and my teachers generously shared their knowledge and skills in the Glass and Glazing industry with me, and for that I am forever thankful.*



## Our Tech Schools: innovative STEM programs for secondary students

**The Banyule Nillumbik Tech School and the Whittlesea Tech School are based at Melbourne Polytechnic's Greensborough and Epping campuses.**

Part of the Victorian Government's initiative to move education into the future, the Tech Schools work with 43 partner schools to develop Science, Technology, Engineering and Maths (STEM) programs that help prepare secondary students for future challenges and the changing nature of work.



Anne Jessup, STEM Educator, Whittlesea Tech School, accepts the 2024 Wurreker Award for Innovative Koorie Learner Pathways – Non-TAFE Institute on behalf of the Whittlesea Tech School team.

### INCLUSIVE EDUCATION FORUM

Whittlesea Tech School hosted the 2024 Inclusive Education Forum: a focus on neurodiversity. Educators, community members, and career and wellbeing professionals gathered to hear from students, teachers and academics about how to strengthen support for neurodivergent students. Students and teachers shared their lived experiences and new educational initiatives were presented. The forum closed with focus groups generating fresh ideas for supporting neurodiverse students.

### WURREKER AWARD WIN

Whittlesea Tech School won the Victorian Aboriginal Education Association Inc (VAEAI) award for Innovative Koorie Learner Pathways – Non-TAFE Institute at the 2024 Wurreker Awards.

Since 2019, the Tech Schools have collaborated with Koorie groups to offer innovative learning programs that focus on cultural immersion via engagement with community leaders and professionals, and the expression and celebration of culture through technology-rich learning experiences. Engagement with Koorie businesses and entrepreneurs teaches students how technology and culture can combine to create unique career opportunities and meaningful employment.



Melbourne Polytechnic's second Inclusive Education Forum featured a panel of students and teachers discussing their lived experiences of neurodiversity.

## STUDENT AMBASSADOR PROGRAM

The Student Ambassador program is designed to build student agency and an inter-school youth community in Melbourne's north.

Banyule Nillumbik Tech School's Student Ambassadors tackled new IT skills, focused on the MakerFaire event, and created 3D models of medieval castles. At Whittlesea Tech School the Student Ambassadors came together from 10 local schools to create a collaborative exhibition *Phantasmagoria* with industry partners Skunk Control. Students explored optics and mechanics to craft an artificial garden or 'phantasmagoria' for installation in Whittlesea Tech School's exhibition space.

A video showcasing the students' exceptional work can be viewed on the Whittlesea Tech School YouTube channel.



Whittlesea Tech School 2024 Student Ambassadors.



# Innovation, sustainability, inclusion: Collingwood campus welcomes students after \$40m transformation

**In 2024, we proudly reopened the Melbourne Polytechnic Collingwood campus following a \$40 million redevelopment under the Building Better TAFEs Fund. This project prioritised sustainability, accessibility and adaptive reuse, ensuring the campus serves students and the broader community for years to come.**

## SUSTAINABILITY AND ENERGY EFFICIENCY

The outdated heating and cooling system was replaced with a modern variable refrigerant flow system, allowing for efficient, zoned temperature control, and significantly reducing energy consumption.

In line with our commitment to electrification and net zero emissions by 2040, all gas systems were replaced with electric alternatives, making Collingwood the first all-electric TAFE campus in Victoria.

## ADAPTIVE REUSE AND CARBON REDUCTION

Rather than demolishing and rebuilding, Melbourne Polytechnic chose an adaptive reuse approach, significantly reducing the environmental impact of the

project. By retaining the 2,900m<sup>3</sup> of precast concrete façade and slabs, the project saved 2,300 tonnes of CO<sub>2</sub>. If rebuilt from scratch, the carbon cost would have been 4,880 tonnes of CO<sub>2</sub>.

Additionally, 18,000 tonnes of waste was diverted from landfill – the equivalent weight of 12,500 cars. The total carbon savings of 3,337 tonnes across the project is comparable to the annual energy use of 450 homes.



Laura Dimos, Manager, Delivery Innovation and Projects, in the Collingwood campus library reading nook.



The main foyer of our modernised Melbourne Polytechnic Collingwood campus.





Melbourne Polytechnic's Collingwood campus ushers in a new era in inclusive, sustainable and innovative education in Melbourne's vibrant inner-north.

## NEW GREEN SPACES AND COMMUNITY CONNECTIONS

The new grassed area and garden beds create a green oasis in Collingwood. Melbourne Polytechnic Horticulture students planted native species sourced from our Fairfield nursery, while Wamarra, an Aboriginal-owned enterprise, provided hard landscaping.

The new outdoor area in Perry Street was designed in collaboration with Uncle Jack Charles before his passing in 2022, establishing a Place of Belonging to support broader community engagement, dialogue and reflection. A special recognition of Uncle Jack will be installed in his honour, in collaboration with his family and estate.

## ACCESSIBILITY AND INNOVATION IN LEARNING SPACES

The fourth level of the new Collingwood building is dedicated to Auslan teaching and learning and was designed in accordance with DeafSpace principles.

In 2024, Melbourne Polytechnic ran a pilot program for the provision of a specialist counsellor to provide services for Deaf and hard of hearing students and those studying Auslan. The service was trialled in term 4 for one day per week at Collingwood. Students booked counselling sessions online and feedback was positive. We plan to continue this program in 2025.

## A THRIVING HUB

In 2024, over 330 students enrolled in Auslan, accounting, bookkeeping and visual arts at Collingwood, bringing the campus back to life.

Our Precinct partners at Collingwood include:

- ▶ Victorian School of Languages
- ▶ Collingwood Yards
- ▶ Neighbourhood Justice Centre and City of Yarra
- ▶ Expression Australia and Deaf Connect.

Through sustainable design, inclusive spaces, flexible facilities and strong partnerships, the redeveloped Collingwood campus is an exciting model for the future of education in Victoria.

# Celebrating 10 Years of Auslan teaching and learning

Approximately 90 people, including past students and staff, gathered at the Collingwood campus for a belated 10-year anniversary celebration of our Auslan teaching program. The Hon Gayle Tierney, Minister for Skills and TAFE, offered her congratulations on the milestone, noting that more than 2,400 people have graduated since the program began in 2013.



Attendees at the 10 Years of Auslan anniversary event.

Of those graduates, almost 1,100 earned a Certificate II in Auslan, more than 600 received a Certificate III, over 350 obtained a Certificate IV, and almost 350 gained a Diploma of Auslan. Melbourne Polytechnic is the only Victorian provider offering the full suite of Auslan certificates and the Diploma of Auslan, which are the prerequisites to Auslan interpreter training.

## CAREERS IN AUSLAN

Opportunities for Auslan-qualified professionals continue to grow in Australia. Course enrolments surged due to demand for interpreters following the COVID-19 pandemic and increased again with the inclusion of Auslan on the free TAFE list. Many of our graduates become Auslan interpreters, while others pursue careers in areas including disability support, school integration and community services.

## AUSLAN IN THE WORKPLACE

To foster an inclusive workplace, Melbourne Polytechnic offered all staff free Auslan for Beginners classes, equipping them with basic proficiency. As the second-largest employer of Deaf and hard of hearing people in Victoria, we are committed to ensuring that Deaf and hard of hearing staff members feel connected and integrated into the Melbourne Polytechnic community.

## AUSLAN AT COLLINGWOOD

In 2024 all Melbourne Polytechnic Auslan courses relocated to our world-class purpose-built facilities at the Collingwood campus. Bringing all Auslan programs together will encourage social and academic interactions among staff, students, local organisations and the Deaf and hard of hearing community.

Demonstrating our values of being welcoming and collaborative, we invited local traders and some staff to participate in Deaf Awareness and introductory Auslan training. These connections enriched campus life and boosted community engagement.

## AUSLAN AND AMEP

Melbourne Polytechnic worked closely with Box Hill AMEP to deliver a specialised English program to support Deaf and hard of hearing migrants and refugees. The unique program, presented by a hearing TESOL\*-qualified teacher and a Deaf co-presenter, is delivered exclusively in Auslan or written English – there are no interpreters in the classroom – allowing students to improve their Auslan and English skills simultaneously. This groundbreaking approach to language learning earned the program the Innovation in Service Delivery Award from the Settlement Council of Australia.

\*Teaching English to Speakers of Other Languages



(L-R) Laura King and Renee Vickers signing in Auslan.

# International operations

INTERNATIONAL  
STUDENTS FROM  
MORE THAN

**50**  
COUNTRIES

**5,156**

TRANSNATIONAL  
STUDENT  
ENROLMENTS

**1,000+**

NEW STUDENTS  
ENROLLED THROUGH  
FUZHOU MELBOURNE  
POLYTECHNIC (FMP)

**700+**

STUDENTS ENROLLED IN  
3 ADVANCED DIPLOMAS  
AT MELBOURNE  
POLYTECHNIC VIETNAM

Melbourne Polytechnic has built a strong international presence and an exceptional reputation for providing high-quality transnational education. We collaborate with 16 partner institutions to deliver programs at 17 offshore campuses in China, Hong Kong (SAR), Sri Lanka, Indonesia, Vietnam and Pakistan.

In 2024, we celebrated the 20-year anniversary of our partnership with the Sichuan College of Architectural Technology (SCAT), reestablished a partnership with Shandong Management University (SMDU), expanded Melbourne Polytechnic Vietnam, and consolidated the growth of Fuzhou Melbourne Polytechnic (FMP).

Melbourne Polytechnic's programs were once again in the spotlight throughout the year. We were thrilled to receive the 2024 Governor of Victoria Export Award for International Education and Training for the second year in a row. Melbourne Polytechnic was also a finalist in the 2024 National Export Awards for International Education and Training.



The 2024 Asia-Pacific Vocational School Influence Index ranked Melbourne Polytechnic the 11th most influential VET institution in the region and the highest ranked in Australia. Melbourne Polytechnic is one of only 5 institutes to achieve a prestigious 5-star rating on this index.

These awards and recognition reflect decades of dedication and passion from our people and reinforce Melbourne Polytechnic's commitment to delivering outstanding international education.





## MELBOURNE POLYTECHNIC JOINS THE WORLD TVET LEAGUE AS VICE CHAIR

Melbourne Polytechnic's appointment to the position of Vice Chair of the inaugural World Technical and Vocational Education and Training (TVET) League was announced at the 2024 World Vocational and Technical Education Development Conference in Tianjin, China.

Founded on the principles of the UNESCO call to action, the TVET League aims to build international collaborations so more young people can access quality TVET training to support developing economies and lift people out of poverty.

The Hon Andrew Giles, Australian Minister for Skills and Training, congratulated the new World TVET League at the launch, which was also attended by Alison Dell, Minister-Counsellor (Education and Research), Australian Embassy, Beijing, and Rachel Lynch, First Secretary (Education and Research), Australian Embassy, Beijing, among other dignitaries.

During the launch event, Tim Gilbert, Vice President International Development, Melbourne Polytechnic, accepted the role of Vice Chair. As a founding member, and the only one from Australia, Melbourne Polytechnic has the opportunity to influence the strategic direction of international TVET collaborations to facilitate the sharing of expertise and delivery models.



Members of the inaugural World TVET League.



Staff and students from Melbourne Polytechnic and SCAT celebrate the 20-year anniversary of our impactful partnership.

## 2004-2024: MELBOURNE POLYTECHNIC AND THE SICHUAN COLLEGE OF ARCHITECTURAL TECHNOLOGY CELEBRATE A 20-YEAR PARTNERSHIP

2024 marked 20 years of cooperation between Melbourne Polytechnic and the Sichuan College of Architectural Technology (SCAT), China. Together, we have delivered a range of programs from building and construction to interior design and the Diploma of Engineering Technology (Civil).

Our collaboration began with 87 students and has since grown into a vibrant partnership, producing highly skilled graduates who are contributing to the growth of China's building industry. Our students graduate with in-demand technical abilities as well as international communication skills, building construction and management proficiency, and a comprehensive understanding of international engineering construction procedures.

SCAT hosted a 20th anniversary celebration on 11 December 2024. Melbourne Polytechnic staff and students (as part of a study tour) attended the event along with over 20 distinguished guests, 50 teachers, administrative staff, and 600 students.

Melbourne Polytechnic staff and students also had the opportunity to engage in cultural exchange and forge new relationships with our valued SCAT partners.

## MEMORANDUM OF UNDERSTANDING WITH THE SICHUAN COLLEGE OF ARCHITECTURAL TECHNOLOGY

Melbourne Polytechnic signed a memorandum of understanding (MOU) with the Sichuan College of Architectural Technology (SCAT) to foster international connections and academic exchange in civil engineering, construction and interior design.

At a 24 April event at the Collingwood campus, Qian Su, SCAT President, and Frances Coppolillo, Melbourne Polytechnic Chief Executive, signed the MOU. Attendees included visiting SCAT delegates and representatives of the Victorian Skills Authority, Global Victoria and Austrade.

The MOU, which comes into effect in 2025, establishes the Collingwood campus as an overseas internship base for visiting SCAT academics to share vocational skills and research, with a focus on construction and engineering. A roundtable discussion considered the role of vocational educational providers in supporting the skills needs of Victoria, particularly in relation to Victoria's Big Build infrastructure projects and its current and future construction and civil engineering skills requirements.

# Towards Net Zero by 2040: our 2024 environment and sustainability progress

Sustainability is at the heart of everything we do at Melbourne Polytechnic. As the first Victorian TAFE to commit to net zero emissions by 2040, we are proud to be leading the way toward a more sustainable future. In 2024, we made meaningful progress toward this goal, ensuring that every decision, facility upgrade and campus initiative aligned with our sustainability principles. From reducing waste to improving energy efficiency, every step we take strengthens our commitment to creating a cleaner, greener future for our students, communities and the planet.

2024 highlights include:

- ▶ completing the installation of 1.3MW of rooftop solar across the Preston, Epping and Heidelberg campuses, generating 981MWh in 2024
- ▶ joining the Sustainable Salons program, reducing the environmental impact of the onsite salon by recycling hair, metals and plastic bottles
- ▶ installing two 150kL water tanks at the Eden Park training facility
- ▶ phasing out the sale of plastic bottles at campus cafés
- ▶ redeveloping and reopening the Collingwood campus, saving 3,337 tonnes of CO<sub>2</sub> through adaptive reuse of the existing building
- ▶ installing a solar water pump at the Eden Park training facility.

## REPORTING BOUNDARY FOR ENVIRONMENTAL DATA

All operations and activities of Melbourne Polytechnic are included within the organisational boundary for this reporting period. This includes leased and tenanted facilities. Reporting is for the 2024 calendar year and FTE is the normalisation used in the disclosures outlined in the following environmental data tables.

## GREENHOUSE GAS EMISSIONS

Melbourne Polytechnic's greenhouse gas emissions are broken down into emissions 'scopes' consistent with national and international reporting standards. Scope 1 emissions are from sources over which Melbourne Polytechnic has operational control, such as fuels used in buildings and machinery. Scope 2 emissions are indirect emissions from Melbourne Polytechnic's use of electricity from the grid. Scope 3 emissions are indirect emissions from sources Melbourne Polytechnic does not control, but does influence. Melbourne Polytechnic reports Scope 3 emissions from commercial air travel and waste disposal.

Scope 1 emissions decreased by 5.4% in 2024, due to reductions in stationary fuel and vehicle fleet emissions. Contributing factors included decommissioning gas appliances and transitioning to low emissions vehicles.

Scope 2 emissions decreased by 13.4% in 2024, driven by the commissioning of 1.3MW of rooftop solar across the Preston, Heidelberg and Epping campuses.

Scope 3 emissions from commercial air travel and waste disposal increased 27.6% in 2024 due to a 48% increase in air travel and a 32% increase in emissions from waste.

As part of Melbourne Polytechnic's commitment to continuously improving environmental data collection, 2024 'fugitive' emissions data is included in this report. Fugitive emissions – unintentional releases of greenhouse gases – from refrigeration and air conditioning are included in Scope 1 emissions.



***We want to be known as an Institute that practices environmental sustainability, empowering our students and staff to change the way they think, ensuring a sustainable future for all.***

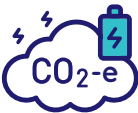
**MELBOURNE POLYTECHNIC SUSTAINABILITY STRATEGY 2020-2025**



Indicator	2024	2023	2022
Scope 1 greenhouse gas emissions (Tonnes CO <sub>2</sub> -e) <sup>(a)</sup>	1,995.6	2,102.9	2,342.0
Greenhouse gas emissions from stationary fuel consumption (Tonnes CO <sub>2</sub> -e)	1,809.8	1,997.0	2,228.0
Greenhouse gas emissions from vehicle fleet (Tonnes CO <sub>2</sub> -e)	92.5	105.9	114.4
Greenhouse gas emissions from fugitive sources (Tonnes CO <sub>2</sub> -e)	93.3	0.0	0.0
Scope 2 greenhouse gas emissions (Tonnes CO <sub>2</sub> -e)	7,218.0	8,341.0	8,704.0
<b>Total Scope 1 and 2 greenhouse gas emissions (Tonnes CO<sub>2</sub>-e)</b>	<b>9,213.6</b>	<b>10,443.9</b>	<b>11,046.0</b>
Scope 3 greenhouse gas emissions from commercial air travel and waste disposal (Tonnes CO <sub>2</sub> -e)	903.6	653.7	568.0

Note: (a) 2023 Scope 1 emissions data has been updated to reflect additional data becoming available after the publication of the 2023 Annual Report.

The drop in emissions is aligned with Melbourne Polytechnic's Environmental Sustainability Strategy 2020-2025, which aims to reduce Scope 1 and Scope 2 emissions to 50% below the 2015 level by 2025. We are tracking well against this target and making significant gains with the installation of onsite solar across a number of our campuses. We are optimistic that the work we do in 2025 will see us reach our target.

 <b>TARGET:</b> Reduce Scope 1 and Scope 2 emissions to <b>50% below</b> 2015 levels by 2025 (Tonnes CO <sub>2</sub> -e)	Baseline 2015	2024 Target	2024 Actual	%
	17,050	9,378	9,214	↓ 2%

## ELECTRICITY PRODUCTION AND CONSUMPTION

Electricity consumption increased by 10.4% in 2024. This is consistent with the reopening of the Collingwood campus. 1.3MW of rooftop solar was installed across the Preston, Epping and Heidelberg campuses. The commissioned systems generated 981MWh, with consumption behind-the-meter at 964.3 MWh decreasing the use of grid-sourced electricity. Melbourne Polytechnic avoided 743 Tonnes of CO<sub>2</sub>-e in Scope 2 emissions due to onsite solar PV consumption behind-the-meter.

In 2025, Melbourne Polytechnic will continue to implement a range of energy efficiency initiatives to reduce electricity use, including:

- ▶ continuing to install LED lighting across all campuses
- ▶ installing rooftop solar at the Fairfield campus
- ▶ decommissioning the meat storage and processing facility at the Epping campus, reducing emissions by an estimated 140 tonnes of CO<sub>2</sub> per annum.

Indicator	2024	2023	2022
<b>Total electricity consumption (MWh)</b>	<b>10,340.4</b>	<b>9,361.0</b>	<b>9,460.0</b>
Onsite electricity generated (MWh)	983	17.5	0.0
Solar PV	981	14.8	0.0
Consumption behind-the-meter	964.3	13.9	0.0
Exports	16.7	0.9	0.0
Other non-renewable (Diesel backup generator) <sup>(a)</sup>	2.0	2.7	0.0
Onsite installed generation capacity (MW)	1.5	0.09	0.04
Solar PV	1.3	0.09	0.04
Diesel backup generator	0.2	0.2	0.0
<b>Total electricity offsets (MWh)</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

Note: (a) Diesel backup generation is not separately metered and electricity generated is estimated based on manufacturer-supplied factors for operation under full load. All electricity generated is assumed to be used onsite.

## STATIONARY FUEL USE

Sources of emissions from stationary fuel include natural gas used in buildings' heating systems and LPG for program areas, such as plumbing and diesel backup generators for critical facilities. Melbourne Polytechnic collected data primarily through billing information from fuel suppliers.

Stationary fuel use continues to decrease with a reduction of 11% from 2022 to 2023 and a further 1.6% in 2024 due to decommissioning of a gas plant and improved building controls. There was an uptick in LPG use due to the expansion of the plumbing teaching program at the Epping campus.

In 2025, Melbourne Polytechnic is developing an electrification plan that will provide a roadmap for progressively replacing natural gas in buildings and machinery with efficient electric systems to meet Melbourne Polytechnic's net zero emissions by 2040 target.

Indicator	2024	2023	2022
Total fuels used in buildings and machinery (MJ)	35,067,606	35,642,487	40,055,027
Buildings	35,048,306	35,632,451	40,055,027
Natural gas	34,778,784	35,452,900	39,886,489
LPG <sup>(a)</sup>	269,522	108,942	168,538
Machinery <sup>(b)</sup>	19,300	10,036	0
Diesel	19,300	10,036	0
Greenhouse gas emissions from stationary fuel consumption (Tonnes CO <sub>2</sub> -e)	1,809	1,977	2,228

Notes: (a) Changes to plumbing program delivery increased the requirement for LPG.

(b) Melbourne Polytechnic operates a backup generator for its data centre. The generator was used during power shutdowns for the solar installation during 2023 and 2024, increasing fuel use.

## TRANSPORTATION

Melbourne Polytechnic has a fleet of 48 vehicles, which includes operational passenger, goods vehicles and executive-packaged vehicles. In 2024, off-road vehicles, including tractors, forklifts and mowers, are included in the data to align with FRD reporting requirements. Melbourne Polytechnic leased 2 passenger electric vehicles in 2024 and will continue adding passenger electric vehicles to the pool vehicle fleet as leases expire. Where possible, off-road vehicles will transition to electric at the end of their serviceable life.

Indicator	2024	%	2023	%	2022	%
Number and proportion of vehicles	48	100.0	51	100.0	51	100.0
Road vehicles	48	100.0	51	100.0	51	100.0
<b>Passenger vehicles</b>	20	41.7	36	70.5	30	58.8
Internal combustion engines	8	16.7	27	52.9	25	49.0
Petrol	8	0.0	21	0.0	28	0.0
Diesel/biodiesel	0	0.0	6	0.0	2	0.0
Hybrid vehicles	10	20.8	9	17.6	5	9.8
Plug-in Hybrid Electric Vehicle (PHEV)	1	0.0	1	0.0	0	0.0
Range-extended electric vehicles	9	0.0	5	0.0	0	0.0
Electric vehicles	2	4.2	0	0.0	0	0.0
<b>Goods vehicles</b>	28	58.3	15	29.5	21	41.2
Internal combustion engines	28	58.3	15	29.5	21	41.2
Petrol	4	0.0	8	0.0	6	0.0
Diesel/biodiesel	24	0.0	7	0.0	15	0.0
Hybrid vehicles	0	0.0	0	0.0	0	0.0
Plug-in Hybrid Electric Vehicle (PHEV)	0	0.0	0	0.0	0	0.0
Range-extended electric vehicle	0	0.0	0	0.0	0	0.0
Electric vehicles	0	0.0	0	0.0	0	0.0

Energy used in transport fuels increased in 2024, reflecting the kilometres travelled, vehicle types and inclusion of off-road vehicles in the data. There was an increase of 9.6% in energy used in transport fuels, and emissions dropped 12.6% from 2023 to 2024 due to a change in fuel profile and vehicle upgrades. Commercial air travel increased by 48% in 2024, indicating a return to pre-pandemic levels.

Indicator	2024	2023	2022
Total energy used in transportation (MJ)	1,348,181.7	1,229,656.0	1,330,203.0
Road vehicles	1,348,181.7	1,229,656.0	1,330,203.0
Passenger vehicles	712,390.0	561,141.0	614,630.0
Petrol	670,087.1	343,049.0	520,830.0
Diesel	42,302.9	218,091.0	93,799.0
Electricity (MWh)	0.0	0.0	0.0
Goods vehicles <sup>(a)</sup>	635,791.7	668,514.0	715,572.0
Petrol	109,640.4	378,476.0	136,583.0
Diesel	498,809.3	290,038.0	578,988.0
LPG	27,342.0	0.0	0.0
Electricity (MWh)	0.0	0.0	0.0
Greenhouse gas emissions from vehicle fleet (Tonnes CO <sub>2</sub> -e)	92.5	105.9	114.4
Road vehicles	92.5	105.9	114.4
Passenger vehicles	48.3	48.4	49.1
Petrol	45.3	29.2	44.2
Diesel	3.0	19.2	4.9
Electricity	0.0	0.0	0.0
Goods vehicles <sup>(a)</sup>	44.2	57.5	62.4
Petrol	7.4	32.1	11.6
Diesel	35.1	25.4	50.7
LPG	1.7	0.0	0.0
Electricity	0.0	0.0	0.0
Total distance travelled by commercial air travel (Passenger km)	637,913.0	430,283.0	137,879.0

Note: (a) includes off-road vehicles including forklifts, tractors and mowers.

## TOTAL ENERGY USE

Total energy use from 2023 to 2024 increased by 13.3%. This is attributed to the Collingwood campus recommencing operations after redevelopment during 2022 and 2023. Rooftop solar was operating for a full 12 months at the Epping and Heidelberg campuses and for 6 months at the Preston campus. Onsite renewables allowed Melbourne Polytechnic to continue reducing emissions, while experiencing increased demand for energy.

Indicator	2024	2023	2022
Total energy usage from fuels (stationary and transportation) (MJ)	36,415,788.5	36,872,143.0	41,385,200.0
Total energy used from electricity (MJ)	37,225,335.6	33,702,329.0	34,057,856.7
Total energy used segmented into renewable and non-renewable sources (MJ)	73,641,124.1	70,465,530.0	75,443,056.7
Renewable	3,471,480.0	56,548.8	0.0
Non-renewable	70,169,644.1	70,408,981.0	75,443,056.7
Units of energy used normalised by FTE	81,804.4	77,819.0	83,362.0



# SUSTAINABLE BUILDINGS AND INFRASTRUCTURE

## ENVIRONMENTALLY SUSTAINABLE DESIGN IN NEW BUILDINGS AND INFRASTRUCTURE

Melbourne Polytechnic’s Collingwood campus redevelopment demonstrates the benefits of retention and adaptive reuse through design and reconstruction. The total emissions savings applying the adaptive reuse approach is equivalent to 3,337 tonnes of CO<sub>2</sub>, with 2,300 tonnes of CO<sub>2</sub> equivalent due to the retention of the precast concrete façade and slab. In addition to emissions savings, 18,000 tonnes of waste to landfill was avoided by redeveloping an existing building.


## SUSTAINABLE PROCUREMENT

Melbourne Polytechnic considers sustainable procurement objectives through implementing the Social Procurement Framework, which establishes requirements that apply to Victorian Government departments and agencies when they procure goods, services and construction.

## WATER CONSUMPTION

Total water consumption decreased by 17.5% in 2024 due to Melbourne Polytechnic ceasing operations at Yan Yean farm, reducing the use of Class B water. Potable water consumption increased by 68% in 2024 due to below-average rainfall in Melbourne, reopening the Collingwood campus, additional buildings coming under Melbourne Polytechnic operation at Prahran campus, and numerous water leaks. With low rainfall, our watering systems switch to mains water, increasing potable water consumption. Water consumption in 2023 was unusually low and 2024 usage levels are more representative of business as usual. Water-saving initiatives implemented in 2024 include the installation of two 150kL water tanks at Eden Park and the commencement of the water line renewal project at the Fairfield campus.

In 2025, Melbourne Polytechnic will continue focusing on increasing rainwater collection and reuse at the urban campuses and improving the water efficiency of existing infrastructure.

	<b>TARGET:</b> Improve potable water efficiency <b>by 10%</b> compared to 2015 levels	Baseline 2015 kL	2024 Target kL	2024 Actual kL	% increase/ decrease compared to 2024 target
		68,938	62,734	58,155	↓ 7%


Indicator	2024	2023	2022
Total water consumption (kL)	116,352.2	141,081.0	150,640
Potable water consumption	58,155.3	34,464.0	52,852.0
Metered rainwater collection consumption	320.0	366.0	401.0
Metered reused water consumption	57,876.9	106,251.0	97,387.0
Units of metered water consumed normalised by FTE	128.9	157.0	166.0

## WASTE AND RECYCLING

Melbourne Polytechnic collects waste data from invoices and reports from waste management providers. Waste consumption continues to fluctuate from year to year reflecting the activities at Melbourne Polytechnic. This includes clearing the Collingwood campus buildings of furnishings and equipment during 2022 in preparation for redevelopment, and the expansion of trade courses at the Epping campus in 2024, leading to an increase in disposal of waste to landfill and recyclable material such as timber and metal. Across the organisation waste to landfill increased by 31.7% from 2023 to 2024, largely due to an increase in construction material waste generated by the higher number of practical classes delivered across our trades courses. Recycling decreased 11.7% and the total units of waste per full-time-equivalent staff member increased by 16.7%. In 2024, the hairdressing team introduced Sustainable Salons. This program recycles and repurposes salon materials that would normally go to general waste, such as using hair to clean up oil spills and remanufacturing plastic bottles into hair combs.

Indicator	2024	%	2023	%	2022	%
Total units of waste disposed (kg and %)	739,287.5	100.0	630,449.0	100.0	855,840.0	100.0
Landfill (disposal)	554,222.5	75.0	420,694.0	66.7	679,000.0	80.0
Recycling/recovery (disposal)	185,065.0	25.0	209,755.0	33.3	168,624.0	20.0
Food and garden organics (FOGO)	25,445.1		28,843.0		7,916.0	
Other recyclables	159,619.9		180,912.0		160,708.0	
Percentage of office sites that are covered by dedicated collection services for:						
Printer cartridges		100.0		100.0		100.0
Batteries		100.0		100.0		100.0
E-waste		100.0		100.0		100.0
Soft plastics		0.0		0.0		0.0
Total units of waste disposed of normalised by FTE (kg/FTE)	821.2		704.0		945.0	
Recycling rate (%)		25.0		33.3		20.0
Greenhouse gas emissions associated with waste disposal (Tonnes CO <sub>2</sub> -e)	720.5		546.2		882.0	
Landfill	720.5		546.2		882.0	

The Melbourne Polytechnic Environmental Sustainability Strategy 2020–2025 outlines targets to reduce waste to landfill and increase recycling rates.

	<b>TARGETS:</b> Reduce tonnes of waste to landfill to <b>10% below</b> 2015 levels by 2025	Baseline 2015 Kg	2024 Target Kg	2024 Actual Kg	% increase/ decrease compared to 2024 target
	<b>40% of materials are recycled</b>	448,280	444,335	554,223	↑ 25%
		96,200	147,186	185,065	↑ 26%

In 2025, Melbourne Polytechnic will undertake a waste audit (the previous waste audit was completed in 2019) to identify barriers and opportunities to avoid and divert waste from landfill. This audit will focus on Melbourne Polytechnic's transition away from a linear model to a circular model, assessing the waste introduced, generated and disposed of across the organisation.

# Summary of operating results and financial position

Melbourne Polytechnic made significant strides toward achieving long-term financial sustainability in 2024 by focusing on delivering high-quality education and training, while taking proactive steps to increase revenue, streamline operations and reduce reliance on government grants. The Institute's position was strengthened by strategic decisions such as exiting underperforming courses, allowing resources to be directed to higher priorities.

Despite recording a Net Operating Deficit of \$1.2 million for 2024, compared to a notable Net Operating Surplus of \$32.7 million in 2023, it is important to note that the 2023 surplus was largely driven by one-off capital and government funding. When adjusting for these non-recurring factors, the operating EBITDA for 2024 actually showed a positive improvement over the previous year, indicating a solid underlying performance.

Melbourne Polytechnic's ability to attract strong enrolments and maintain high retention rates resulted in 2024 Training Revenue surpassing both the previous year's results and the 2024 budget targets. This achievement, alongside a consistent upward trajectory in revenue growth, reflects the Institute's growing reputation for delivering quality education that meets the needs of students. Moreover, careful management of expenditures ensured that training costs remained aligned with expansion plans, further contributing to the Institute's financial health.

Overall, Melbourne Polytechnic's continued commitment to excellence in education, coupled with a focus on financial discipline and strategic growth, positions the Institute for a more sustainable and resilient future, setting a strong foundation for continued success in the years ahead.

## SUMMARY OF FINANCIAL RESULTS

	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000
Total income from transactions	233,818	248,655	205,464	184,079	185,341
Total expenses from transactions	235,415	215,848	196,545	192,068	180,462
<b>Net result from transactions (Net operating balance)</b>	<b>(1,597)</b>	<b>32,807</b>	<b>8,919</b>	<b>(7,989)</b>	<b>4,879</b>
Other economic flows included in net result	388	(121)	1,997	787	(769)
<b>Net result</b>	<b>(1,209)</b>	<b>32,686</b>	<b>10,916</b>	<b>(7,202)</b>	<b>4,110</b>
Other economic flows – other comprehensive income	(135)	-	19,706	39,182	-
<b>Comprehensive result</b>	<b>(1,344)</b>	<b>32,686</b>	<b>30,622</b>	<b>31,980</b>	<b>4,110</b>

At 31 December 2024, Melbourne Polytechnic's consolidated net assets were \$458 million (2023: \$459 million), which represents a minor movement on prior year.

The Institute's closing cash position is \$13.2 million (2023: \$15.6 million).

## SUMMARY OF FINANCIAL POSITION

	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000
Total assets	504,534	513,898	501,269	472,307	425,001
Total liabilities	46,754	54,774	74,831	76,491	61,165
<b>Net assets</b>	<b>457,780</b>	<b>459,124</b>	<b>426,438</b>	<b>395,816</b>	<b>363,836</b>

## ACKNOWLEDGEMENT OF COMMON FUNDING AGREEMENTS

Melbourne Polytechnic acknowledges the financial support provided by the Victorian Government for services funded pursuant to Common Funding Agreements between Melbourne Polytechnic and the Victorian Government.



# Governance

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Melbourne Polytechnic is a body corporate established pursuant to the *Education and Training Reform Act 2006*. Our name reflects the organisation's operations to markets outside of northern metropolitan Melbourne.

In 2024, the Hon Gayle Tierney MP was the Minister for Skills and TAFE.

The Melbourne Polytechnic Board is responsible to the Victorian Government for the overall strategy, governance and performance of Melbourne Polytechnic's functions.

## 2024 BOARD DIRECTORS

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Helen Clarke	Minister Appointed Director (Chairperson)
Tali Bernard	Minister Appointed Director
John Gavens	Minister Appointed Director
Binda Gokhale	Minister Appointed Director
Michael Grogan	Board Appointed Director
Karen Janiszewski	Minister Appointed Director
Ian Munro PSM	Board Appointed Director
Scott Phillips	Minister Appointed Director
Dr Jenny Wajsenberg	Board Appointed Director
Frances Coppelillo	Chief Executive
Dr Fiona Wahr	Staff Elected Director (ceased 30 August 2024)

## BOARD COMMITTEES

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Four committees help facilitate the functioning and responsibilities of the Board.

- ▶ Audit, Risk and Finance Committee
- ▶ Education Quality Committee
- ▶ Governance and Culture Committee
- ▶ Strategic Infrastructure Investment Committee

### AUDIT, RISK AND FINANCE COMMITTEE

The Board established an Audit, Risk and Finance Committee to provide oversight and advice on finance, risk and the compliance performance of Melbourne Polytechnic. The Audit, Risk and Finance Committee also reviews the annual financial statements and makes a recommendation to the Board to authorise the statements before they are released to the Parliament of Victoria by the Responsible Minister.

### EDUCATION QUALITY COMMITTEE

The Education Quality Committee oversees the quality and outcomes of Melbourne Polytechnic's education programs and provides relevant advice to the Board. This committee ensures that Melbourne Polytechnic meets and continuously improves its performance against all education-related regulatory standards.

### GOVERNANCE AND CULTURE COMMITTEE

The Governance and Culture Committee oversees workforce, culture and organisational performance and provides relevant advice to the Board.

### STRATEGIC INFRASTRUCTURE INVESTMENT COMMITTEE

The Strategic Infrastructure Investment Committee oversees strategic infrastructure, asset issues and other major projects and provides relevant advice to the Board.

# Board committees and membership

Melbourne Polytechnic Board			
Audit, Risk and Finance Committee	Strategic Infrastructure Investment Committee	Governance and Culture Committee	Education Quality Committee
<b>John Gavens</b> (Committee Chair) <b>Tali Bernard</b> <b>Helen Clarke</b> <b>Michael Grogan</b> <b>Karen Janiszewski</b> <b>Scott Phillips</b>	<b>Ian Munro PSM</b> (Committee Chair) <b>John Gavens</b> <b>Binda Gokhale</b> <b>Karen Janiszewski</b> <b>Scott Phillips</b> <b>Bruce Moore*</b> (external)	<b>Tali Bernard</b> (Committee Chair) <b>Frances Coppolillo</b> (Chief Executive) <b>Binda Gokhale</b> <b>Dr Fiona Wahr</b> (ceased 30 August 2024) <b>Dr Jenny Wajsenberg</b>	<b>Dr Jenny Wajsenberg</b> (Committee Chair) <b>Helen Clarke</b> <b>Frances Coppolillo</b> (Chief Executive) <b>Michael Grogan</b> <b>Ian Munro PSM</b> <b>Dr Fiona Wahr</b> (ceased 30 August 2024) <b>Angela Carbone</b> (external) <b>Claire Rasmussen*</b> (external)

\*Commenced 1 April 2024

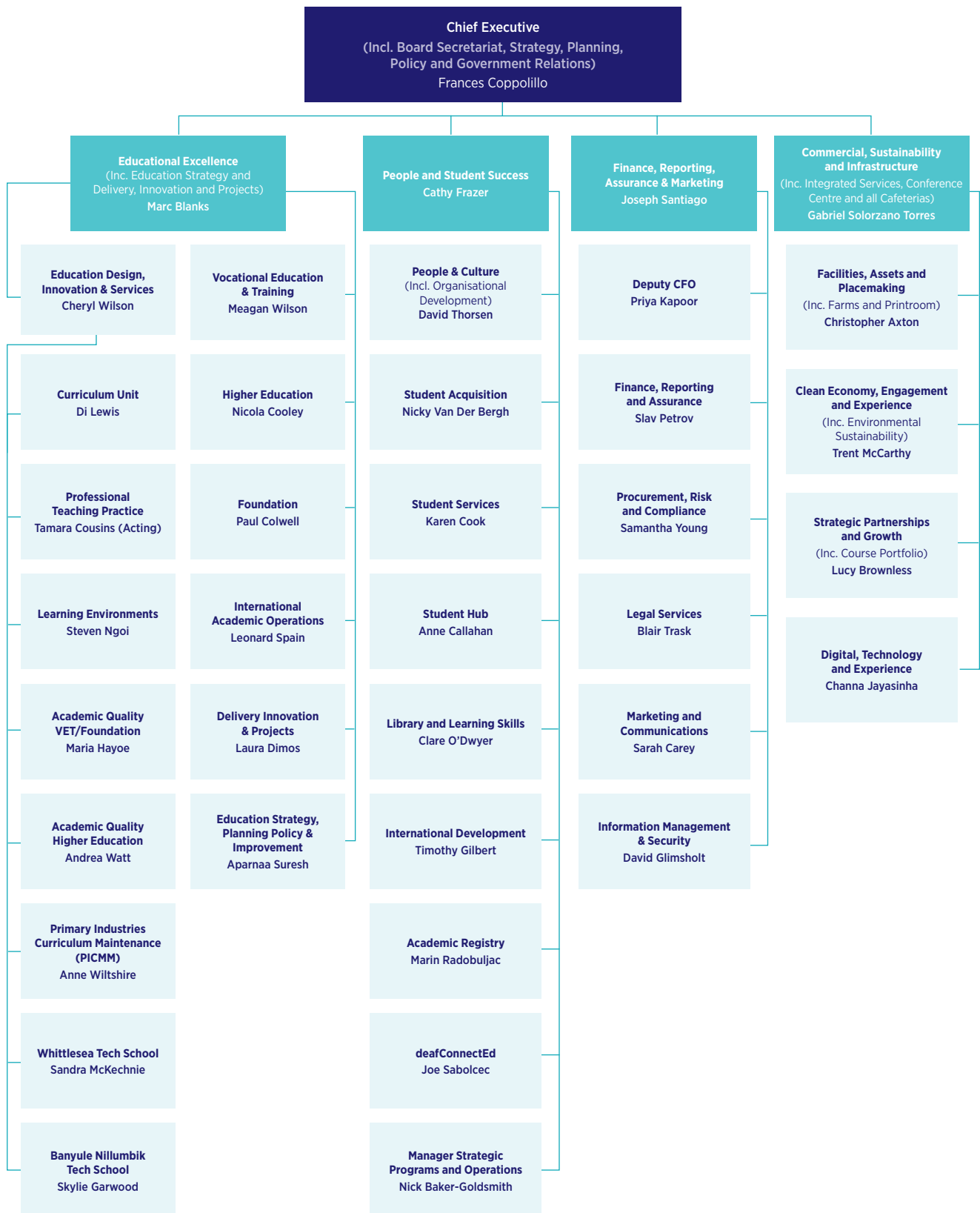
## HIGHER EDUCATION ACADEMIC BOARD

The Higher Education Academic Board (HEAB) has delegated responsibility from the Board for the academic governance of Melbourne Polytechnic's Higher Education activities. The HEAB is the principal advisory body to the Board, reporting to the Education Quality Committee (EQC) on academic matters and approving policies and procedures relating to Higher Education and applications to regulators/professional bodies for the delivery of higher education courses. The HEAB carries out these functions in partnership with, but independent of, the Chief Executive. Despite these delegations, anything with a significant risk, or of a highly sensitive value, is brought directly to the Board in consultation with the HEAB and EQC Chairpersons and, where timing allows, via the EQC.

## HEAB MEMBERS

<b>Professor Penelope Paliadelis</b> (HEAB Chair)	<b>Anne Smyth</b> (HEAB Deputy Chair)	<b>Professor Josua Pienaar</b> (external)	<b>Professor Lorraine Ling</b> (external)
<b>Professor Fion Lim</b> (external)	<b>Marc Blanks</b> (co-executive owner & member)	<b>Daryl Sadgrove</b> (co-executive owner & member) (ceased May 2024)	<b>Dr Nicola Cooley</b>
<b>Sharon Griffiths</b> (ceased July 2024)	<b>Leonard Spain</b>	<b>Marin Radobuljac</b>	<b>Cheryl Wilson</b> (ceased July 2024)
<b>Dr Sazia Parvin</b> (Staff Member – Head of Program from within Business and Construction)	<b>Dr Adam Casey</b> (Staff Member – Teaching Practitioner from within Arts, Education and Agritech) (ceased April 2024)	<b>Dr Mahsa Mirmomen</b> (Staff Member – Teaching Practitioner from within Business and Construction)	<b>Dr Eloise Thompson</b> (Staff Member – Teaching Practitioner from within Arts, Education and Agritech)
<b>Vishan Amarasinghe</b> (Higher Education Student)	<b>Dinitha Nevmeen</b> (Higher Education Student)	<b>Emery Barker</b> (Higher Education Alumni)	

# Melbourne Polytechnic Senior Management Structure at 31 December 2024





# Melbourne Polytechnic objectives, functions, powers and duties

The objectives of Melbourne Polytechnic are set out in the *Education Training and Reform Act 2006* and the Melbourne Polytechnic Constitution.

## OBJECTIVES

The objectives of a TAFE institute are:

- a. to perform its functions for the public benefit by:
  - i. operating its businesses, delivering educational services and utilising assets that it manages on the State's behalf as efficiently as possible
  - ii. ensuring that it is sustainable in the medium to long term
  - iii. ensuring that its procedures, policies and practices are consistent with prudent commercial practice
  - iv. endeavouring to maximise its contribution to the economy and wellbeing of the communities and industries served by the institute and the State as a whole
- b. to facilitate student learning, knowledge acquisition, skills for employment and vocational education and training through excellent teaching, innovation and educational leadership that delivers quality outcomes
- c. to collaborate as part of a strong public training provider network which is mutually and commercially beneficial to enable the institute to offer or provide educational services that meet the needs of industry partners and communities, including persons and groups that have particular education needs
- d. any other objective set out in an Order in Council or Ministerial Order made under section 3.1.11 relating to the institute.

## FUNCTIONS

1. A TAFE institute may perform all or any of the following functions:
  - a. to provide the communities and industries served by the institute with efficient and effective technical and further education programs and services
  - b. to provide the communities and industries served by the institute with efficient and effective adult, community and further education programs and services which are responsive to the needs of the community and to consult with the relevant Regional Councils about the provision of these programs and services
  - c. to provide vocational education and training
  - d. to offer and conduct courses of study leading to the conferral of higher education awards
  - e. to confer higher education awards
  - f. to provide facilities or services for study, research or education
  - g. to undertake research, development, education, training delivery or other services on a commercial basis for other organisations
  - h. to aid or engage in the development or promotion of institute research or the application or use of the results of that research
  - i. to prepare, publish or distribute or license the use of literary or artistic work, audio or audio-visual material or computer software
  - j. to seek or encourage gifts to the institute or for institute purposes
  - k. to provide facilities for use by the community
  - l. any other function conferred on the institute by or under this Act or any Order in Council or Ministerial Order made under section 3.1.11.
2. A TAFE institute may perform any function referred to in subsection (1) within and outside Victoria and outside Australia.
3. Subject to any direction or guideline issued by the Minister a TAFE institute may engage in an activity on a commercial basis if the activity is consistent with, and does not interfere with, the carrying out of the functions referred to in this section or the institute's strategic plan.

# Workforce data

Tables 1 and 2 provide an overview of the total staff employed at Melbourne Polytechnic during the reporting year using 2 different methods of calculation. Table 1 includes all staff employed during 2024. Table 2 includes employees from the last full pay period in December 2024.

**TABLE 1. PERFORMANCE AND ACCOUNTABILITY FRAMEWORK FTE – FOR YEARS ENDING 31 DECEMBER 2023 AND 2024**

Year ending 31 December 2024	Full-time FTE		Part-time FTE		Casual FTE		Total
	Ongoing	Fixed-term	Ongoing	Fixed-term	Teacher	Other	
PACCT Staff	324.2	22.7	63.2	4.2	NA	33.3	447.6
Executive	0.0	12.3	0.0	0.0	NA	0.0	12.3
Other	0.0	0.0	0.0	0.0	NA	0.0	0.0
Teacher	253.1	9.2	93.7	5.9	78.4	NA	440.3
<b>Total</b>	<b>577.3</b>	<b>44.2</b>	<b>156.9</b>	<b>10.1</b>	<b>78.4</b>	<b>33.3</b>	<b>900.2</b>

Year ending 31 December 2023	Full-time FTE		Part-time FTE		Casual FTE		Total
	Ongoing	Fixed-term	Ongoing	Fixed-term	Teacher	Other	
PACCT staff	305.7	41.9	50.6	8.3	NA	33.5	440.0
Executive	0.0	13.4	0.0	0.0	NA	0.0	13.4
Other	1.0	0.0	0.0	0.0	NA	0.0	1.0
Teacher	246.3	25.6	71.7	26.4	71.1	NA	441.1
<b>Total</b>	<b>553.0</b>	<b>80.9</b>	<b>122.3</b>	<b>34.7</b>	<b>71.1</b>	<b>33.5</b>	<b>895.5</b>

FTE: full-time equivalent.

NA: not applicable.

PACCT staff: including casuals, employed under the Academic and Professional Staff Agreement 2022 excluding Higher Education academic staff.

Other: excluding teachers, PACCT professional staff, middle managers or executives.

Employees have been correctly classified.

**Note: Table 1**

Data includes all staff who worked at any time in 2024.

**TABLE 2. WORKFORCE DISCLOSURES  
(DECEMBER 2023 – DECEMBER 2024)**

December 2024	All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
<b>Gender</b>							
Women Executives	6	6	0	0	0	6	6
Women (total staff)	555	456.5	305	164	409.5	86	46.7
Men Executives	7	7	0	0	0	7	7
Men (total staff)	420	364.3	279	64	319.6	77	44.7
Self-described Executives	0	0	0	0	0	0	0
Self-described (total staff)	2	1.3	1	0	1	1	0.3
<b>Age</b>							
15-24	19	9	4	2	4.6	13	4.4
25-34	111	90.5	67	19	78.5	25	12
35-44	208	176.7	125	49	155.4	34	21.3
45-54	253	224.7	170	43	198.6	40	26.1
55-64	284	245.9	181	70	226.8	33	19.1
Over 64	102	75.3	38	45	66.2	19	9.1
<b>Total employees</b>	<b>977</b>	<b>822.1</b>	<b>585</b>	<b>228</b>	<b>730.1</b>	<b>164</b>	<b>92</b>

December 2023	All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
<b>Gender</b>							
Women executives	6	6	0	0	0	6	6
Women (total staff)	594	465.2	278	127	357.5	189	107.7
Men executives	6	6	0	0	0	6	6
Men (total staff)	404	343.2	260	53	293	91	50.2
Self-described (executives)	0	0	0	0	0	0	0
Self-described (total staff)	1	0.2	0	0	0	1	0.2
<b>Age</b>							
Under 25	27	13.1	8	0	8	19	5.1
25-34	121	90.7	53	14	60.6	54	30.1
35-44	193	156.9	112	36	133.9	45	23
45-54	272	232.9	159	43	185.1	70	47.8
55-64	275	236.4	162	58	200.8	55	35.6
Over 64	111	78.6	44	29	62.1	38	16.5
<b>Total employees</b>	<b>999</b>	<b>808.6</b>	<b>538</b>	<b>180</b>	<b>650.5</b>	<b>281</b>	<b>158.1</b>

FTE: full-time equivalent.

Employees have been correctly classified.

**Notes: Table 2**

Data includes staff who were active and employed in the last full pay period of December. An active employee is a person who attends work and is paid, or who is on paid leave..



## EMPLOYMENT AND CONDUCT PRINCIPLES

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Melbourne Polytechnic's People and Culture policies and practices are underpinned by the public sector employment principles set out in Section 8 of the *Public Administration Act 2004*. Recruitment and selection decisions are based on key selection criteria in position descriptions available to all applicants. Melbourne Polytechnic has a range of policies that promote fairness and equity in the workplace and are designed to discourage discrimination and harassment against staff, students and visitors.

These policies include but are not limited to:

- ▶ Code of Conduct Policy
- ▶ Equal Opportunity, Discrimination and Harassment Policy
- ▶ Employment Policy
- ▶ Prevention of Workplace Bullying Policy
- ▶ Sexual Harm Prevention and Response Policy
- ▶ Employee Grievances Policy
- ▶ Recruitment and Selection Policy
- ▶ Child Wellbeing and Safety Policy
- ▶ Gender Identity Policy
- ▶ Protected Disclosure Policy.

# Occupational Health and Safety

## HEALTH, SAFETY AND WELLBEING

We are committed to ensuring the health, safety and wellbeing (HSW) of everyone in the Melbourne Polytechnic community. HSW improvements included new in-person training sessions and revised HSW and Return to Work policies.

## CONSULTATION

The HSW Committee (HSWC) is Melbourne Polytechnic's primary HSW consultation mechanism. Four HSWC meetings were conducted in 2024.

## HSW TRAINING PARTICIPATION 2024

Training delivered	Number of employees trained
Warden training	48
First aid training	38
Managing return to work	53

## LAG INDICATOR PERFORMANCE

Measures	2024	2023	2022
Total number employed as at the last pay in December	977	999	1,085
Total full-time equivalent as at the last pay in December	822.1	808.6	607
Number of hazards/incidents reported	206	253	143
Number of reported hazards/incidents for the year per 100 full-time equivalent	25.1	31.2	23.6

Of the 160 incidents recorded in 2024, 117 resulted in injuries/illnesses (excluding personal illness). Of the 117 incidents, 75 involved students, 38 involved employees and 4 involved visitors.

Hazard reports increased by 22%, from 18 in 2023 to 22 in 2024, with physical hazards being the most reported. Near-miss event reports rose by 37.5% from 8 in 2023 to 11 in 2024. Greater awareness of proactive reporting was the likely contributor to this change. In addition, 13 emergency incidents were reported, totalling 206 hazards/incidents for 2024.

The organisation's Lost Time Injury Frequency Rate (LITFR) rose from 5.8 in 2023 to 6.4 in 2024 due to a small increase in lost time injuries and fewer total work hours.

## WORKERS COMPENSATION PERFORMANCE

Measures	2024	2023	2022
Time lost (hours)	8,392.5	8,870.2	8,112.8
Number of claims accepted	4	6	8
Number of 'lost time' standard claims for the year per 100 full-time equivalent	0.5	0.6	1.3

Of the four standard claims accepted, all were physical injuries, including one hearing loss claim.

Claims	2024	2023	2022
Average cost per claim for the year	39,501	109,429	112,294
Payments to date	120,951	182,915	206,390
Estimate of outstanding claim costs	313,562	1,788,472	1,253,437

### Summary of 2024 claim figures

- ▶ The average cost per claim has significantly decreased over the last 3 years due the claimants' wage profiles and early return-to-work measures (noting that costs are still developing).
- ▶ Claims are from the date that the Agent (EML) received the claim (not the date of injury).
- ▶ Minor claims were excluded as they do not incur costs and serve as notifications only.
- ▶ All data reflects the adjusted costs on all claims up to 23 December 2024.

# Compliance with legislation and regulations

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## APPLICATION OF THE FREEDOM OF INFORMATION ACT 1982

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It is Melbourne Polytechnic's policy to facilitate, subject to privacy and confidentiality provisions, access to information without recourse to the provisions of the *Freedom of Information Act 1982* (FOI Act) where appropriate. In 2024, the Senior Freedom of Information and Privacy Advisor was responsible for ensuring compliance with the FOI Act.

### FOI ACCESS ARRANGEMENTS

Requests for access to documents must be in writing and directed to:

**The Freedom of Information Officer**  
**Melbourne Polytechnic**  
**Locked Bag 5**  
**Preston VIC 3072 AUSTRALIA**

Requests can also be sent by email to:  
**[foi@melbournepolytechnic.edu.au](mailto:foi@melbournepolytechnic.edu.au)**

### FOI FEES AND ACCESS CHARGES

The application fee for an FOI request was \$32.70 from 1 July 2024. Charges for access to documents were in accordance with the Freedom of Information (Access Charges) Regulations 2014.

### FOI ACCESS CLAIMS 2024

There were 5 requests for access to documents received pursuant to the FOI Act during 2024.

## COMPLIANCE WITH THE VICTORIAN PUBLIC SECTOR TRAVEL POLICY

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Melbourne Polytechnic complies with the Victorian Public Sector Travel Policy through application of the Melbourne Polytechnic International and Domestic Travel Policy.

## COMPLIANCE WITH THE PUBLIC INTEREST DISCLOSURES ACT 2012

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Melbourne Polytechnic supports individuals who make a disclosure under the *Public Interest Disclosures Act 2012*, including the protection of persons from any detrimental action by officers, employees, contractors or the Institute itself.

Melbourne Polytechnic has not been advised by the Independent Broad-based Anti-corruption Commission (IBAC) that there were any disclosures made against Melbourne Polytechnic or any of its staff in 2024, nor have any disclosures been made by Melbourne Polytechnic to Melbourne Polytechnic Protected Disclosure Contacts.



## COMPLIANCE WITH THE CARERS RECOGNITION ACT 2012

The *Carers Recognition Act 2012* formally acknowledges the significant contribution that carers make to the Australian community. Melbourne Polytechnic considers the carers recognition principles as set out in the Act when developing relevant staff and student policies, procedures and provision of services. These include:

- ▶ flexible working arrangements
- ▶ part-time work opportunities
- ▶ opportunities to purchase leave
- ▶ an Employee Assistance Program.

Students with carer responsibilities, or those with a disability, are also supported at Melbourne Polytechnic through:

- ▶ application of special consideration arrangements
- ▶ provision of reasonable accommodation to enable participation
- ▶ provision of additional supports such as access to counselling
- ▶ disability support services.

## COMPLIANCE WITH THE BUILDING ACT 1993

Melbourne Polytechnic ensures full compliance with Building Codes Australia for all works requiring building permits. Certified plans are approved, ongoing works are inspected, and occupancy permits or certificates of final inspection are issued by independent, registered building surveyors.

A detailed register of building surveyors and their certified jobs, including occupancy permits and inspection certificates, is meticulously maintained. All building practitioners engaged in works are required to provide evidence of current registration at the time of engagement.

Contract agreements mandate that building contractors maintain valid registration throughout the duration of the contract. All practitioners engaged by Melbourne Polytechnic upheld their registration status throughout the year.

The Director of Facilities, Assets and Placemaking approves annual essential safety measure reports for all properties. Melbourne Polytechnic buildings are maintained in line with essential safety measures and an annual self-assessment ensures compliance with the Asset Management Accountability Framework.

## COMPLIANCE WITH THE LOCAL JOBS FIRST ACT 2003

### LOCAL JOBS FIRST - STANDARD PROJECTS

The *Local Jobs First Act 2003* requires departments and public sector bodies to apply the Local Jobs First policy to all projects over \$3 million in metropolitan Melbourne or statewide, and \$1 million in regional Victoria.

#### Projects commenced

During 2024, Melbourne Polytechnic commenced one Local Jobs First - Standard Project totalling \$5 million. The project represents works in the metropolitan area of Victoria.

There were no Standard Projects that applied the Major Project Skills Guarantee.

The committed outcomes include:

- ▶ a local content average of 100%
- ▶ a total of 9.12 Annualised Employee Equivalent (AEE) jobs, with 4.12 new jobs created and the 5 existing positions retained.

#### Projects completed

During 2024, Melbourne Polytechnic did not finalise any projects.

### SMALL AND MEDIUM BUSINESS ENGAGEMENT

#### Projects commenced

During 2024, Melbourne Polytechnic commenced engagement with 4 small to medium-sized businesses through the supply chain on a Local Jobs First Standard Project.

## COMPLIANCE WITH THE NATIONAL COMPETITION POLICY

Melbourne Polytechnic has developed a pricing and costing model that is consistent with the National Competition Policy, including the requirements of the policy statement 'Competitive Neutrality Policy Victoria', and any subsequent reforms.

## COMPLIANCE WITH LEGISLATION AND SUBORDINATE INSTRUMENTS

Melbourne Polytechnic complies with all relevant legislation and subordinate instruments including, but not limited to, the following:

### CORE MODULE

1. Anti-Bribery and Corruption
2. Competition and Consumer
3. Corporations
4. Employment
5. Environment
6. Privacy and Data Protection
7. Tax
8. Workplace Health and Safety

### COMMONWEALTH TERTIARY MODULE

1. *Tertiary Education Quality and Standards Agency Act 2011*
2. *Education Services for Overseas Students Act 2000*
3. *Education Services for Overseas Students (Registration Charges) Act 1997*
4. *Higher Education Support Act 2003*
5. *Higher Education Funding Act 1988*
6. *Australian Research Council Act 2001*
7. *Copyright Act 1968*
8. *Competition and Consumer Act 2010*
9. *Privacy Act 1988*
10. *Occupational Safety and Health Act 1984*
11. *Poison Act 1971*
12. *Prevention of Cruelty to Animal Act 1986*
13. *Drugs, Poisons and Controlled Substances Act 1981*
14. *Medicines and Poisons Act 2014*
15. Standards for Registered Training Organisations 2015

### VICTORIAN STATE GOVERNMENT MODULE

#### GOVERNANCE - LEGAL LANDSCAPE

1. Asset Management Accountability Framework
2. Code of Conduct for Directors of Victorian Public Entities
3. Code of Conduct for Victorian Public Sector Employees
4. *Privacy and Data Protection Act 2014 (Vic)*
5. *Public Interest Disclosures Act 2012 (Vic)*
6. Public Interest Disclosures Regulations 2019 (Vic)
7. *Financial Management Act 1994 (Vic)*
8. Financial Management Regulations 2014 (Vic)
9. Guidance supporting the Standing Directions of the Minister for Finance
10. IBAC Guidelines for handling public interest disclosures
11. Instructions supporting the Standing Directions of the Minister for Finance 2016
12. *Public Administration Act 2004 (Vic)*
13. *2016 Victorian Managed Insurance Authority Act 1996 (Vic)*
14. Public Sector Commission - Code of Conduct for Directors of Victorian Public Entities
15. Victorian Public Service Commission - Code of Conduct for Victorian Public Sector Employees
16. TAFE Institute Constitution
17. Directions of the Minister for Skills and TAFE (or predecessors)
18. TAFE Institute Commercial Guidelines
19. TAFE Institute Strategic Planning Guidelines
20. *Building Act 1993*
21. *Local Jobs First Act 2003*
22. *Gender Equality Act 2020*
23. *Infringements Act 2006*
24. *Public Records Act 1973*

## EMPLOYMENT - LEGAL LANDSCAPE

25. *Age Discrimination Act 2004 (Cth)*
26. *Australian Consumer Law and Fair Trading Act 2012 (Vic)*
27. *Australian Human Rights Commission Act 1986 (Cth)*
28. *Carers Recognition Act 2012*
29. *Charter of Human Rights and Responsibilities Act 2006 (Vic)*
30. *Competition and Consumer Act 2010 (Cth)*
31. *Constitution Act 1975 (Vic)*
32. *Constitution of Australia 1901 (Cth)*
33. *Corporations Act 2001 (Cth)*
34. *Disability Act 2006 (Vic)*
35. *Disability Discrimination Act 1992 (Cth)*
36. *Education and Training Reform Act 2006 (Vic)* - including Strategy Planning Guidelines and Commercial Guidelines
37. *Education Training Act 2006 (Vic)*
38. *Education Training Reform Act 2006 (Vic)*
39. *Equal Opportunity Act 2010 (Vic)*
40. *Fair Work Act 2009 (Cth)*
41. *Fair Work Regulations 2009 (Cth)*
42. *Financial Management Act 1994 (Vic)*
43. *Health Practitioner Regulation National Law (Victoria) Act 2009 (Vic)*
44. *Health Practitioner Regulation National Law Act 2009 (Vic)*
45. *Health Records Act 2001 (Vic)*
46. *Independent Broad-based Anti-corruption Commission Act 2011 (Vic)*
47. *Juries Act 2000 (Vic)*
48. *Long Service Leave Act 1992 (Vic)*
49. *Migration Act 1958 (Cth)*
50. *National Minimum Wage Order 2017*
51. *Occupational Health and Safety Act 2004 (Vic)*
52. *Paid Parental Leave Act 2010 (Cth)*
53. *Privacy Act 1988 (Cth)*
54. *Privacy and Data Protection Act 2014 (Vic)*
55. *Public Administration (Review of Actions) Regulations 2015 (Vic)*
56. *Public Administration Act 2004 (Vic)*
57. *Public Holidays Act 1993 (Vic)*
58. *Public Interest Disclosures Act 2012 (Vic)*
59. *Racial and Religious Tolerance Act 2001 (Vic)*
60. *Racial Discrimination Act 1975 (Cth)*
61. *Sex Discrimination Act 1984 (Cth)*
62. *Social Security (Administration) Act 1999 (Cth)*
63. *Social Security Act 1991 (Cth)*
64. *Social Security Act 1994 (Cth)*
65. *Superannuation Guarantee (Administration) Act 1992 (Cth)*
66. *Taxation Administration Act 1953 (Cth)*
67. *Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)*

## REPORTING, RECORD KEEPING & INFORMATION SECURITY - LEGAL LANDSCAPE

68. *Freedom of Information Act 1982 (Vic)*
69. *Public Record Office Victoria Access Standard*
70. *Victorian Protective Data Security Framework*

## OTHER LEGISLATION AND CODES MONITORED BY MELBOURNE POLYTECHNIC

1. *Agricultural and Veterinary Chemicals (Administration) Act 1992*
2. *Agricultural and Veterinary Chemicals Code Act 1994*
3. *Australian code for the care and use of animals for scientific purposes 8th edition 2013*
4. *Modern Slavery Act 2018 (Cth)*
5. *National Statement on Ethical Conduct in Human Research 2023*
6. *Australian Code for the Responsible Conduct of Research 2018*

Legislation monitored via Protecht software using Lexis Nexis database



# Consultancies

Consultant	Purpose of Consultancy	Start Date	End Date	Total Approved Project Fee (excl. GST)	Actual 2024 Expenditure (excl. GST)	Future Expenditure (excl. GST)
Brand Architects	Centre of Excellence Modern Methods of Construction Design	Oct 2024	Dec 2024	\$25,000	\$21,050	-
Cubane Solutions Pty Ltd	Student Survey Platform	Jul 2024	Jul 2027	\$485,687	\$90,000	\$395,687
Protecht ERM	Strategic Risk Register Review	Mar 2024	Jun 2024	\$60,355	\$55,628	-
KPMG	Consulting - Right Fit for Risk	Apr 2024	Oct 2024	\$352,000	\$320,000	-
KPMG	Modern Methods of Construction - Centre of Excellence	Sep 2024	Oct 2024	\$116,638	\$111,249	-

Details regarding consultancies over \$10,000 are made publicly available through the publication of this Annual Report on the Melbourne Polytechnic website.

In 2024, Melbourne Polytechnic engaged 3 consultants each costing less than \$10,000, for a total cost of \$19,990.48.

# Advertising

## DETAILS OF 2024 ADVERTISING EXPENDITURE

Campaign name	Summer Campaign (Start of Year)	Midyear Campaign	Always On Campaign	Higher Education Campaign	Summer Campaign (end of year)	International Campaign
<b>Campaign summary</b>	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign
<b>Start date</b>	1/01/2024	1/05/2024	1/01/2024	1/01/2024	3/11/2024	13/10/2024
<b>End date</b>	3/03/2024	14/07/2024	31/12/2024	31/12/2024	31/12/2024	31/12/2024
<b>Advertising (media) expenditure (excl GST)</b>	\$329,362	\$140,373	\$545,881	\$91,314	\$111,843	\$150,000
<b>Creative and campaign development expenditure (excl GST)</b>	-	-	-	-	\$27,746	-
<b>Research and evaluation expenditure (excl GST)</b>	-	-	-	-	-	-
<b>Print and collateral expenditure (excl GST)</b>	-	-	-	-	-	-
<b>Other campaign expenditure (excl GST)</b>	-	-	-	-	-	-
<b>Total campaign expenditure (excl GST)</b>	<b>\$329,362</b>	<b>\$140,373</b>	<b>\$545,881</b>	<b>\$91,314</b>	<b>\$139,589</b>	<b>\$150,000</b>

## ICT expenditure

<b>Business as usual (BAU) ICT expenditure</b>	Operational and Capital	\$9,797,879
<b>Non-business as usual (non-BAU) ICT expenditure</b>	Operational	\$6,007,837
	Capital	\$2,738,171

## Summary of major commercial activities

No major commercial activities required disclosure.

# Asset Management Accountability Framework (AMAF) Maturity Assessment

The following sections summarise Melbourne Polytechnic's assessment of maturity against the requirements of the Asset Management Accountability Framework (AMAF). The AMAF is a non-prescriptive, devolved accountability model of asset management that requires compliance with 41 mandatory requirements. These requirements are on the Victorian Department of Treasury and Finance website.

Melbourne Polytechnic's target maturity rating is 'Competence', meaning systems and processes fully in place, consistently applied and systematically meeting the AMAF requirement, including a continuous improvement process to expand system performance above AMAF minimum requirements.

The AMAF compliance check is completed annually through Protecht, and Melbourne Polytechnic complies with the *Building Act 1993*. This is achieved through maintenance contracts and frameworks to ensure building compliance, which is then audited through the ESM maintenance agreement managed by Philip Chun building surveyors. The organisation's maturity rating remains at 'Competence'.

## LEADERSHIP AND ACCOUNTABILITY (REQUIREMENTS 1-19)

Melbourne Polytechnic met its target maturity level in this category.

## PLANNING (REQUIREMENTS 20-23)

Melbourne Polytechnic met its target maturity level in this category.

## ACQUISITION (REQUIREMENTS 24 AND 25)

Melbourne Polytechnic met its target maturity level in this category.

## OPERATION (REQUIREMENTS 26-40)

Melbourne Polytechnic met its target maturity level in this category.

## DISPOSAL (REQUIREMENT 41)

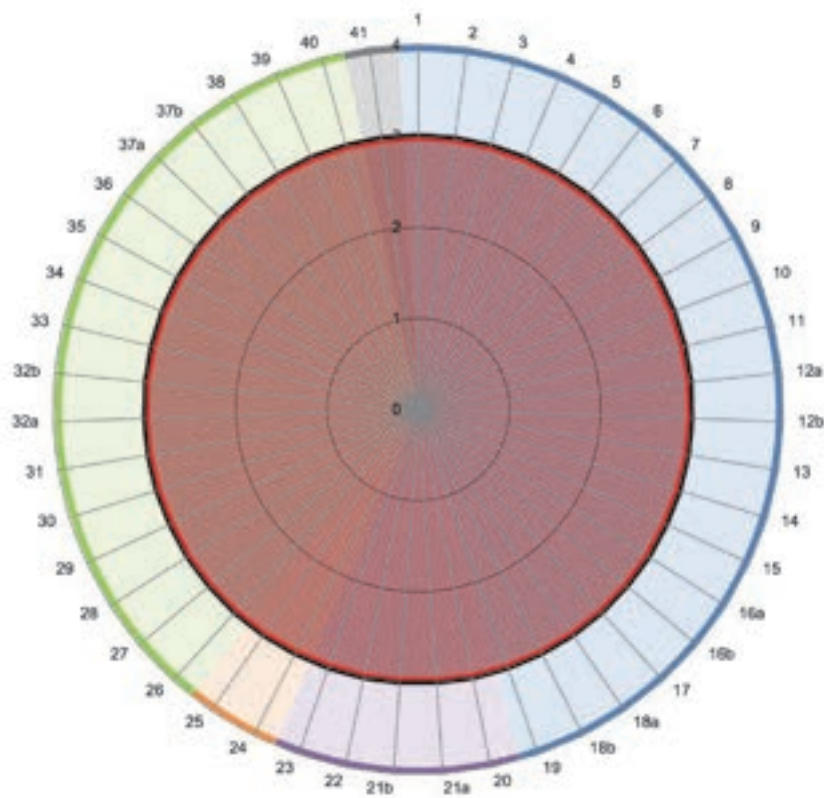
Melbourne Polytechnic met its target maturity level in this category.

### LEGEND

Status Scale	
Not Applicable	N/A
Innocence	0
Awareness	1
Developing	2
Competence	3
Optimising	4
Unassessed	U/A

Target

Overall





# Compulsory Non-Academic Fees and Charges Statement 2024

Melbourne Polytechnic imposes a compulsory non-academic fee, known as the Student Services and Amenities Fee, to cover a range of free support services to students, student engagement activities through the Student Life at Melbourne Polytechnic (SLAM) unit, and the maintenance of facilities and amenities for direct student use. The 2024 Student Services and Amenities Fee was calculated on the basis of 40 cents per enrolled student contact hour in government-funded accredited courses, with a maximum fee of \$250 and a minimum fee of \$50. Certain concessions and exemptions apply. Courses delivered in the workplace or at community locations were charged a flat fee of \$50 per enrolment. The collection and expenditure of the amenities fee is subject to the provisions of the *Education and Training Reform Act 2006*.

The total income from compulsory non-academic fees collected by Melbourne Polytechnic in 2024 was \$1,291,529.

Melbourne Polytechnic used the income generated from the compulsory non-academic fee for campus betterment activities, provision of a range of support services including mental health support services, learning and digital literacy support and student communications. The processes for the collection and disbursement of the Student Services and Amenities Fee are managed by Melbourne Polytechnic and are not paid to any student organisations.

## COMPULSORY NON-ACADEMIC FEES AND CHARGES STATEMENT AS AT 31 DECEMBER 2024

	2024 \$	2023 \$
<b>Income</b>		
Compulsory Non-Academic Fees	1,291,529	1,165,524
<b>Total Income</b>	<b>1,291,529</b>	<b>1,165,524</b>
<b>Expenditure</b>		
<b>Salaries</b>		
Salaries	1,089,611	1,060,643
Salary Oncosts	264,733	246,500
<b>Total Salary Expenditure</b>	<b>1,354,344</b>	<b>1,307,143</b>
<b>Non salaries</b>		
Consumables	7,981	9,573
Subscriptions	88,724	148,459
Telephone	425	942
Equipment Purchases	8,910	3,903
Fitness Centre	0	86,112
Travel	4,193	2,116
Freight and Cartage	1,110	292
Advertising - Courses & Other	7,724	26,287
Orientation/Recreational Activities	55,002	64,685
Minor Works	4,268	0
Uniforms	0	558
Security Services	73	0
OH&S	1,001	1,001
<b>Total Non Salary Expenditure</b>	<b>179,411</b>	<b>337,393</b>
<b>Total Expenditure</b>	<b>1,533,755</b>	<b>1,651,071</b>
<b>Operating Result for the Year</b>	<b>(242,226)</b>	<b>(485,547)</b>

# Additional information

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Consistent with the requirements of the *Freedom of Information Act 1982* and the *Financial Management Act 1994*, information on the following items is available on request:

- a. a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- b. details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- c. details of publications produced by the entity about itself, and how these can be obtained
- d. details of changes in prices, fees, charges, rates and levies charged by the entity
- e. details of any major external reviews carried out on the entity
- f. details of major research and development activities undertaken by the entity
- g. details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- h. details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services
- i. details of assessments and measures undertaken to improve the occupational health and safety of employees
- j. a general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes
- k. a list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved
- l. details of all consultancies and contractors including:
  - i. consultants/contractors engaged
  - ii. services provided
  - iii. expenditure committed to for each engagement.

# Melbourne Polytechnic Financial Management Compliance Attestation Statement

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I, Helen Clarke, on behalf of the Responsible Body, certify that for the period 1 January 2024 to 31 December 2024, Melbourne Polytechnic has no Material Compliance Deficiency with respect to the applicable Standing Directions made under the *Financial Management Act 1994* and Instructions.



Helen Clarke  
Board Chairperson  
Melbourne Polytechnic

Date: 17 March 2025



(L-R) Ron Reeves, Music Teacher, with student Aarati Thapa, Certificate IV in Music – Sound Production.



Student Luella Paine, Certificate III In Music (2023), Diploma of Live Production and Technical Services (2025).

# 2024 Financial Statements



Two VIPs (Very Important Pets) receive caring treatment from (L-R) student Stuart Phillips, Certificate III in Animal Care Services, and Animal Studies Teachers Jemma Harkink and Cassie Wigglesworth.



# Melbourne Polytechnic

## Financial Statements for

### the year ended 31 December 2024

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#### Declaration by Board Chairperson, Chief Executive and Chief Finance and Accounting Officer

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The attached financial statements for Melbourne Polytechnic (the Institute) have been prepared in accordance with Standing Direction 5.2 of the Standing Directions of the Minister of Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes to and forming part of the financial report, presents fairly the financial transactions during the year ended 31 December 2024 and financial position of the Institute as at 31 December 2024.

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

The Board Chairperson, Chief Executive, and Chief Finance and Accounting Officer sign this declaration as delegates of, and in accordance with a resolution of, the Board of Melbourne Polytechnic.



Helen Clarke  
Board Chairperson  
Melbourne Polytechnic  
Date: 17 March 2025



Frances Coppolillo  
Chief Executive  
Melbourne Polytechnic  
Date: 17 March 2025



Joseph Santiago  
Chief Finance and Accounting Officer  
Melbourne Polytechnic  
Date: 17 March 2025

# Auditor-General's Independent Auditor's Report



## Independent Auditor's Report

### To the Board of Melbourne Polytechnic

<b>Opinion</b>	<p>I have audited the financial report of Melbourne Polytechnic (the institute) which comprises the:</p> <ul style="list-style-type: none"><li>• balance sheet as at 31 December 2024</li><li>• comprehensive operating statement for the year then ended</li><li>• statement of changes in equity for the year then ended</li><li>• cash flow statement for the year then ended</li><li>• notes to the financial statements, including material accounting policy information</li><li>• declaration by Board Chair, Chief Executive and Chief Finance and Accounting Officer.</li></ul> <p>In my opinion the financial report presents fairly, in all material respects, the financial position of the institute as at 31 December 2024 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and applicable Accounting Standards.</p>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the institute in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Board's responsibilities for the financial report</b>	<p>The Board of the institute is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>



# Auditor-General's Independent Auditor's Report Cont.

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

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the institute's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the institute's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the institute to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the institute to express an opinion on the financial report. I remain responsible for the direction, supervision and performance of the audit of the institute and the consolidated entity. I remain solely responsible for my audit opinion.

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

MELBOURNE  
31 March 2025



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

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# Comprehensive Operating Statement for the year ended 31 December 2024

	Note	2024 \$'000	2023 \$'000
<b>CONTINUING OPERATIONS</b>			
<b>Revenue and income from transactions</b>			
Government grants			
Operating grants – revenue	2.1.1	56,165	43,249
Operating grants – income	2.1.1	40,725	51,657
Capital grants – income	2.1.2	5,572	32,511
Revenue from fees, charges and sales	2.2	126,539	116,125
Other revenue	2.3	3	3
Other income	2.3	4,814	5,110
<b>Total revenue and income from transactions</b>		<b>233,818</b>	<b>248,655</b>
<b>Expenses from transactions</b>			
Employee benefits	3.1.1	112,747	105,873
Depreciation and amortisation	3.6	15,783	14,232
Supplies and services	3.3	95,748	84,637
Finance costs	3.5	31	14
Other operating expenses	3.4	11,106	11,092
<b>Total expenses from transactions</b>		<b>235,415</b>	<b>215,848</b>
<b>Net result from transactions</b>		<b>(1,597)</b>	<b>32,807</b>
<b>Other economic flows included in net result</b>			
Net gain/(loss) on financial instruments	9.1a	188	(138)
Net gain/(loss) on non-financial assets	9.1b	(38)	63
Other gains/(losses) from other economic flows	9.1c	238	(46)
<b>Total other economic flows included in net result</b>		<b>388</b>	<b>(121)</b>
<b>Net result</b>		<b>(1,209)</b>	<b>32,686</b>
<b>Other economic flows – other comprehensive income</b>			
Gain/(loss) on revaluation of physical assets	9.1d	(135)	-
<b>Comprehensive result</b>		<b>(1,344)</b>	<b>32,686</b>

The accompanying notes form part of these financial statements.



## Balance Sheet as at 31 December 2024

	Note	2024 \$'000	2023 \$'000
<b>Assets</b>			
<b>Financial assets</b>			
Cash and cash equivalents	6.1	13,217	15,576
Receivables	5.1	5,853	6,006
<b>Total financial assets</b>		<b>19,070</b>	<b>21,582</b>
<b>Non-financial assets</b>			
Contract assets	5.2	11,520	14,211
Property, plant and equipment	4.1	458,487	465,239
Right-of-use assets	6.4	1,050	844
Intangible assets	4.2	6,859	6,118
Other non-financial assets	5.3	6,076	5,904
Non-financial physical assets classified as held for sale	9.7	1,472	-
<b>Total non-financial assets</b>		<b>485,464</b>	<b>492,316</b>
<b>Total assets</b>		<b>504,534</b>	<b>513,898</b>
<b>Liabilities</b>			
Payables	5.4	15,014	18,247
Contract liabilities	5.5	6,836	11,704
Employee provisions	5.6	22,174	22,076
Other provisions	5.7	1,052	924
Borrowings	6.2	633	979
Lease liabilities	6.4	1,045	844
<b>Total liabilities</b>		<b>46,754</b>	<b>54,774</b>
<b>Net assets</b>		<b>457,780</b>	<b>459,124</b>
<b>Equity</b>			
Accumulated surplus/(deficit)	9.2	79,547	79,686
Contributed capital	6.3	31,681	31,681
Reserves	9.2	346,552	347,757
<b>Net worth</b>		<b>457,780</b>	<b>459,124</b>

The accompanying notes form part of these financial statements.

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

	Reserves \$'000	Accumulated surplus \$'000	Contributions by owner \$'000	Total \$'000
<b>As at 1 January 2023</b>	<b>347,757</b>	<b>47,000</b>	<b>31,681</b>	<b>426,438</b>
Net result for the year	-	32,686	-	32,686
Other economic flows – other comprehensive income	-	-	-	-
Total comprehensive income	-	32,686	-	32,686
<b>Year ended 31 December 2023</b>	<b>347,757</b>	<b>79,686</b>	<b>31,681</b>	<b>459,124</b>
Net result for the year	-	(1,209)	-	(1,209)
Other economic flows – other comprehensive income	(135)	-	-	(135)
Total comprehensive income	(135)	(1,209)	-	(1,344)
Transfer to accumulated surplus	(1,070)	1,070	-	-
<b>Year ended 31 December 2024</b>	<b>346,552</b>	<b>79,547</b>	<b>31,681</b>	<b>457,780</b>

The accompanying notes form part of these financial statements.

## Cash Flow Statement for the year ended 31 December 2024

	Note	2024 \$'000	2023 \$'000
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Government contributions		98,585	106,350
Receipts from customers – fees, charges and sales		139,145	125,485
Goods and services tax recovered from the ATO		757	3,144
Interest received		908	1,290
<b>Total receipts from operating activities</b>		<b>239,395</b>	<b>236,269</b>
<b>Payments</b>			
Payments to employees		(94,645)	(86,513)
Payments to suppliers		(133,440)	(122,480)
Goods and services tax paid to the ATO		(1,393)	(2)
Short-term, low value and variable lease payments		(112)	(536)
Interest paid – lease liability		(31)	(14)
<b>Total payments from operating activities</b>		<b>(229,621)</b>	<b>(209,545)</b>
<b>Net cash flows from/(used in) operating activities</b>	<b>6.1.1</b>	<b>9,774</b>	<b>26,724</b>
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		(10,959)	(38,141)
Payments for intangible assets		(2,451)	(3,945)
Proceeds from sales of non-financial assets		1,921	75
<b>Net cash flows from/(used in) investing activities</b>		<b>(11,489)</b>	<b>(42,011)</b>
<b>Cash flows from financing activities</b>			
Repayment of borrowings		(346)	(346)
Payment of lease liabilities		(298)	(157)
<b>Net cash flows from/(used in) financing activities</b>		<b>(644)</b>	<b>(503)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>(2,359)</b>	<b>(15,790)</b>
<b>Cash and cash equivalents at beginning of year</b>		<b>15,576</b>	<b>31,366</b>
<b>Cash and cash equivalents at end of year</b>	<b>6.1</b>	<b>13,217</b>	<b>15,576</b>

The accompanying notes form part of these financial statements.

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## NOTE 1. About this report

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

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

Its registered office and principal address is:  
Melbourne Polytechnic  
77 St Georges Road  
Preston VIC 3072  
Australia

### 1.1 BASIS OF PREPARATION

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

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

Judgements, estimates and assumptions are required to be made about the financial information being presented. The estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

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

- ▶ determining whether government contributions received should be recognised as revenue under AASB 15 or income under AASB 1058 depending on whether the performance obligations within the contract are assessed as sufficiently specific and measuring Melbourne Polytechnic's satisfaction of a performance obligation (refer to Note 2.1);
- ▶ AASB 16 Leases and the requirements to determine the lease term to the extent that extension options are certain (refer to Note 6.4); and
- ▶ whether AASB 1059 Service Concession Arrangements: Grantors is applicable - specifically, in determining whether an asset provides public services and in determining whether the operator manages at least some of the public services and not acting merely as an agent on behalf of the grantor.



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

- ▶ actuarial assumptions for employee benefit provisions based on likely tenure of existing staff, patterns of leave claims, future salary movements and future discount rates (refer to Note 5.6);
- ▶ the loss rate used in calculating the allowance for expected credit losses (refer to Note 7.1.2);
- ▶ the fair value of land, buildings, plant and equipment (refer to Note 7.3); and
- ▶ the fair value of assets measured at current replacement cost as a result of rising costs of construction and inflation.

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

These financial statements cover Melbourne Polytechnic as an individual reporting entity.

### **GOODS AND SERVICES TAX (GST)**

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

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

### **FUNDING RISK**

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

Melbourne Polytechnic has substantial economic dependency on government operating and capital contributions, in particular the Department of Jobs, Skills, Industry and Regions (the Department or DJSIR). Melbourne Polytechnic does not expect any change in this dependency. The financial statements have been prepared on a going concern basis.

Melbourne Polytechnic manages funding risk by seeking to diversify and increase funding from commercial activities, both domestically and offshore.

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

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## 1.2 COMPLIANCE INFORMATION

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable AAS, which include Interpretations, issued by the Australian Accounting Standards Board (AASB). In particular, they are presented in a manner consistent with the requirements of AASB 1049 Whole of Government and General Government Sector Financial Reporting.

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

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

## 1.3 CLIMATE CHANGE

Melbourne Polytechnic has considered climate-related matters in the preparation of the financial statements. During 2024, there has been no material events impacting the financial statements. The Institute will continue to monitor the impact of climate change in future reporting periods and make necessary disclosures as required.

## NOTE 2. How we earned our funds

Melbourne Polytechnic generates revenue from various sources including the government, students and commercial entities.

### 2.1 GOVERNMENT GRANTS

#### 2.1.1 REVENUE AND INCOME FROM GOVERNMENT GRANTS

	2024 \$'000	2023 \$'000
<b>Grants and other transfers</b>		
<b>Government grants – operating revenue</b>		
<b>State government</b>		
State government – DE/DJSIR – contestable	55,595	43,194
State government – non DE/DJSIR departments	518	-
<b>Commonwealth government</b>		
Commonwealth government grants	52	55
<b>Total government grants – operating revenue</b>	<b>56,165</b>	<b>43,249</b>
<b>Government grants – operating income</b>		
<b>State government – other grants</b>		
State government – DE/DJSIR	40,725	50,089
State government – non DE/DJSIR departments	-	1,568
<b>Total government grants – operating income</b>	<b>40,725</b>	<b>51,657</b>
<b>Total government grants – operating</b>	<b>96,890</b>	<b>94,906</b>

#### REVENUE AND INCOME FROM GOVERNMENT GRANTS

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

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

#### REVENUE FROM GOVERNMENT GRANTS

The Institute's revenue streams are predominately for transactions relating to the delivery of courses to students and education services to clients. In all cases, the total transaction price for these services is allocated amongst the various performance obligations based on the consideration specified in the contract with the customer. The transaction price for a contract excludes any amounts collected on behalf of third parties. Revenue is recognised either at a point in time or over time as the Institute satisfies the performance obligations by transferring the promised goods or services to its customers. Where government grants have been received for services to be delivered in the following year, these amounts are deferred as a contract liability (Note 5.5).

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

#### INCOME FROM GOVERNMENT GRANTS

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

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

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

Source of funding	Nature	Performance obligation	Timing of satisfaction
<b>State Government – contestable</b>	Refers to Victorian state government funding for which the Institute must compete with other registered training providers. Funding is allocated primarily through a combination of a 'User Choice' system for all providers and a competitive tendering process for private providers.	The funding agreement for these grants outlines the performance obligations to provide education services to eligible students. These grants are recognised as revenue from contracts with customers in line with the requirements of AASB15.	Revenue is recognised over time, on the basis of the number of units of training delivered to eligible students over the life of the agreement.
<b>State Government – other grants</b>	Refers to funding that is not recognised as contestable and includes specific purpose grants.	In general, funding agreements for these grants do not contain sufficiently specific performance obligations and are therefore recognised as income under AASB 1058. The Institute recognises income immediately in the comprehensive operating statement when control is achieved over the funds which occurs on execution of the relevant contract.	
		Where <b>performance obligations are sufficiently specific</b> in accordance with AASB 15.	Revenue is recognised <b>over time</b> in the comprehensive operating statement as the performance obligations are delivered.

#### TRANSACTION PRICE ALLOCATED TO REMAINING PERFORMANCE OBLIGATIONS

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

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

	2025 \$'000	2026 \$'000	2027 \$'000
<b>Revenue expected to be recognised</b>	<b>93</b>	<b>-</b>	<b>-</b>

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

#### 2.1.2 CAPITAL GRANTS INCOME

	2024 \$'000	2023 \$'000
<b>Government grants - capital</b>		
State government – capital	5,572	32,511
<b>Total government grants – capital</b>	<b>5,572</b>	<b>32,511</b>
<b>Total government grants</b>	<b>102,462</b>	<b>127,417</b>



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

## 2.2 REVENUE FROM FEES, CHARGES AND SALES

	2024	2023
	\$'000	\$'000
Student fees and charges	11,073	11,057
Fee for service – government	84,076	75,398
Fee for service – international operations – onshore	12,711	11,538
Fee for service – international operations – offshore	5,305	5,214
Fee for service – other	11,843	10,745
<b>Other non-course fees and charges</b>		
Student amenities and services	1,531	2,173
<b>Total revenue from fees, charges and sales</b>	<b>126,539</b>	<b>116,125</b>

The following table provides a breakdown of contractual sales with customers based on timing of revenue:

	2024	2023
	\$'000	\$'000
Over time	125,008	113,952
At a point in time	1,531	2,173
<b>Total revenue from fees, charges and sales</b>	<b>126,539</b>	<b>116,125</b>

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

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

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

Melbourne Polytechnic uses actual student contact hours to recognise revenue over time in line with AASB 15.

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

#### REVENUE RECOGNISED IN RELATION TO CONTRACT LIABILITIES

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

	2024	2023
	\$'000	\$'000
Student fees and charges	3,129	2,534
Fee for service	2,811	2,639
Other	5,446	26,525
	<b>11,386</b>	<b>31,698</b>

## TRANSACTION PRICE ALLOCATED TO REMAINING PERFORMANCE OBLIGATIONS

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

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

	Total	2025	2026	2027	2028
2024	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue expected to be recognised	6,745	6,601	106	37	1

	Total	2024	2025	2026	2027
2023	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue expected to be recognised	6,170	5,945	156	66	3

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

### Payment terms

The payment terms for student fees are as follows:

- ▶ up-front payment via cash, EFTPOS or credit card prior to course commencement;
- ▶ payment plan via a third party (Debit success);
- ▶ government assistance (FEE HELP and VET Student Loan); and/or
- ▶ invoice to a third party (e.g. a student's employer or workers' compensation provider).

Students are generally entitled to a refund (less administration fee) if they withdraw from a course before the census date.

Students who withdraw after this time are generally not entitled to a refund.

## 2.3 OTHER REVENUE AND INCOME

	2024	2023
	\$'000	\$'000
Revenue recovery	3	3
<b>Total other revenue</b>	<b>3</b>	<b>3</b>
Interest income	908	1,290
Scholarships	72	6
Rental income	2,032	2,037
Donations, bequests and grants	85	127
Income from sub-leasing right-of-use assets	1,032	1,045
Other income	685	605
<b>Total other income</b>	<b>4,814</b>	<b>5,110</b>
<b>Total revenue and other income</b>	<b>4,817</b>	<b>5,113</b>

Other income type	Nature	Performance obligation	Timing of satisfaction
<b>Interest</b>	Interest income includes interest received on bank term deposits and other investments and the unwinding over time of the discount on financial assets.	None	Recognised taking into account the effective interest rates applicable to the financial assets.
<b>Rental income from operating leases</b>	Melbourne Polytechnic receives rental income for certain land and buildings leased out to the general public during the semester break period and when the buildings are excess to the current requirement. Melbourne Polytechnic also receives rental income from long term lease arrangements with third parties.  Refer to Note 2.3.1 for Melbourne Polytechnic's lessor accounting policy.	None	Rental income is recognised on a time proportional basis and is brought to account when Melbourne Polytechnic's right to receive the rental is established.
<b>Donations and bequests</b>	From time to time, generous benefactors may provide donations or gifts to further the objectives of Melbourne Polytechnic. Typically, donations and bequests do not contain performance obligations that are sufficiently specific.	None	Recognised on receipt, when there are no sufficiently specific performance obligations. Typically, the stated purpose of the gift is not specific enough for the requirements of the AASB 15. In the rare circumstance where a gift has a sufficiently specific performance obligation revenue will be recognised when or as the obligation is satisfied.
<b>Other income</b>		Other income is recognised when Melbourne Polytechnic's right to receive payment is established.	

### 2.3.1 LEASES RECEIVABLE

	2024 \$'000	2023 \$'000
<b>Receivable:</b>		
Within one year	2,695	2,008
Later than one year but not later than five years	7,237	5,913
Later than five years	3,243	1,696
<b>Total leases receivable</b>	<b>13,175</b>	<b>9,617</b>
GST payable on the above	1,178	874
<b>Net operating leases receivable</b>	<b>11,997</b>	<b>8,743</b>

When Melbourne Polytechnic is a lessor, a lease is classified as an operating lease when it does not transfer substantially all of the risks and rewards incidental to ownership of the underlying asset. Indicators such as whether the lease is for the major part of the economic life of the asset are considered as part of this assessment. Payments received under operating leases are recognised as income on a straight-line basis over the lease term and are included under the line item - rental income.



## NOTE 3. How we expended our funds

### 3.1 EMPLOYEE BENEFITS

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

All assumptions are reviewed at each reporting date.

#### 3.1.1 EMPLOYEE BENEFITS IN THE COMPREHENSIVE OPERATING STATEMENT

	2024	2023
	\$'000	\$'000
Salaries, wages, overtime and allowances	85,399	81,134
Superannuation	10,040	9,249
Payroll tax	4,782	4,820
Mental health levy	888	397
Workers compensation	1,483	1,688
Annual leave	5,800	5,877
Long service leave	2,442	2,216
Termination benefits	1,811	424
Other	102	68
<b>Total employee benefits</b>	<b>112,747</b>	<b>105,873</b>

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

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. Melbourne Polytechnic recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits which are expected to be wholly-settled more than 12 months after balance sheet date are discounted to present value.

### 3.2 SUPERANNUATION

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

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

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

The name and details of the major employee superannuation funds and contributions made by Melbourne Polytechnic are as follows.

	2024	2023
	\$'000	\$'000
<b>Paid contribution for the year</b>		
<b>Defined benefit plans:</b>		
State Superannuation Fund – revised and new	150	174
<b>Total defined benefit plans</b>	<b>150</b>	<b>174</b>
<b>Accumulation contribution plans:</b>		
VicSuper	4,565	4,307
Other	5,536	4,814
<b>Total accumulation contribution plans</b>	<b>10,101</b>	<b>9,121</b>
<b>Total paid contribution for the year</b>	<b>10,251</b>	<b>9,295</b>
<b>Contribution outstanding at year end</b>		
<b>Accumulation contribution plans:</b>		
VicSuper	-	-
Other	-	-
<b>Total accumulation contribution plans</b>	<b>-</b>	<b>-</b>
<b>Total contribution outstanding at year end</b>	<b>-</b>	<b>-</b>

#### ACCUMULATION CONTRIBUTION PLANS

Contributions are expensed when they become payable.

The bases for contributions are determined by the various schemes.

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

### 3.3 SUPPLIES AND SERVICES

	2024	2023
	\$'000	\$'000
Repairs and maintenance	4,870	5,061
General consultancy	5,434	3,422
Contract and other services	5,661	4,885
Services of training providers - third party	10,434	10,026
Services of training providers - state government - within DJSIR portfolio	54,239	47,565
Communication expenses	349	449
Cost of goods sold / distributed (ancillary trading)	1,323	1,569
Legal expenses	305	244
Purchase of supplies and consumables	5,078	5,074
Computer software and hardware expenses	8,055	6,342
<b>Total supplies and services</b>	<b>95,748</b>	<b>84,637</b>

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

#### 3.3.1 NON-CANCELLABLE LEASE COMMITMENTS – SHORT-TERM AND LOW VALUE LEASES

Melbourne Polytechnic had no material non-cancellable lease commitments for short-term and low-value leases as at 31 December 2024.

### 3.3.2 OTHER EXPENDITURE COMMITMENTS

Commitments for future maintenance, repairs or services in existence at reporting date but not recognised as liabilities are as follows.

	2024	2023
	\$'000	\$'000
<b>Payable</b>		
Within one year	15,939	14,263
Later than one year but not later than five years	4,159	8,901
Later than five years	-	-
<b>Total other expenditure commitments</b>	<b>20,098</b>	<b>23,164</b>
GST payable on the above	1,750	2,089
<b>Net other expenditure commitments</b>	<b>18,348</b>	<b>21,075</b>

### 3.4 OTHER OPERATING EXPENSES

	2024	2023
	\$'000	\$'000
Audit fees and services	188	204
Insurance	938	716
Impairment of non-financial assets	334	123
Equipment below capitalisation threshold	1,325	1,096
Marketing and promotional expenses	1,635	1,971
Staff development	504	535
Travel and motor vehicle expenses	514	544
Utilities	2,672	2,445
Expenses relating to short-term leases	112	536
Bad debt expense	95	75
Other	2,789	2,847
<b>Total other operating expenses</b>	<b>11,106</b>	<b>11,092</b>

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

Audit fees and services relate to costs associated with internal audit services, as well as remuneration to the Victorian Auditor-General's Office for the audit of the financial statements (see Note 8.4).

### 3.5 FINANCE COSTS

	2024	2023
	\$'000	\$'000
Interest on lease liabilities	31	14
<b>Total finance costs</b>	<b>31</b>	<b>14</b>

### 3.6 DEPRECIATION AND AMORTISATION

	2024	2023
	\$'000	\$'000
Buildings and leasehold improvements	11,834	11,499
Plant and equipment	2,149	1,753
Library collections	54	75
Motor vehicles	86	36
Right of use assets	262	158
Amortisation of intangible assets	1,398	711
<b>Total depreciation and amortisation</b>	<b>15,783</b>	<b>14,232</b>

## NOTE 4. The assets we invested in

### 4.1 PROPERTY, PLANT AND EQUIPMENT

#### FAIR VALUE MEASUREMENT

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

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

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2024	2023	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Land	247,998	251,383	-	-	247,998	251,383
Buildings	217,083	174,292	(22,550)	(11,200)	194,533	163,092
Construction in progress	2,128	42,853	-	-	2,128	42,853
Plant and equipment	36,461	31,532	(23,495)	(24,392)	12,966	7,140
Motor vehicles	1,118	1,382	(849)	(1,123)	269	259
Leasehold improvements	2,550	2,083	(2,063)	(1,678)	487	405
Library collections	5,469	5,415	(5,363)	(5,308)	106	107
<b>Total carrying amount</b>	<b>512,807</b>	<b>508,940</b>	<b>(54,320)</b>	<b>(43,701)</b>	<b>458,487</b>	<b>465,239</b>

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

#### INITIAL RECOGNITION

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

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

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



## SUBSEQUENT MEASUREMENT

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

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

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

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

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

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

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

## REVALUATIONS OF NON-FINANCIAL PHYSICAL ASSETS

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

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

### 4.1.1 RECONCILIATION OF MOVEMENTS IN CARRYING AMOUNT OF PROPERTY, PLANT AND EQUIPMENT

	Land \$'000	Buildings \$'000	Construction in progress \$'000	Plant and equipment \$'000	Motor vehicles \$'000	Leasehold improvements \$'000	Library collections \$'000	Total \$'000
<b>2024</b>								
Opening net book amount	251,383	163,092	42,853	7,140	259	405	107	465,239
Additions	-	-	10,906	-	-	-	53	10,959
Revaluations	(250)	115	-	-	-	-	-	(135)
Impairment	(230)	(48)	-	(18)	-	-	-	(296)
Disposals	(1,685)	(269)	-	(5)	-	-	-	(1,959)
Classified as held for sale	(1,220)	(252)	-	-	-	-	-	(1,472)
Transfers	-	43,344	(51,631)	7,998	96	467	-	274
Depreciation	-	(11,449)	-	(2,149)	(86)	(385)	(54)	(14,123)
<b>Net carrying amount</b>	<b>247,998</b>	<b>194,533</b>	<b>2,128</b>	<b>12,966</b>	<b>269</b>	<b>487</b>	<b>106</b>	<b>458,487</b>
<b>2023</b>								
Opening net book amount	251,383	170,019	10,969	7,495	29	555	146	440,596
Additions	-	-	38,105	-	-	-	36	38,141
Impairment	-	-	-	(123)	-	-	-	(123)
Disposals	-	-	-	(12)	-	-	-	(12)
Transfers	-	4,273	(6,221)	1,533	266	149	-	-
Depreciation	-	(11,200)	-	(1,753)	(36)	(299)	(75)	(13,363)
<b>Net carrying amount</b>	<b>251,383</b>	<b>163,092</b>	<b>42,853</b>	<b>7,140</b>	<b>259</b>	<b>405</b>	<b>107</b>	<b>465,239</b>

### 4.1.2 CAPITAL COMMITMENTS

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

	2024 \$'000	2023 \$'000
<b>Payable</b>		
Within one year	578	6,261
Later than one year but not later than five years	-	-
Later than five years	-	-
<b>Total capital expenditure commitments</b>	<b>578</b>	<b>6,261</b>
GST payable on the above	52	569
<b>Net capital expenditure commitments</b>	<b>526</b>	<b>5,692</b>

### 4.1.3 GAIN/(LOSS) ON DISPOSAL OF NON-FINANCIAL ASSETS

	2024 \$'000	2023 \$'000
Net gain/(loss) on disposal of property, plant and equipment	(38)	63
<b>Net gain/(loss) on non-financial assets</b>	<b>(38)</b>	<b>63</b>

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

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

## 4.2 INTANGIBLE ASSETS

	Software \$'000	Courseware \$'000	Courseware developments in progress \$'000	2024 \$'000
<b>2024</b>				
<b>Gross carrying amount</b>				
Opening balance	6,231	2,527	1,803	<b>10,561</b>
Additions	89	-	2,362	<b>2,451</b>
Transfers	(274)	2,309	(2,309)	<b>(274)</b>
<b>Closing balance</b>	<b>6,046</b>	<b>4,836</b>	<b>1,856</b>	<b>12,738</b>
<b>Accumulated amortisation and impairment</b>				
Opening balance	(4,081)	(362)	-	<b>(4,443)</b>
Amortisation charge	(447)	(951)	-	<b>(1,398)</b>
Impairment	-	(38)	-	<b>(38)</b>
<b>Closing balance</b>	<b>(4,528)</b>	<b>(1,351)</b>	<b>-</b>	<b>(5,879)</b>
<b>Net carrying amount at end of the year</b>	<b>1,518</b>	<b>3,485</b>	<b>1,856</b>	<b>6,859</b>

	Software \$'000	Courseware \$'000	Courseware developments in progress \$'000	2023 \$'000
<b>2023</b>				
<b>Gross carrying amount</b>				
Opening balance	5,320	-	1,296	6,616
Additions	911	-	3,034	3,945
Transfers	-	2,527	(2,527)	-
<b>Closing balance</b>	<b>6,231</b>	<b>2,527</b>	<b>1,803</b>	<b>10,561</b>
<b>Accumulated amortisation and impairment</b>				
Opening balance	(3,732)	-	-	(3,732)
Amortisation charge	(349)	(362)	-	(711)
<b>Closing balance</b>	<b>(4,081)</b>	<b>(362)</b>	<b>-</b>	<b>(4,443)</b>
<b>Net carrying amount at end of the year</b>	<b>2,150</b>	<b>2,165</b>	<b>1,803</b>	<b>6,118</b>

## INITIAL RECOGNITION

### Internally generated intangible assets

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

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

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

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

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

Judgement is required in determining whether:

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

## SUBSEQUENT MEASUREMENT

Intangible assets are amortised as an 'expense from transactions' on a straight-line basis over their useful lives. Intangible assets have useful lives of 2 - 5 years for software and 4 years for courseware (refer to Note 4.3).

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

## IMPAIRMENT OF INTANGIBLE ASSETS

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

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

## 4.3 DEPRECIATION AND AMORTISATION

Depreciation and amortisation is provided on software, property, plant and equipment, freehold buildings and right-of-use assets.

Depreciation and amortisation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Right-of-use assets and leasehold improvements are depreciated over the period of the lease or estimated useful life, whichever is shorter, using the straight-line method. The only exception is where Melbourne Polytechnic expects to obtain ownership of the leased asset at the end of the lease term, where in such instances, the right-of-use assets and leasehold improvements will be depreciated over their expected useful lives.

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

Class of assets	Useful Life		Method
Buildings	5 – 60 years	(2023: 3 – 60 years)	Straight Line
Plant and equipment	3 – 20 years	(2023: 4 – 20 years)	Straight Line
Motor vehicles	4 – 13 years	(2023: 4 – 13 years)	Straight Line
Leasehold improvements	1 – 6.5 years	(2023: 2 – 6.5 years)	Straight Line
Library collections	5 years	(2023: 5 years)	Straight Line
Right of use assets	Lease term	(2023: lease term)	Straight Line
Courseware	4 years	(2023: 4 years)	Straight Line
Software	2 – 5 years	(2023: 5 years)	Straight Line

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

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

## NOTE 5. Balances from operations

### 5.1 RECEIVABLES

	2024	2023
	\$'000	\$'000
<b>Current</b>		
Trade receivables	3,868	4,049
Loss allowance on trade receivables	(288)	(568)
Other receivables	2,312	2,218
Loss allowance on other receivables	(39)	(28)
<b>Total receivables from contracts with customers</b>	<b>5,853</b>	<b>5,671</b>
<b>Statutory</b>		
GST input tax credit recoverable	-	335
<b>Total current receivables</b>	<b>5,853</b>	<b>6,006</b>



Receivables consist of:

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

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

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

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

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

## IMPAIRMENT

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

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

	2024 \$'000	2023 \$'000
<b>Balance at the beginning of the year</b>	<b>597</b>	<b>548</b>
Amounts written off	(49)	(60)
Reversal of unused loss allowance recognised in net result	(597)	(487)
Increase in loss allowance recognised in net result	376	596
<b>Balance at the end of the year</b>	<b>327</b>	<b>597</b>

Trade receivables of Melbourne Polytechnic consists of some customers having similar characteristics in that they are predominantly government or educational who operate both locally and internationally. Based on historical information about customer default rates, management considers the credit quality of trade receivables that are not past due or impaired to be good.

## AGEING ANALYSIS OF CONTRACTUAL RECEIVABLES

	Carrying amount \$'000	Not past due and not impaired \$'000	Less than 1 month \$'000	1-3 months \$'000	3 months to 1 year \$'000	1-5 years \$'000
<b>2024</b>						
Trade receivables	3,868	3,404	291	52	100	21
Other receivables	2,312	1,832	337	123	1	19
<b>Total</b>	<b>6,180</b>	<b>5,236</b>	<b>628</b>	<b>175</b>	<b>101</b>	<b>40</b>
<b>2023</b>						
Trade receivables	4,049	3,254	433	37	309	16
Other receivables	2,218	1,606	261	237	7	107
<b>Total</b>	<b>6,267</b>	<b>4,860</b>	<b>694</b>	<b>274</b>	<b>316</b>	<b>123</b>

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

The weighted average credit period on receivables is 14 (2023: 16) days.

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

## 5.2 CONTRACT ASSETS

	2024 \$'000	2023 \$'000
<b>Current</b>		
Contract assets	11,520	14,211
<b>Total contract assets</b>	<b>11,520</b>	<b>14,211</b>

Contract assets are recognised when Melbourne Polytechnic has transferred goods or services to the customer but where the Institute is yet to establish an unconditional right to consideration. Contract assets are treated as financial assets for impairment purposes.

## 5.3 OTHER NON-FINANCIAL ASSETS

	2024 \$'000	2023 \$'000
<b>Current</b>		
Prepayments	3,019	2,559
Inventories	130	129
Biological assets	16	18
<b>Total current other non-financial assets</b>	<b>3,165</b>	<b>2,706</b>
<b>Non-current</b>		
Prepayments	2,911	3,198
<b>Total non-current other non-financial assets</b>	<b>2,911</b>	<b>3,198</b>
<b>Total other non-financial assets</b>	<b>6,076</b>	<b>5,904</b>

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

Inventories include goods and other items held either for sale or for distribution at a zero or nominal cost, or for consumption in the ordinary course of business operations.

Inventories held-for-distribution are measured at cost, adjusted for any loss of service potential. All other inventories are measured at the lower of cost and net realisable value. Where inventories are acquired for no cost or nominal consideration, they are measured at current replacement cost at the date of acquisition.

Cost includes an appropriate portion of fixed and variable overhead expenses. Cost is assigned to other high value, low volume inventory items on a specific identification of cost basis. Cost for all other inventory is measured on the basis of weighted average cost.

## 5.4 PAYABLES

	2024 \$'000	2023 \$'000
<b>Current</b>		
<b>Contractual</b>		
Supplies and services	4,141	3,609
Refund liability	42	42
Other payables	10,802	14,552
<b>Total contractual payables</b>	<b>14,985</b>	<b>18,203</b>
<b>Statutory</b>		
GST payable	17	-
FBT payable	23	20
Other taxes payable	(11)	24
<b>Total statutory payables</b>	<b>29</b>	<b>44</b>
<b>Total current payables</b>	<b>15,014</b>	<b>18,247</b>

**Payables** consist of:

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

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

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

### AGEING ANALYSIS OF CONTRACTUAL PAYABLES

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

	Carrying amount \$'000	Nominal amount \$'000	Less than 1 month \$'000	1-3 months \$'000	3 months to 1 year \$'000	1-5 years \$'000
<b>2024</b>						
Supplies and services	4,141	4,141	2,088	2,022	31	-
Refund liability	42	42	42	-	-	-
Other payables	10,803	10,803	8,746	1,630	427	-
<b>Total</b>	<b>14,986</b>	<b>14,986</b>	<b>10,876</b>	<b>3,652</b>	<b>458</b>	<b>-</b>
<b>2023</b>						
Supplies and services	3,609	3,609	3,231	261	96	21
Refund liability	42	42	39	-	3	-
Other payables	14,552	14,552	11,867	2,162	425	98
<b>Total</b>	<b>18,203</b>	<b>18,203</b>	<b>15,137</b>	<b>2,423</b>	<b>524</b>	<b>119</b>

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

The Institute implemented the State Government fair payment policy whereby all Victorian creditors are paid within 10 days. No interest is charged on the other payables.

Terms and conditions of amounts payable to other government agencies vary according to a particular agreement with that agency.

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

## 5.5 CONTRACT AND OTHER LIABILITIES

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

	2024	2023
	\$'000	\$'000
<b>Contract liabilities</b>		
Student fees	3,579	3,193
Fee for service	3,164	2,977
<b>Total contract liabilities</b>	<b>6,743</b>	<b>6,170</b>

### CONTRACT LIABILITIES

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

	2024	2023
	\$'000	\$'000
<b>Other liabilities</b>		
Deferred capital grants	-	5,282
Other	93	252
<b>Total other liabilities</b>	<b>93</b>	<b>5,534</b>
<b>Total contract and other liabilities</b>	<b>6,836</b>	<b>11,704</b>

### DEFERRED CAPITAL GRANTS

Grant consideration was received from the State government to support the construction of Epping campus refurbishment and carpentry facilities expansion. Grant consideration is recognised as income following specific guidance under AASB 1058 as the asset is constructed. Income is recognised to the extent of costs incurred-to-date because the costs of construction most closely reflect the stage of completion. As such, Melbourne Polytechnic has deferred recognition of a portion of the grant consideration received as a liability for outstanding obligations.

	2024	2023
	\$'000	\$'000
<b>Contractual</b>		
Deferred capital grants at beginning of the year	5,282	24,296
Grant consideration for capital works received during the year	910	13,496
Grant consideration recognised as income under AASB 1058	(6,192)	(32,510)
<b>Closing balance of deferred capital grants</b>	<b>-</b>	<b>5,282</b>



## 5.6 EMPLOYEE BENEFITS IN THE BALANCE SHEET

	2024 \$'000	2023 \$'000
<b>Current Provisions</b>		
<b>Annual leave</b>		
Unconditional and expected to settle within 12 months	4,515	4,588
Unconditional and expected to settle after 12 months	1,886	2,155
<b>Long service leave</b>		
Unconditional and expected to settle within 12 months	2,444	2,207
Unconditional and expected to settle after 12 months	10,754	9,927
<b>Total current provisions</b>	<b>19,599</b>	<b>18,877</b>
<b>Non-Current Provisions</b>		
<b>Long service leave</b>		
Conditional and expected to settle after 12 months	2,575	3,199
<b>Total non-current provisions</b>	<b>2,575</b>	<b>3,199</b>
<b>Total employee provisions</b>	<b>22,174</b>	<b>22,076</b>

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

The current portion of this liability includes all of the accrued annual leave, the unconditional entitlements to long service leave where employees have completed the required period of service and also for those employees that are entitled to pro rata payments in certain circumstances. The entire amount of the provision of \$19,599,000 (2023: \$18,877,000) is presented as current, since Melbourne Polytechnic does not have an unconditional right to defer settlement for any of these obligations. However, based on past experience, Melbourne Polytechnic does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

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

	2024 \$'000	2023 \$'000
Unconditional and expected to settle within 12 months	6,959	6,795
Unconditional and expected to settle after 12 months	12,640	12,082
<b>Total current employee provisions</b>	<b>19,599</b>	<b>18,877</b>

## 5.7 OTHER PROVISIONS

	2024	2023
	\$'000	\$'000
Other provisions	128	-
Make good provision	924	924
<b>Total other provisions</b>	<b>1,052</b>	<b>924</b>

### MAKE GOOD PROVISION

Provisions are recognised when Melbourne Polytechnic has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

### RECONCILIATION OF OTHER PROVISIONS

	2024	2023
	\$'000	\$'000
Opening balance	924	974
Additional provisions recognised	128	-
Adjustments resulting from re-measurement or settlement without cost	-	(50)
<b>Closing balance</b>	<b>1,052</b>	<b>924</b>

## NOTE 6. How we financed our operations

### 6.1 CASH AND CASH EQUIVALENTS

	2024	2023
	\$'000	\$'000
Cash at bank and on hand	13,217	15,576
<b>Total cash and deposits</b>	<b>13,217</b>	<b>15,576</b>

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

### 6.1.1 RECONCILIATION OF OPERATING RESULT TO NET CASH FLOWS FROM OPERATING ACTIVITIES

	2024	2023
	\$'000	\$'000
<b>Net result for the year</b>	<b>(1,209)</b>	<b>32,686</b>
<b>Non-cash movements</b>		
Depreciation / amortisation of non-financial assets	15,783	14,232
Net (gain) / loss on sale of non-financial assets	38	(63)
Finance costs	31	14
Impairment of non-financial assets	334	123
Impairment loans and receivables	(220)	109
<b>Movements in assets and liabilities</b>		
Decrease / (increase) in receivables	373	(1,928)
Decrease / (increase) in contract assets	2,691	341
Decrease / (increase) in other non-financial assets	(172)	1,245
(Decrease) / increase in payables	(3,233)	1,549
(Decrease) / increase in employee provisions	98	(828)
(Decrease) / increase in contract and other liabilities	(4,868)	(1,640)
(Decrease) / increase in other provisions	128	(19,116)
<b>Net cash flows from/(used in) operating activities</b>	<b>9,774</b>	<b>26,724</b>
<b>Per cash flow statement</b>	<b>9,774</b>	<b>26,724</b>

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

## 6.2 BORROWINGS

	2024 \$'000	2023 \$'000
<b>Current</b>		
Advances from government	346	346
<b>Non-Current</b>		
Advances from government	287	633
<b>Total borrowings</b>	<b>633</b>	<b>979</b>

### ADVANCES FROM GOVERNMENT

Advances from Government are initially measured at fair value, being the cost of the interest bearing liabilities, and where applicable, adjusted for transaction costs unless Melbourne Polytechnic designated a financial liability at fair value through profit or loss.

The measurement basis subsequent to initial recognition depends on whether Melbourne Polytechnic has categorised its interest-bearing liabilities as either financial liabilities designated at fair value through the profit and loss, or financial liabilities at amortised cost.

For advances at amortised cost, any difference between the initial recognised amount and the redemption value is recognised in net result over the period of the borrowing using the effective interest method.

For advances at fair value through profit or loss, any changes in its fair value and if applicable, any interest related charges are reported in profit or loss.

### CHANGES IN LIABILITIES ARISING FROM FINANCING ACTIVITIES

	Advances from State Government \$'000	Advances from Commonwealth Government \$'000	Total \$'000
Balance at 1 January 2023	822	503	1,325
Net cash used in financing activities (per Cash Flow Statement)	(274)	(72)	(346)
<b>Balance as at 31 December 2023</b>	<b>548</b>	<b>431</b>	<b>979</b>
Net cash used in financing activities (per Cash Flow Statement)	(274)	(72)	(346)
<b>Balance as at 31 December 2024</b>	<b>274</b>	<b>359</b>	<b>633</b>

### MATURITY ANALYSIS OF BORROWINGS

	Carrying amount \$'000	Nominal amount \$'000	Less than 1 month \$'000	1-3 months \$'000	3 months to 1 year \$'000	1-5 years \$'000
<b>2024</b>						
Advances from Government	633	633	274	72	287	-
<b>Total</b>	<b>633</b>	<b>633</b>	<b>274</b>	<b>72</b>	<b>287</b>	<b>-</b>
<b>2023</b>						
Advances from Government	979	979	274	72	561	72
<b>Total</b>	<b>979</b>	<b>979</b>	<b>274</b>	<b>72</b>	<b>561</b>	<b>72</b>

The fair values are not materially different to their carrying amounts, since the interest payable on those borrowings is either close to current market rates or the borrowings are of a short-term nature.

The fair values of non-current borrowings are based on discounted cash flows using a current borrowing rate. They are classified as level 3 fair values in the fair value hierarchy (see Note 7.3) due to the use of unobservable inputs, including own credit risk.



## 6.3 CONTRIBUTED CAPITAL

	2024 \$'000	2023 \$'000
Balance at 1 January	31,681	31,681
<b>Balance at 31 December</b>	<b>31,681</b>	<b>31,681</b>

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

## 6.4 LEASES

### POLICY

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

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

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

### AS A LESSEE

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

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

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

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

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

- ▶ fixed payments;
- ▶ variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- ▶ amounts expected to be payable under a residual value guarantee; and
- ▶ the exercise price under a purchase option that Melbourne Polytechnic is reasonably certain to exercise, lease payments in an optional renewal period if Melbourne Polytechnic is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless Melbourne Polytechnic is reasonably certain not to terminate early.

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

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

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

## BELOW MARKET VALUE LEASES

Right-of-use assets that arise from leases at significantly below-market terms and conditions that are entered into principally to enable Melbourne Polytechnic to further its objectives, are to be measured at cost. Right-of-use assets that arose from below-market (including peppercorn) leases were measured at cost in accordance with FRD 123 Transitional requirements on the application of AASB 16 Leases.

Melbourne Polytechnic has the below market leases as follows:

### i. Growling Frog

This lease is for part of the land at the Growling Frog golf course in Yan Yean that is available to Melbourne Polytechnic. The lease period is 30 years with a commencement date of 1 October 2003 with annual lease payments of \$1. The permitted use is for vineyard research purposes and must not be used for the sale of retail goods and services.

### ii. Prahran campus

This lease is for the area known as 'Prahran Campus, 144 High Street, Prahran, Victoria 3181'. The permitted use of the property under the lease is an educational campus for the provision of education, training and services and other related activities. Melbourne Polytechnic has leased the property from the former landlord for 6 years and 6 months (including extended terms) commencing from 1 January 2016, and after the expiry has been on month-to-month rent during the overholding period from 1 July 2022 to 31 December 2022. This lease was subsequently assigned to the current landlord, DJSIR, with new commencement date of 1 January 2023 and expired on 31 December 2024. The annual lease payment has been reduced to \$1 per annum if demanded with the current landlord, which is considered to be below market value for such property.

## RIGHT-OF-USE ASSETS

	Motor Vehicles \$'000	Plant and Equipment \$'000	Total \$'000
<b>2024</b>			
Balance as at 1 January 2024	844	-	844
Additions	156	349	505
Disposals	(37)	-	(37)
Depreciation	(170)	(92)	(262)
<b>Balance as at 31 December 2024</b>	<b>793</b>	<b>257</b>	<b>1,050</b>
<b>2023</b>			
Balance as at 1 January 2023	519	16	535
Additions	467	-	467
Depreciation	(142)	(16)	(158)
<b>Balance as at 31 December 2023</b>	<b>844</b>	<b>-</b>	<b>844</b>

## LEASE LIABILITIES

	2024 \$'000	2023 \$'000
<b>Maturity analysis – contractual undiscounted cash flows</b>	<b>453</b>	<b>280</b>
Within one year	646	594
Later than one year but not later than five years	-	-
Later than five years	-	-
<b>Total undiscounted lease liabilities as at 31 December</b>	<b>1,099</b>	<b>874</b>
Future finance charges	(54)	(30)
<b>Total discounted lease liabilities as at 31 December</b>	<b>1,045</b>	<b>844</b>
Current	426	267
Non-current	619	577
<b>Total lease liabilities</b>	<b>1,045</b>	<b>844</b>

## NOTE 7. Managing risks and uncertainties

### 7.1 FINANCIAL INSTRUMENTS

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

#### CATEGORIES OF FINANCIAL INSTRUMENTS

	2024 \$'000	2023 \$'000
<b>Contractual financial assets</b>		
<b>Financial assets measured at amortised cost</b>		
Cash and cash equivalents	13,217	15,576
Trade receivables	3,580	3,481
Other receivables	2,273	2,190
<b>Total contractual financial assets</b>	<b>19,070</b>	<b>21,247</b>
<b>Contractual financial liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Trade and other payables	14,985	18,203
Borrowings (advances from government)	633	979
Lease liabilities	1,045	844
<b>Total contractual financial liabilities</b>	<b>16,663</b>	<b>20,026</b>

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

#### CATEGORIES OF FINANCIAL INSTRUMENTS

Melbourne Polytechnic classifies its financial assets at amortised cost only if both of the following criteria met:

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

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

Melbourne Polytechnic recognises the following assets in this category:

- ▶ cash and deposits; and
- ▶ receivables (excluding statutory receivables).

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

- ▶ payables (excluding statutory payables);
- ▶ borrowings (including lease liabilities); and
- ▶ advances from government.

## 7.1.1 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

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

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

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

## 7.1.2 CREDIT RISK

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

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

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

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

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

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

### CREDIT QUALITY OF CONTRACTUAL FINANCIAL ASSETS THAT ARE NEITHER PAST DUE NOR IMPAIRED

	Financial institutions (AA-rating) \$'000	Government agencies (AAA-rating) \$'000	Other counterparty \$'000	Total \$'000
<b>2024</b>				
Cash and cash equivalents	13,217	-	-	13,217
Trade receivables	-	110	3,470	3,580
Other receivables	-	1,676	597	2,273
<b>Total contractual financial assets</b>	<b>13,217</b>	<b>1,786</b>	<b>4,067</b>	<b>19,070</b>
<b>2023</b>				
Cash and cash equivalents	15,576	-	-	15,576
Trade Receivables	-	131	3,350	3,481
Other receivables	-	1,550	640	2,190
<b>Total contractual financial assets</b>	<b>15,576</b>	<b>1,681</b>	<b>3,990</b>	<b>21,247</b>

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

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

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

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



The expected loss rates are based on the payment profile, as well as the corresponding historical credit losses during that period. The historical rates are adjusted to reflect current and forward-looking macroeconomic factors affecting the customer's ability to settle the amount outstanding. However given the short period exposed to credit risk, the impact of these macroeconomic factors has not been considered significant within the reporting period.

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

	Estimated gross carrying amount \$'000	Weighted average loss rate %	Estimated loss allowance \$'000	Credit impaired (yes/no)
<b>31 December 2024</b>				
Current (not past due)	5,236	4%	217	Yes
31 - 60 days past due	628	10%	27	Yes
61 - 90 days past due	175	50%	22	Yes
More than 90 days past due	141	90%	110	Yes
	<b>6,180</b>		<b>376</b>	
<b>31 December 2023</b>				
Current (not past due)	4,860	7%	239	Yes
31 - 60 days past due	694	10%	43	Yes
61 - 90 days past due	274	50%	16	Yes
More than 90 days past due	439	90%	298	Yes
	<b>6,267</b>		<b>596</b>	

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

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

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

Of the above impairment losses, \$95,000 (2023: \$75,000) relate to receivables arising from contracts with customers.

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### 7.1.3 LIQUIDITY RISK

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

Melbourne Polytechnic operates under a payments policy of settling financial obligations within 10 days for local suppliers and contract terms for non-local suppliers, and in the event of a dispute, making payments within 30 days from the date of resolution.

Melbourne Polytechnic's maximum exposure to liquidity risk is the carrying amounts of financial liabilities as disclosed in Note 7.1.

Melbourne Polytechnic manages liquidity risk by:

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

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

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

### 7.1.4 MARKET RISK

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

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

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

### FOREIGN CURRENCY RISK

Foreign currency risk is the risk that Melbourne Polytechnic's operating result, cash flow or capital are negatively impacted by a change in foreign exchange rates. Melbourne Polytechnic has minimal exposure to foreign currency risk.

### INTEREST RATE RISK

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

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

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

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

## INTEREST RATE EXPOSURE OF FINANCIAL INSTRUMENTS

	Weighted average interest rate	Carrying amount at 31 December \$'000	Interest rate exposure		
			Floating interest rate \$'000	Fixed interest rate \$'000	Non-interest bearing \$'000
2024					
Financial assets					
Cash and cash equivalents	4.50%	13,217	13,210	-	7
Trade receivables		3,580	-	-	3,580
Other receivables		2,273	-	-	2,273
Total financial assets		19,070	13,210	-	5,860
Financial liabilities					
Trade and other payables		14,985	-	-	14,985
Borrowings		633	-	-	633
Lease liabilities	3.76%	1,045	-	1,045	-
Total financial liabilities		16,663	-	1,045	15,618
2023					
Financial assets					
Cash and cash equivalents	3.97%	15,576	15,547	-	29
Trade receivables		3,481	-	-	3,481
Other receivables		2,190	-	-	2,190
Total financial assets		21,247	15,547	-	5,700
Financial liabilities					
Trade and other payables		18,203	-	-	18,203
Borrowings		979	-	-	979
Lease liabilities	2.42%	844	-	844	-
Total financial liabilities		20,026	-	844	19,182

## SENSITIVITY ANALYSIS AND ASSUMPTIONS

	Carrying amount at 31 December \$'000	Interest rate risk			
		-1% (100 basis points)		+1% (100 basis points)	
		Result	Equity	Result	Equity
		\$'000	\$'000	\$'000	\$'000
2024					
Financial assets					
Cash and cash equivalents	13,217	(132)	(132)	132	132
Total impact	15,576	(156)	(156)	156	156
2023					
Financial assets					
Cash and cash equivalents	15,576	(156)	(156)	156	156
Total impact	15,576	(156)	(156)	156	156

## 7.2 CONTINGENT ASSETS AND CONTINGENT LIABILITIES

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

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

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

## 7.3 FAIR VALUE DETERMINATION

### SIGNIFICANT JUDGEMENT: FAIR VALUE MEASUREMENTS OF ASSETS AND LIABILITIES

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

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

The following assets and liabilities are carried at fair value:

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

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

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

### FAIR VALUE ESTIMATION

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

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

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

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

The Valuer-General Victoria (VGV) is Melbourne Polytechnic's independent valuation agency.

## FAIR VALUE DETERMINATION OF FINANCIAL ASSETS AND LIABILITIES

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

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

### (A) FAIR VALUE DETERMINATION OF NON-FINANCIAL ASSETS INCLUDING RIGHT-OF-USE ASSETS

Melbourne Polytechnic holds property, plant and equipment for which fair values are determined.

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

Right of use assets that arose from below market value leases, were measured at cost in accordance with FRD 104 Transitional requirements on the application of AASB 16 Leases.

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

	Carrying amount at 31 December \$'000	Fair value hierarchy		
		Level 1 Quoted prices \$'000	Level 2 Observable price inputs \$'000	Level 3 Unobservable inputs \$'000
<b>2024</b>				
Non-specialised land	2,785	-	2,785	-
Specialised land	245,213	-	-	245,213
<b>Total land at fair value</b>	<b>247,998</b>	<b>-</b>	<b>2,785</b>	<b>245,213</b>
Non-specialised buildings	15,241	-	5,004	10,237
Specialised buildings	179,292	-	2,658	176,634
<b>Total buildings at fair value</b>	<b>194,533</b>	<b>-</b>	<b>7,662</b>	<b>186,871</b>
Plant and equipment	12,966	-	-	12,966
Vehicles	269	-	-	269
Leasehold improvements	487	-	-	487
Library collections	106	-	-	106
Right of use assets	1,050	-	-	1,050
<b>Total other assets at fair value</b>	<b>14,878</b>	<b>-</b>	<b>-</b>	<b>14,878</b>
<b>2023</b>				
Non-specialised land	6,170	-	6,170	-
Specialised land	245,213	-	-	245,213
<b>Total land at fair value</b>	<b>251,383</b>	<b>-</b>	<b>6,170</b>	<b>245,213</b>
Non-specialised buildings	16,220	-	5,322	10,898
Specialised buildings	146,872	-	3,383	143,489
<b>Total buildings at fair value</b>	<b>163,092</b>	<b>-</b>	<b>8,705</b>	<b>154,387</b>
Plant and equipment	7,140	-	-	7,140
Vehicles	259	-	-	259
Leasehold improvements	405	-	-	405
Library collections	107	-	-	107
Right of use assets	844	-	-	844
<b>Total other assets at fair value</b>	<b>8,755</b>	<b>-</b>	<b>-</b>	<b>8,755</b>



## IMPAIRMENT

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

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

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

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

## (B) VALUATIONS OF PROPERTY, PLANT AND EQUIPMENT

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

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

- (a) assumptions made about the future
- (b) source of estimation uncertainty
- (c) the nature or class of assets impacted
- (d) the carrying amount of the assets subject to the significant uncertainty.

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

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

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

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

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

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

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

For Melbourne Polytechnic's majority of specialised buildings, the current replacement cost method is used. The replacement cost of specialised buildings is based on comparing the existing building with a modern equivalent, then adjusting for associated depreciation. As depreciation adjustments are considered as significant, unobservable inputs in nature, specialised buildings are classified as Level 3 fair value measurements. Where no CSO adjustment has been applied to land, and buildings were valued on a market approach (in particular the residential properties and child care center), the specialised land and buildings would be classified as a Level 2 asset.

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

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

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

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

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

**Library collections** is held at cost. The process of acquisition, use and disposal is managed by Melbourne Polytechnic who set relevant depreciation rates during use to reflect the utilisation of its collections.

There were no changes in valuation techniques throughout the period to 31 December 2024.

For all assets measured at fair value, the current use is considered the highest and best use.

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

#### RECONCILIATION OF LEVEL 3 ITEMS FOR THE PERIODS ENDED 31 DECEMBER 2023 & 2024

	Specialised land \$'000	Heritage and specialised buildings \$'000	Other assets \$'000
<b>Level 3 Fair value measurements 2023</b>			
<b>As at 1 January 2023</b>	<b>245,213</b>	<b>160,719</b>	<b>8,760</b>
Additions	-	-	503
Disposals	-	-	(12)
Depreciation	-	(10,605)	(2,321)
Impairment	-	-	(123)
Write-ups/transfers/(write-offs)	-	4,273	1,948
<b>Balance as at 31 December 2023</b>	<b>245,213</b>	<b>154,387</b>	<b>8,755</b>
<b>Level 3 Fair value measurements 2024</b>			
<b>As at 1 January 2024</b>	<b>245,213</b>	<b>154,387</b>	<b>8,755</b>
Additions	-	43,343	558
Disposals	-	-	(42)
Depreciation	-	(10,859)	(2,936)
Impairment	-	-	(18)
Write-ups/transfers/(write-offs)	-	-	8,561
<b>Balance as at 31 December 2024</b>	<b>245,213</b>	<b>186,871</b>	<b>14,878</b>

## DESCRIPTION OF SIGNIFICANT UNOBSERVABLE INPUTS TO LEVEL 3 VALUATIONS

2024 and 2023	Valuation technique	Significant unobservable inputs	Estimated sensitivity
Specialised land	Market approach	Community service obligation (CSO) adjustment	A significant increase or decrease in the CSO adjustment would result in a significantly higher or lower fair value
Heritage and specialised buildings	Current replacement cost	Useful life of buildings and cost per square metre	A change in the useful life of the buildings and/or cost per square metre would result in a significantly higher or lower fair value
Other assets (plant and equipment, motor vehicles, library collections)	Current replacement cost	Useful life of other assets	A change in the useful life may have an impact on the fair value (higher / lower)
Leasehold improvements	Current replacement cost	Useful life of lease	A change in the useful life may have an impact on the fair value (higher / lower)

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

## NOTE 8. Governance disclosures

### 8.1 RESPONSIBLE PERSONS

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

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

Position	Name	Relevant Period
Minister for Skills and TAFE	The Hon Gayle Tierney MLC	1 January 2024 to 31 December 2024
Minister for Regional Development	The Hon Gayle Tierney MLC	1 January 2024 to 18 December 2024
Minister for Water	The Hon Gayle Tierney MLC	19 December 2024 to 31 December 2024
Chief Executive Officer (Accountable Officer)	Frances Coppolillo	1 January 2024 to 31 December 2024
Board Chair and Member	Helen Clarke	1 January 2024 to 31 December 2024
Board Member	Ian Munro	1 January 2024 to 31 December 2024
Board Member	Tali Bernard	1 January 2024 to 31 December 2024
Board Member	Helen Clarke	1 January 2024 to 31 December 2024
Board Member	Karen Janiszewski	1 January 2024 to 31 December 2024
Board Member	Michael Grogan	1 January 2024 to 31 December 2024
Board Member	John Gavens	1 January 2024 to 31 December 2024
Board Member	Binda Gokhale	1 January 2024 to 31 December 2024
Board Member	Jenny Wajsenberg	1 January 2024 to 31 December 2024
Board Member	Scott Phillips	1 January 2024 to 31 December 2024
Board Member	Fiona Wahr	1 January 2024 to 30 August 2024

### REMUNERATION

Remuneration received or receivable by the Accountable Officer in connection with the management of Melbourne

Polytechnic during the reporting period was in the range: \$460,000 – \$469,999 (2023: \$450,000 – \$459,999).

There were no termination benefits included in the 2024 remuneration above.

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

Income range	2024	2023
Less than \$10,000	-	1
\$10,000 – \$19,999	-	1
\$20,000 – \$29,999	1	1
\$30,000 – \$39,999	-	2
\$40,000 – \$49,999	8	6
\$80,000 – \$89,999	1	1
<b>Total number</b>	<b>10</b>	<b>12</b>
<b>Total remuneration (\$'000)</b>	<b>447</b>	<b>446</b>

Remuneration of the Responsible Minister is included in the financial statements of the State's Annual Financial Report.

## 8.2 REMUNERATION OF EXECUTIVES

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

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

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

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

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

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

Remuneration	2024 \$'000	2023 \$'000
Short-term employee benefits	2,784	2,929
Post-employment benefits	280	296
Other long-term benefits	82	88
Termination benefits	111	-
<b>Total remuneration</b>	<b>3,257</b>	<b>3,313</b>
<b>Total number of executives</b>	<b>14</b>	<b>13</b>
<b>Total annualised employee equivalents <sup>(i)</sup></b>	<b>12</b>	<b>12</b>

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

## 8.3 RELATED PARTIES

Related parties of Melbourne Polytechnic include:

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

### SIGNIFICANT TRANSACTIONS WITH GOVERNMENT RELATED ENTITIES

	Transaction values for year ended 31 December		Balances outstanding as at 31 December	
	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000
<b>Related party transactions</b>				
State government – contestable (Note 2.1.1)	55,595	43,194	2,198	2,840
State government – other grants (Note 2.1.1)	41,243	50,089	-	-
State government – capital (Note 2.1.2)	5,572	32,511	-	-
Fee for service – government (Note 2.2)	84,076	75,398	8,945	11,308
Advances from government (Note 6.2)	-	-	633	979
<b>Total</b>	<b>186,486</b>	<b>201,192</b>	<b>11,776</b>	<b>15,127</b>

Key management personnel of Melbourne Polytechnic include the members of the Melbourne Polytechnic Board, the Chief Executive Officer, the Chief Finance Officer, and the members of the Executive Committee.

### COMPENSATION OF KEY MANAGEMENT PERSONNEL

	2024	2023
	\$'000	\$'000
<b>Remuneration</b>		
Short-term employee benefits	2,197	2,447
Post-employment benefits	188	212
Other long-term benefits	50	56
Termination benefits	111	-
<b>Total remuneration</b>	<b>2,546</b>	<b>2,715</b>

### TRANSACTIONS AND BALANCES WITH KEY MANAGEMENT PERSONNEL AND OTHER RELATED PARTIES

Melbourne Polytechnic had no related party transactions with key management personnel for the year ended 31 December 2024.

## 8.4 REMUNERATION OF AUDITORS

	2024	2023
	\$'000	\$'000
<b>Remuneration of the Victorian Auditor-General's Office</b>		
Audit of the financial statements	81	78
<b>Total remuneration of the Victorian Auditor-General's Office</b>	<b>81</b>	<b>78</b>
<b>Remuneration of other auditors</b>		
Internal audit services	107	140
<b>Total remuneration of other auditors</b>	<b>107</b>	<b>140</b>
<b>Total</b>	<b>188</b>	<b>218</b>

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



## NOTE 9. Other disclosures

### 9.1 OTHER ECONOMIC FLOWS INCLUDED IN NET RESULT

	2024 \$'000	2023 \$'000
<b>(a) Net gain/(loss) on financial instruments</b>		
Foreign currency exchange gain/(loss)	(32)	(29)
Impairment of loans and receivables	220	(109)
<b>Total net gain/(loss) on financial instruments</b>	<b>188</b>	<b>(138)</b>
<b>(b) Net gain/(loss) on non-financial assets</b>		
Net gain/(loss) on disposal of assets	(38)	63
<b>Total net gain/(loss) on non-financial assets</b>	<b>(38)</b>	<b>63</b>
<b>(c) Other gains/(losses) from other economic flows</b>		
Net gain/(loss) arising from revaluation of long service leave liability	238	(46)
<b>Total other gains/(losses) from other economic flows</b>	<b>238</b>	<b>(46)</b>
<b>Total other economic flows included in net result</b>	<b>388</b>	<b>(121)</b>
<b>(d) Items that will not be reclassified to net result</b>		
Gain/(loss) on revaluation of non-financial assets through other comprehensive income	(135)	-
<b>Total items that will not be reclassified to net result</b>	<b>(135)</b>	<b>-</b>
<b>Total other economic flows included in other comprehensive income</b>	<b>(135)</b>	<b>-</b>

Net gain/(loss) from revaluation of long service leave liability and annual leave liability are changes arising due to changes in bond rates.

'Other economic flows' are changes arising from market remeasurements. They include:

- ▶ gains and losses from disposals of non-financial assets (refer to Note 4.1);
- ▶ revaluations and impairments of non-financial physical and intangible assets (refer to Note 4.1, Note 4.2 and Note 4.3);
- ▶ remeasurement arising from employee benefits (refer to Note 3.1); and
- ▶ fair value changes of financial instruments (refer to Note 7.3). This classification is consistent with the whole of government reporting format and is allowed under AASB 101 Presentation of Financial Statements.

This classification is consistent with the whole of government reporting format and is allowed under AASB 101 Presentation of Financial Statements.

## 9.2 EQUITY RESERVES

	2024 \$'000	2023 \$'000
<b>Accumulated surplus/(deficit)</b>		
Balance at 1 January	79,686	47,000
Transfer to & from reserves	1,070	-
Net operating result for the year	(1,209)	32,686
<b>Balance at 31 December</b>	<b>79,547</b>	<b>79,686</b>
<b>Physical asset revaluation surplus</b>		
Balance at 1 January	347,757	347,757
Revaluation increment/(decrement) on non-current assets	(135)	-
Transfer to & from reserves	(1,070)	-
<b>Balance at 31 December</b>	<b>346,552</b>	<b>347,757</b>

Note: The physical asset revaluation surplus arises on the revaluation of land and buildings.

## 9.3 EX GRATIA EXPENSES

Melbourne Polytechnic had no ex gratia expenses for the year ended 31 December 2024 (2023: \$Nil).

## 9.4 EVENTS AFTER REPORTING DATE

A non-adjusting event, the new Melbourne Polytechnic teachers Multi Enterprise Agreement 2025 will be voted on by Melbourne Polytechnic teaching staff in 2025. If the agreement is supported by Melbourne Polytechnic teachers and approved by the Fair Work Commission, the first salary and allowance increase under the new agreement would apply from November 2024, which is the formal commencement date for the new agreement. These increases, as well as other entitlements which are effective from a date prior to the formal commencement of this new agreement, will be made progressively in the months after the agreement formally commences. The estimated impact on the 2024 Annual Report is \$0.4 million on expenditure and \$0.6 million on liability.

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

## 9.5 APPLICATION OF STANDARDS ISSUED BUT NOT YET EFFECTIVE

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

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

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

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

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

## 9.6 NEW OR AMENDED ACCOUNTING STANDARDS AND INTERPRETATIONS ADOPTED

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

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

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

The amendment did not have an impact on Melbourne Polytechnic's financial statements.

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

AASB 2022-10 - Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial assets of Not-for-Profit Public Sector Entities amends AASB 13 Fair Value Measurement, including adding authoritative implementation guidance and providing related illustrative examples, for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. The amendment did not have an impact on Melbourne Polytechnic's financial statements as there will be no anticipated changes until the next formal valuation, which is scheduled to occur in 2027.

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

## 9.7 NON-FINANCIAL PHYSICAL ASSETS CLASSIFIED AS HELD FOR SALE

	2024	2023
	\$'000	\$'000
Land held for sale	1,220	-
Buildings held for sale	252	-
<b>Non-financial physical assets classified as held for sale</b>	<b>1,472</b>	<b>-</b>

### MEASUREMENT OF NON-FINANCIAL PHYSICAL ASSETS

Non-financial physical assets are treated as current and classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use.

This condition is regarded as met only when:

- ▶ the asset is available for immediate use in the current condition
- ▶ the sale is highly probable and the asset's sale is expected to be completed within 12 months from the date of classification.

These non-financial physical assets (buildings), are measured at the lower of carrying amount and fair value less costs to sell and are not subject to depreciation or amortisation.

# Performance

## Audit Report on Performance Statement



### Independent Auditor's Report

#### To the Board of Melbourne Polytechnic

<b>Opinion</b>	<p>I have audited the accompanying performance statement of Melbourne Polytechnic (the institute) which comprises the:</p> <ul style="list-style-type: none"><li>• performance statement for the year ended 31 December 2024</li><li>• declaration by Board Chair, Chief Executive and Chief Finance and Accounting Officer.</li></ul> <p>In my opinion, the performance statement of Melbourne Polytechnic in respect of the year ended 31 December 2024 presents fairly, in all material respects, in line with the reporting requirements outlined by the Minister in the statement of priorities.</p>
<b>Basis for Opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Standards on Assurance Engagements. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the performance statement</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. I and my staff are independent of the institute in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the performance statement in Victoria and have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Board's responsibilities for the performance statement</b>	<p>The Board are responsible for the preparation and fair presentation of the performance statement and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of the performance statement that is free from material misstatement, whether due to fraud or error.</p>
<b>Auditor's responsibilities for the audit of the performance statement</b>	<p>As required by the <i>Audit Act 1994</i>, my responsibility is to express an opinion on the performance statement based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the performance statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Standards on Assurance Engagements will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance statement.</p>

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## Audit Report on Performance Statement cont.

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

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

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

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MELBOURNE  
31 March 2025



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



# Performance Statement for the year ended 31 December 2024

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## DECLARATION BY BOARD CHAIRPERSON, CHIEF EXECUTIVE AND CHIEF FINANCE AND ACCOUNTING OFFICER

In our opinion, the accompanying Statement of Performance of Melbourne Polytechnic, in respect of the year ended 31 December 2024, is presented fairly.

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

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



Helen Clarke  
Board Chairperson  
Melbourne Polytechnic  
Date: 17 March 2025



Frances Coppolillo  
Chief Executive  
Melbourne Polytechnic  
Date: 17 March 2025



Joseph Santiago  
Chief Finance and Accounting Officer  
Melbourne Polytechnic  
Date: 17 March 2025

## Key Performance Indicators

TAFES ARE REQUIRED TO REPORT ON THE FOLLOWING KPIS IN THE FORMAT SHOWN IN THE TABLE BELOW

Indicator title	Description and methodology	Measure	2024 Target	2024 Actual	Explanation of variances	Prior year result
Training revenue diversity	Breakdown of training revenue by: <ul style="list-style-type: none"> <li>▶ Government Funded (GF)</li> <li>▶ Fee for Service (FFS)</li> <li>▶ Student Fees and Charges</li> </ul>	%	VTG – 32.41% FFS – 61.57% SFC – 6.02%	VTG – 31.00% FFS – 62.89% SFC – 6.11%	Total training was 11% above target mainly due to increase in AMEP delivery hours. This has resulted in the training revenue diversity mix being weighted towards FFS.	VTG – 27.51% FFS – 65.45% SFC – 7.03%
Employment costs as a proportion of training revenue	Employment and third party training delivery costs as a proportion of training revenue <i>(Employment costs – Workforce reduction expenses – mental health levy reimbursement + 3rd party training delivery costs) / Training revenue</i>	%	99.74%	96.44%	Training revenue higher than target and a number of vacancies throughout the year resulted in lower employment cost as proportion of training revenue	103.46%
Training revenue per teaching FTE in \$'000	Training revenue (excl. revenue delivered by third parties) per Teaching FTE <i>Training revenue (excl. revenue delivered by 3rd parties) / Teaching FTEs</i>	\$K	292	265	Higher training revenue (excluding revenue delivered by third parties) versus target. Variance to target is due to higher sessional usage. If this impact is removed target would have been exceeded.	226
Operating margin percentage	Operating margin % <i>EBIT (excl. capital contributions) / Total revenue (excl. capital contributions)</i>	%	-11.69%	-3.54%	Increased Fee for Service revenue due to increased AMEP delivery hours, the assistance funding and lower employee costs have contributed to improvement in operating margin.  2023 operating margin included revenue recognition of Student Management System grant from OTCD.	0.14%

Note: all account groupings (e.g. employment costs, training revenue etc.) included in the table above are prescribed by the official Department of Education and Training (DET) financial account structure, and are in line with the quarterly financial data submission template provided by DET for completion by TAFEs.



(L-R) Student Juliette Wehling Wrathall,  
Advanced Diploma of Jewellery and  
Object Design, with Lynley Traeger,  
Jewellery Teacher.





# Disclosure Index

# Disclosure Index

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# Student, staff and institute awards and achievements

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## STUDENT AWARDS

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### 7NEWS YOUNG ACHIEVER AWARDS

Rebecca Hope                      Winner – Kangan Institute Inspirational TAFE Student Award

### ADVANCED DIPLOMA OF JEWELLERY AND OBJECT DESIGN GRADUATE EXHIBITION

Kiana Baynes	Winner – Design Award (sponsored by O'Neils Affiliated Gemstones Merchants)
Liam Claridge	Innovative Materials Award (sponsored by Koodak Jewellery Supplies Australia)
Syzawan Ibrahim	Creativity in Casting Award (sponsored by Apecs Casting)
Emily O'Brien	Traditional Technique Award (sponsored by Australian Jewellers Supplies)
Juliana Mariele	Technical Exploration Award (sponsored by John Lazos & Associates)
Claudia Peck	NMH Award (sponsored by NMH Metalworks)
Thao Bui	e.g.etal Award (sponsored by e.g.etal)
Macy Page	Recipient of Arbor Mentorship (sponsored by Arbor)
Katie Fitzsimmons	Recipient of Studio Ingot Mentorship (sponsored by Studio Ingot)
Brandon Mameli	Gold and Silversmiths Guild of Australia Award (sponsored by Gold and Silversmiths Guild of Australia)

### AUSTRALIAN CULINARY FEDERATION (ACF) AUS TAFE REGIONAL CULINARY COMPETITION – VICTORIA

Noah Keane	Silver Medal – Second-year Apprentice
Hoang Quoc Tuan Pham	Bronze Medal – Commercial Cookery Student Stage 2
Carlos Herrera-Tran	Certificate of Participation – Commercial Cookery Student Stage 2
Uma Riabroy	Bronze Medal – Commercial Cookery Student Stage 1
Robert Angeles	Bronze Medal – Commercial Cookery Student Stage 1 (part-time)

### AUSTRALIAN PRODUCTION DESIGN GUILD

Sophie O'Connor                      Winner – Australian Production Design Guild Membership Award

### CINAESTHESIA SWINBURNE FILM AWARDS

Djuno Fisher	Best Costume Design for film <i>Dead and Found</i> (sponsored by Dean Sunshine Textiles)
Oscar Graf	Best Costume Design for film <i>Dead and Found</i> (sponsored by Dean Sunshine Textiles)
Ella Norton	Best Costume Design for film <i>Dead and Found</i> (sponsored by Dean Sunshine Textiles)
Sierra Welch	Make Up Award for film <i>Under the Influence</i> (sponsored by Kryolan Australia Pty Ltd)

### DAVID PROVAN & SONS ANNUAL AWARD FOR CARPENTRY, JOINERY AND CABINET MAKING

Luca Mascaro                      Winner

### EPOCH DIPLOMA OF VISUAL ARTS GRADUATE EXHIBITION

Dylan Toffolo	Outstanding Painting Student Award (sponsored by Deans Art)
Soo Chua	Outstanding Printmaking Student Award (sponsored by Firestation Print Studio)
Ethan Rose	Best Body of Work (sponsored by Regent Gallery)
Hannah Gornalle	Best Individual Work on Show – Printmaking (sponsored by Arts Department)
Jessica Kujawski	Best Individual Work on Show – Printmaking (sponsored by Arts Department)
Amy Wickham	Student Achievement Award (sponsored by John Puli)
Juliana Ramirez-Herrera	Adam & Stathi Kotzapavlidis Memorial Award (sponsored by Anastasia Kotzapavlidis)
Yael Winnikoff	Adam & Stathi Kotzapavlidis Memorial Award (sponsored by Anastasia Kotzapavlidis)
Ayano Shinozuka	The Packing Room Prize (sponsored by Arts Department)

### FACT OR FICTION PORTRAIT PRIZE

Johanna Miyata	1st prize (sponsored by Eckersley's Art and Craft)
Jasper Tolhurst	2nd prize (sponsored by Illustrators Australia)
Isla O'Haire	3rd prize (sponsored by Melbourne Polytechnic)
Madelyn Yates	4th prize (sponsored by Melbourne Polytechnic)
Eilish Driver	5th prize (sponsored by Melbourne Polytechnic)

### FOOD, FIBRE AND ANIMAL INDUSTRIES STUDENT OF THE YEAR AWARDS

Ella Maynard	Hospitality Student of the Year (sponsored by Bean Alliance)
Noah Keane	Commercial Cookery Apprentice of the Year (sponsored by Robot Coupe)
Lay Lay Gay	Commercial Cookery Student of the Year (sponsored by Dura-Wear Industries Australia)
Kaylah Karpel	Patisserie Student of the Year (sponsored by Confectioner's Favourite Pty Ltd)
Darren Wardle	Sports Turf Management Apprentice of the Year (sponsored by Yarra Bend Golf Club) Australian Sports Turf Managers Association (ASTMA) Graduate of the Year
Jack Ferrari	Conservation Student of the Year, recipient of the Maxim Webster Memorial Scholarship (sponsored by the Webster Family)
Zainab Ai-Saabary	Horticulture Student of the Year (sponsored by Nursery and Garden Industry Victoria)
Shay Grant	Agriculture Student of the Year (sponsored by Yan Yean Stockfeed Pet and Farm)
Brandon D'Amore	Diploma of Sports Turf Management Student of the Year (sponsored by Yellow Box Computing Services)
Hannah Smith	Floristry Student of the Year (sponsored by Apack Florist Supplies)

### GLASS EVOLUTION 2024 AWARDS

Michael Castledine	Outstanding Student Award - Certificate IV in Glass and Glazing (Sponsored by Australian Centre for Glass Design and Axxess Glass Products)
Shea Oberleuter	Studio Award - Certificate IV in Glass and Glazing (sponsored by Axxess Glass Products) Winner - Magnify: Artists In Residence 6-month residency program curated by Kingston Arts and Craft Victoria
Jordan Smith	Encouragement Award - Certificate IV in Glass and Glazing
Sandra Daza Beltran	Overall Outstanding Student Award - Certificate III in Glass and Glazing (sponsored by Australian Centre for Glass Design and Axxess Glass Products)
Breanna Botterill	Outstanding Student Award - Innovation - Certificate III in Glass and Glazing (sponsored by GoGlass Art Studios)
Lilliana Cross	Outstanding Student Award - Craftmanship - Certificate III in Glass and Glazing (sponsored by Australian Glass Paints)
Trent Carr	Outstanding Part-Time Student Award - Certificate III in Glass and Glazing (sponsored by Axxess Glass Products)
Kaitlyn Palmer	Encouragement Award - Certificate III in Glass and Glazing (sponsored by 1000 Degrees Glass Studios)
Molly Petzke	Encouragement Award - Certificate III in Glass and Glazing (sponsored by Axxess Glass Products)
Julie Price	Trade Skills Award - Certificate III in Glass and Glazing (sponsored by Axxess Glass Products)
Renee Cullen	Studio Award - Certificate III in Glass and Glazing (sponsored by Bronwyn Hughes)
Monica Thanh Tran	GLAAS Inc Community Award - Certificate III in Glass and Glazing (sponsored by GLAAS Inc)
Rickie Martin	GLAAS Inc First Nations Artist in Residency 2024 (sponsored by GLAAS Inc with support from Association of Australian Decorative and Fine Arts Societies Inc)

## HAIRDRESSING AND BARBERING SHOWCASE

Isabella Court	1st prize – Hairdressing (sponsored by Dateline Imports)
Saba Afzal Mughal	2nd prize – Hairdressing
Joseph Wehbi	1st prize – Barbering
Imran Ahmad	2nd prize – Barbering
Nasrin Alaeighane	Honourable mention – Hairdressing
Andrea Belle	Honourable mention – Barbering

## HAIRDRESSING AND BARBERING SHOWCASE (FOR APPRENTICES)

Noni Cole	1st prize – Hairdressing
Samantha Pratico	Honourable mention – Hairdressing

## I2C STUDENT DESIGN AWARD 2024

Blake Sutherland	Winner
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## ILLUSTRE DIPLOMA OF VISUAL ARTS – GRADUATE EXHIBITION

Jessica Callaway	Best Children's Book Illustration (sponsored by Hardie Grant)
Laura Longo	Best Traditional Media (sponsored by Eckersleys)
Kodi Setter	Best Digital Work (sponsored by WACOM)
Sienna Gullotti	Best Digital Work (sponsored by Image Science)
Mia Booth	Cutting Edge Illustration Prize (sponsored by Deans Art)
	Best Individual Work on Show (sponsored by Jacky Winter)
Isla O'Haire	Best Body of Work on Show (sponsored by Illustrators Australia)

## KISMET ADVANCED DIPLOMA OF CREATIVE PRODUCT DEVELOPMENT GRADUATE EXHIBITION

Ewelina Madry	Best Individual Work Award (sponsored by Eckersleys)
	Best Body of Work Award (sponsored by Regent Gallery)
Katelyn Coppola	Best Digital Work Award (sponsored by WACOM)
Elise Francis	High Achievement Award (sponsored by Arts Department)
Ruth Wein	Outstanding Realisation of Creative Concept Award (sponsored by Arts Department)
Johanna Miyata	Outstanding Painting Award (sponsored by Deans Art)
Madelyn Yates	Outstanding Illustration Award (sponsored by Illustrators Australia)
	Packing Room Prize (sponsored by Arts Department)
Maria Ella Ampongon	Outstanding Printmaking Award (sponsored by Firestation Print Studio)

## MELBOURNE INTERNATIONAL FLOWER AND GARDEN SHOW

Monique Kane	1st place – Chrysko Advanced Student Floristry Competition
Chantal Williams	2nd place – Chrysko Intermediate Student Floristry Competition
Sebastian Ryder	1st place – Hanging Basket Competition
Belinda Gibson	3rd place – Hanging Basket Competition
Leigh Hudson	Winner – Creative Space Award
	Gold Award – Challenger Achievable Gardens
Justin Rhodes	Bronze Award – Challenger Achievable Gardens
Jamie Greentree	Participation Award – Challenger Achievable Gardens
Jasmine Woodward	3rd place – Open Floral Competition

## MELBOURNE POLYTECHNIC JEWELLERY APPRENTICE OF THE YEAR AWARDS 2020-2023\*

\* The Melbourne Polytechnic Jewellery Apprentice of the Year Awards were paused in 2020 and we partnered with the Jewellery Industry Network Fair to reintroduce them in 2024.

Ella Burke	Best Performing First-year Apprentice 2021 (sponsored by Gold and Silversmiths Guild of Australia) Best Performing Second-year Apprentice 2023 (sponsored by Jewellers Association of Australia)
Weigar Lu	Best Performing Second-year Apprentice 2022 (sponsored by Gold and Silversmiths Guild of Australia) Best Performing Third-year Apprentice 2023 (sponsored by Palloys)
Henry Hazeldine	Best Performing First-year Apprentice 2020 (sponsored by Jewellers Association of Australia)
Taylor Joy	Best Performing Second-year Apprentice 2020 (sponsored by Gold and Silversmiths Guild of Australia)
Jane Woodward	Best Performing Third-year Apprentice 2021 (sponsored by Palloys)
Felicia O'Brien	Best Performing Certificate III in Jewellery Manufacture Unindentured Student 2021 (sponsored by Jewellers Association of Australia)
Lily-Grace Toohill	Best Performing First-year Apprentice 2022 (sponsored by Jewellers Association of Australia)
Madeline Woosley	Best Performing Third-year Apprentice 2022 (sponsored by Palloys)
Elizabeth Ickiewicz	Best Performing Certificate III in Jewellery Manufacture Unindentured Student 2022 (sponsored by Australian Jewellers Supplies)
Pamela Brown	Best Performing First-year Apprentice 2023 (sponsored by Lenrose Casting)
Nina Kline	Best Performing Certificate III in Jewellery Manufacture Unindentured Student 2023 (sponsored by Australian Jewellers Supplies)

## ROTARY CLUB PRESTON - PRIDE OF WORKMANSHIP AWARD

Annabelle Barrow	Winner
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## THE PROVAN AND ROSENBERG FAMILIES - CARPENTRY, JOINERY AND CABINET MAKING SCHOLARSHIPS

Vivian Blackmore-More	Outstanding Apprentice
Ella McFarlane	Outstanding Apprentice
Callum Walkinshaw	Outstanding Apprentice
Marie Webb	Outstanding Apprentice

## UNFOLD CERTIFICATE IV IN VISUAL ARTS GRADUATE EXHIBITION

Marion Campbell	Outstanding Student Award (sponsored by Deans Art)
Bhagyashree Lomesh Patel	Outstanding Student Award (sponsored by Deans Art)
Steven Clark	Course Achievement Award (sponsored by Arts Department)
Brooke Chondros	Course Achievement Award (sponsored by Arts Department)
Ciara Di Florio	Course Achievement Award (sponsored by Arts Department)
Siqin (Nichole) Lin	Course Achievement Award (sponsored by Arts Department)
Ismihan Sen	Packing Room Prize (sponsored by Arts Department)

## VETERINARY NURSES COUNCIL OF AUSTRALIA

Ali Brearley	2024 Student Veterinary Nurse/Technologist of the Year
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## VICTORIA TOURISM INDUSTRY COUNCIL (VTIC) STUDENT ENTREPRENEURIAL AWARD

Ma Cristina Pauline Sierra	1st prize
Samathalin Lay	1st prize
Hoai Thanh Thuy Nguyen	1st prize

## VICTORIAN MULTICULTURAL YOUTH AWARDS

Silva Wartan	Finalist - Young Apprentice/Vocational Award
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## VICTORIAN PATISSERIE TRAINEE CHALLENGE 2024

Jennifer Abrehart	Bronze Award
Charita Mancia	Bronze Award

## WORLDSKILLS AUSTRALIA 2024 REGIONAL COMPETITIONS - VICTORIA

William Hoffman	Gold Medal - Landscape Construction
Andrew Milesi	Silver Medal - Landscape Construction
Ruben Senior	Bronze Medal - Landscape Construction
Joel Boyle	5th place - Landscape Construction

## STAFF AWARDS

### CHILDREN'S BOOK COUNCIL OF AUSTRALIA (CBCA) BOOK OF THE YEAR AWARDS

Sue DeGennaro	Winner - Early Childhood Honour Book, <i>Bear &amp; Duck Are Friends</i>
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### EV STRENGTHENING COMMUNITIES INCLUSIVE VOLUNTEERING AWARDS

The Melbourne AMEP Volunteer Tutor Scheme (VTS) Team	Inclusive Volunteering Workplace for 2024
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### PLUMBING SHEETMETAL COPPERSMITH INSTRUCTORS ASSOCIATION (PSCIA) AWARDS

Andrew McCracken	2024 Energy Safe Victoria Gas Trainer of the Year
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### TAFE DIRECTORS AUSTRALIA - TAFE STAFF RECOGNITION AWARDS

Kate El Idrissi	Winner - the Heart of Student Success Award
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### VICTORIAN SKILLS AUTHORITY (VSA) AND THE INTERNATIONAL SPECIALISED SKILLS (ISS) INSTITUTE

Daniel Bodnarcuk	Recipient of a 2024 VSA-ISS Institute International VET Practitioner Fellowship
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## INSTITUTE AWARDS

### CISCO NETWORKING ACADEMY

Melbourne Polytechnic	20 Years of Active Participation and Service Award
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### GOVERNOR OF VICTORIA EXPORT AWARDS

Melbourne Polytechnic	Winner - International Education and Training
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### SETTLEMENT COUNCIL OF AUSTRALIA (SCOA)

Melbourne Polytechnic AMEP and Box Hill Institute	Outstanding Settlement Contribution Award (OSCA) - Innovation in Service Delivery
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### VICTORIAN MULTICULTURAL COMMISSION

Melbourne Polytechnic AMEP, Whittlesea Community Connections and partners: Respectful Relationships course	Winner - International Education and Training
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### VICTORIAN TRAINING AWARDS

Melbourne Polytechnic	Winner - Large Training Provider of the Year
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### WURREKER AWARDS

Whittlesea Tech School	Innovative Koorie Learner Pathways - non-TAFE Institute
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## 2024 MELBOURNE INTERNATIONAL FLOWER AND GARDEN SHOW

Melbourne Polytechnic students achieved outstanding results at the 2024 Melbourne International Flower and Garden Show, the southern hemisphere's largest horticultural event, winning 9 awards across various horticultural and floristry categories.



Leigh Hudson, winner of the Challenger Achievable Gardens Gold Award and the Creative Space Award.



Monique Kane, winner of the Chrysco Advanced Student Floristry Competition.









Leigh J Hudson's award-winning design 'Ever-Growing Gardens'.



# MELBOURNE POLYTECHNIC CAMPUSES, TRAINING CENTRES, SKILLS AND JOBS CENTRE

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## CAMPUSES

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### **Collingwood**

20 Otter Street  
Collingwood VIC 3066

### **Epping**

Corner Cooper Street and Dalton Road  
Epping VIC 3076

### **Fairfield**

Yarra Bend Road  
Fairfield VIC 3078

### **Greensborough**

61 Civic Drive  
Greensborough VIC 3088

### **Heidelberg**

Corner Waterdale Road and Bell Street  
Heidelberg West VIC 3081

### **Prahran**

144 High Street  
Prahran VIC 3181

### **Preston**

77 St Georges Road  
Preston VIC 3072

## INTERNATIONAL CAMPUS

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### **Fuzhou Melbourne Polytechnic Campus**

199 Xi Yuan Gong Road  
Shangjie District, Minhou County, Fuzhou  
Fujian Province, China

## TRAINING CENTRES

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### **Ararat**

Grano Street  
Ararat VIC 3377

### **Northern Lodge, Eden Park**

Glen Robin Court  
Eden Park VIC 3757

## SKILLS AND JOBS CENTRE

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Preston Campus - Building B  
77 St Georges Road  
Preston VIC 3072

Information correct at March 2025 © MELBOURNE POLYTECHNIC



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