

Future of Housing Construction

CENTRE OF EXCELLENCE

Annual Report 2025



MELBOURNE
POLYTECHNIC

COVER: Ella McFarlane – 2025 Graduate of the Certificate III in Carpentry.

Melbourne Polytechnic is proud to work alongside industry to remove barriers and build sustainable pathways for more women to pursue careers in the trades, supporting graduates like Ella while helping address critical skills shortages.

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Acknowledgement of Country

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

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.

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2025: the year in review

21,689

students across

183

courses



8,564

students completed their studies



3

Melbourne Polytechnic Vietnam campuses

Hanoi

Da Nang

Ho Chi Minh City



Melbourne Polytechnic
Da Nang opened

1,130

international students welcomed at our Melbourne-based campuses





Victoria's first Future of Housing Construction Centre of Excellence activated at our Heidelberg campus

85%

of students
achieved their
learning goals



Net Zero by 2040

100%

renewable grid
energy used at
all large sites



7

new EVs

SKILLS AND JOBS CENTRES



Free TAFE

39

Free TAFE courses offered

1,423

students completed
Free TAFE courses



16,000

AMEP students
supported across
the Melbourne
AMEP network



1,262

individual clients
assisted

1,134

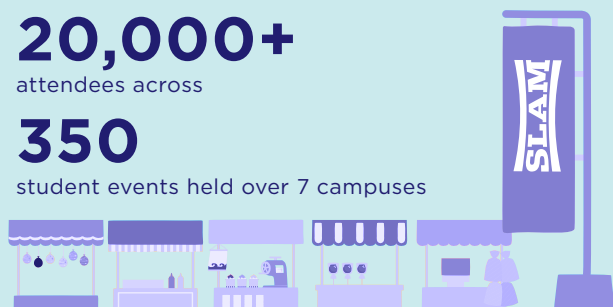
one-on-one career
counselling sessions
provided

20,000+

attendees across

350

student events held over 7 campuses



Women in trades: meeting Australia's demand for skilled tradespeople

Building a resilient, future-ready construction and trades sector depends on creating pathways for women to launch and grow rewarding careers in the industry.

Ensuring women have genuine pathways into the construction and trades sector is essential to addressing critical skills gaps, and driving innovation and economic growth.

In 2025, Melbourne Polytechnic partnered with Tradeswomen Australia, strengthening our commitment to increasing female participation in trades. Through this collaboration, we work alongside industry, education providers and community organisations to remove barriers and build sustainable pathways for women.

This collaborative support is critical if we are to create meaningful change. Women remain significantly underrepresented in trade careers, and we are actively working to shift that imbalance by providing inclusive training environments where women are welcomed and supported to thrive.

ELLA'S STORY: FROM REGIONAL STUDENT TO A CAREER IN SUSTAINABLE CONSTRUCTION

Carpentry graduate Ella McFarlane's journey highlights the impact of visible pathways and receiving the right support at the right time. Ella had not considered a trades career until discovering woodwork at school. With encouragement from her teachers, she completed work placement with a local builder, opening the door to carpentry as a genuine career choice.

Ella completed her Certificate III in Carpentry at Melbourne Polytechnic in 2025. She credits industry-experienced teachers, well-resourced facilities and a strong balance of practical and theory-based learning with giving her the confidence to transition into the workforce as a newly qualified carpenter.

In 2024, Ella was awarded a Global Footprints Scholarship, which took her to Germany to learn about Passivhaus principles (sustainable, high-performance building standards and construction techniques). She was also awarded a 2024 Provan and Rosenberg Families Carpentry, Joinery, Cabinet Making Scholarship.



L-R: Melbourne Polytechnic carpentry apprentices Braden Jordan, Thanh Long Ly, Ella McFarlane and Michael Stojcevski. The Future of Housing Construction Centre of Excellence is set to transform the industry and build a more diverse and resilient construction workforce.



ANASTASIA'S STORY: LEARNING ON THE JOB AT THE MCG

Anastasia Sarikizis is a second-year plumbing apprentice with New Plumbing Solutions (NPS), building her skills and confidence through a hands-on role at one of Melbourne's most iconic sites – the Melbourne Cricket Ground (MCG).

Anastasia joined NPS after completing school-based work experience there, discovering she enjoyed plumbing's mix of practical work and problem solving more than any of the other trades she tried at her school, Northern College of the Arts and Technology (NCAT).

Based permanently at the MCG, Anastasia supports planned and reactive maintenance across site. Anastasia says Melbourne Polytechnic played a key role in building her technical knowledge, reinforcing her practical experience and developing the confidence to thrive in a male-dominated industry.

Her achievements were acknowledged in 2025 when she won the NORTH Link Young Business Achiever Award.

SARAH'S STORY: FROM SOCIAL WORKER TO AWARD-WINNING APPRENTICE WELDER

Sarah Hunn-Mozes began her career in social work and disability support, but a bold career change led her to a trades apprenticeship.

Sarah discovered her passion for welding during a short course at Melbourne Polytechnic. That spark led her to our Certificate III in Engineering – Fabrication Trade (Boilermaking/Welding).

Recently winning the Women in Trades Award at the 2025 Apprentice Training Awards, Sarah is thriving in her apprenticeship, supported by the Australian Industry Group and her host employer, Convair Engineering.

Above: 2025 Apprentice Training Awards – Women in Trades winner Sarah Hunn-Mozes, Australian Industry Group, pictured with award sponsor Terry McEvoy, Director, Built Environment and Sustainability Programs, RMIT University.



The New Nature, a collaboration between Melbourne Polytechnic Horticulture teacher Alistair Kirkpatrick (pictured) and alumni Michael Rochelle and Carla Perry (graduates of Certificate IV in Landscape Design), won third place at the Melbourne International Flower and Garden Show. *The New Nature* explores the use of phytoremediation (using plants and soil microbes to reduce the toxic effects of contaminants in the environment) within post-industrial landscapes.

Report of Operations

Message from the Board Chairperson



On behalf of the Board of Directors I am pleased to present Melbourne Polytechnic's 2025 Annual Report.

In 2025 we entered the second year of our 5-year Strategic Plan 2024-2028 and achieved progress across all 6 of our measurable strategic outcomes.

Progress towards an inclusive, sustainable and thriving community inspired by learning

One of the most visible measures of our progress towards building an inclusive, sustainable and thriving community inspired by learning is found in the achievements of our students and the meaningful impacts they continue to make on the workforce and industry.

Melbourne Polytechnic has long been at the forefront of equipping learners with industry-ready skills, helping businesses grow and communities thrive, while fuelling economic growth for the Victorian economy. Through strong partnerships with government, industry, the Victorian TAFE Network and community organisations, we've ensured our training pathways remain relevant, accessible and responsive to change.

I am pleased to share that 85% of our students indicated they had achieved or were on track to achieve their learning goals. This is a key benchmark in our Strategic Plan. While we reached this target ahead of schedule, we will continue to build on this progress and strengthen our leadership in this area.

Future of Housing Construction Centre of Excellence

In 2025, we saw the activation of the Future of Housing Construction Centre of Excellence – Victoria's first national TAFE Centre of Excellence. We look forward to realising the transformational impact of this \$50 million initiative as we work to address Australia's housing challenges and meet the need to build affordable, sustainable homes at speed.

We developed a newly refurbished space at our Heidelberg campus, welcomed our first intake of students, and engaged extensively with industry partners, setting a new benchmark for industry collaboration in vocational education and training in Australia.

Purposeful collaboration, global networks

It was rewarding to be part of stronger collaboration with the Victorian TAFE Network throughout the year. In August, we hosted the TAFE Creates 25 Conference, which brought together some 200 Victorian TAFE leaders and policy makers with a sense of shared purpose and optimism for a more connected and sustainable future.

Our international footprint expanded into new regions in 2025, with the opening of the Melbourne Polytechnic Da Nang campus in Vietnam, supported by a \$280,000 Victorian Government grant. This initiative was developed in collaboration with our onshore partner, FPT Corporation, and builds on an impressive 25 years of transnational education at Melbourne Polytechnic.

Responsive plans and frameworks for a stronger future

Our new Education Plan reinforces our polytechnic identity and commitment to applied learning tailored to student needs. It sets a clear path for high quality experiences that build skills valued by industry and community. Alongside this, the Pathways and Microcredentials Frameworks support our responsiveness to evolving demands and prepare us for a future where lifelong learning is expected.

Better outcomes for Aboriginal and Torres Strait Islander communities

A major highlight for 2025 was the finalisation of our first Reconciliation Action Plan (RAP). The RAP was many years in the making and marked a milestone event in our more than 40-year journey of creating inclusive, culturally safe pathways for Aboriginal and Torres Strait Islander students. The RAP aligns with the Wurreker Strategy, Closing the Gap, and Victorian Treaty processes and lays the foundation for a genuine, Institute-wide commitment to reconciliation and enduring change.

Statement of Priorities

Melbourne Polytechnic continues to deliver on the Minister's Statement of Priorities, outlining the objectives, activities and outcomes for the year with a focus on:

- ▶ Skills – we deliver the right skills for jobs and provide access, working with the industry and the Victorian TAFE network.
- ▶ Students – we support student pathways across a connected education sector to support excellent outcomes for students, including those facing barriers to education and employment.
- ▶ Sustainability – we work towards financial and environmental sustainability.
- ▶ Staff – we support our staff to offer excellent teaching and services so students can achieve their learning goals. As part of the TAFE network we set the quality benchmark for the VET sector.

Acknowledgements

On behalf of the Board, I would like to acknowledge and thank all Melbourne Polytechnic staff and Chief Executive, Frances Coppelillo, for another outstanding year of achievement.

I would also like to acknowledge the Hon. Gayle Tierney MP, the Minister for Skills and TAFE, her staff and the Department of Jobs, Skills, Industry and Regions officers for their ongoing commitment to TAFE and support of Melbourne Polytechnic.

Finally, I extend my thanks to my fellow Board Directors for their continued commitment and support. I would particularly like to acknowledge the contributions of departing Board Directors John Gavens and Ian Munro PSM, and welcome new Board Directors Carlo Carli and Shaun Boyd.



Helen Clarke
Board Chairperson
Melbourne Polytechnic

Date: 25 March 2026

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: 25 March 2026

Message from the Chief Executive



In 2025, we deepened our understanding of industry and community needs and collaborated with our partners to strengthen Melbourne Polytechnic's contribution to national productivity and growth while delivering outstanding learning experiences that equip our students with future-focused skills and capabilities.

Building futures and shaping industry

During the year, we supported 8,564 students to achieve their learning goals across a range of programs including the VCE Vocational Major, Work Education, Foundation, Vocational Education and Training (VET), Higher Education, short courses and microcredentials.

With the guidance of our industry-connected educators and support staff, coupled with valuable work placement opportunities, learners developed the skills and confidence to succeed in a job market constantly reshaped by economic shifts and technological disruption.

We worked closely with industry and employers to align our programs with workforce needs – from in-demand trades apprenticeships and addressing skills shortages in the care economy to supporting emerging opportunities such as AI and digital technology, renewable energy and modern methods of construction.

Connected and thriving campuses

Our campuses came alive as hubs of innovation, inclusion, and community and industry engagement. Highlights included:

- ▶ the Clean Energy Skills Labs industry forum – driving progress in skills development to grow the residential construction and circular economy workforces
- ▶ the inaugural Auslan Teachers Conference – a landmark event, strengthening Auslan teaching practice in Australia and championing greater inclusion for Deaf and hard of hearing communities.

Creating opportunities in Melbourne's growing north

Our location in Melbourne's north places us in an exciting and burgeoning growth corridor, which is expected to grow by half a million people over the next 10 years. With an increased need for infrastructure, services and jobs, Melbourne Polytechnic plays a critical role in training and upskilling the existing and future workforce of this region. To meet this demand, we strengthened our partnership with NORTH Link and are working together to unlock the economic opportunities and social potential of this region.

The launch of the Northern Study Hub at our Epping Campus, in collaboration with our education precinct partner La Trobe University, stands as a powerful example of how working with local partners can maximise community assets, deliver public good and expand education opportunities for the community. It also represents a small but significant step forward in support of harmonisation and aligning Australia's Higher Education and VET sectors to create a more seamless, student-centred education system.

We also commenced joint planning with La Trobe University on the Cloverton Precinct, mapping out the education and training requirements to support innovation and workforce development in the Northern Growth Corridor.

Improving our culture and building momentum for the future

In 2025 we continued to lay the groundwork for long-term success by investing in our people and culture. We're pleased to report significant gains in the annual People Matter survey. Indicating strong engagement, 92% of surveyed staff said they understood how their job helps our organisation achieve its goals, and more than 80% of staff responded positively to questions around inclusion.

In a Culture Values Assessment we achieved a high score of 60, surpassing the industry average of 55.

Acknowledgements

I would like to thank the Hon. Gayle Tierney MP, the Minister for Skills and TAFE, and the Melbourne Polytechnic Board for their support and unwavering focus on achieving our vision.

I would also like to acknowledge the incredible contributions of our people, who consistently deliver outstanding learning outcomes and experiences for our students. From our passionate educators dedicated to student success, to our corporate teams who keep the wheels turning and our support staff who create a welcoming environment - thank you for every touch point that helps our students learn and thrive.

My thanks also go to our industry partners, employers, TAFE Network colleagues and government stakeholders - your support and collaboration are critical to our students' success and to the success of Melbourne Polytechnic.



Frances Coppolillo
Chief Executive
Melbourne Polytechnic

Date: 25 March 2026

Shaping the construction workforce of the future

An innovative national hub based at our Heidelberg campus is preparing the construction workforce to meet Australia's urgent housing needs.

Training has started at the new Future of Housing Construction Centre of Excellence. Based at the Melbourne Polytechnic Heidelberg campus, the Centre is a joint initiative of the Australian and Victorian Governments under the National Skills Agreement to help address Australia's housing challenges. It aims to accelerate industry adoption of Modern Methods of Construction (MMC) to enable faster, more affordable and more sustainable housing delivery, while strengthening workforce capability across the sector.

The Centre operates through an industry-led model in partnership with government, with a remit spanning national TAFE and industry networks. It delivers nationally significant outcomes by building a future-ready workforce, accelerating MMC adoption, driving innovation through applied research, strengthening national industry collaboration, and creating clear career and transition pathways into MMC.

Modern Methods of Construction (MMC): innovative prefabrication and manufacturing techniques, such as modular construction, that involve producing components offsite and then transporting and installing them onsite. MMC improve efficiency, quality and speed of construction.

Delivering benefits through collaboration

In 2025, the focus was on establishing foundations for long-term impact, including governance and operating models; engaging with MMC leaders and system enablers; identifying priority education, training and applied research areas; delivering pilot education programs; and establishing a physical Centre at the Heidelberg campus to enable early delivery while planning a flagship MMC showcase building.

Shaped by industry, for industry

From inception, the Centre has been shaped by industry, for industry. Extensive engagement informed its purpose, priorities and operating model. An Industry Advisory Panel comprising senior leaders from education, construction, manufacturing, design, supply chains, industry associations and peak bodies advises on priorities, emerging skills needs, regulatory alignment and opportunities to strengthen industry confidence and MMC uptake.

This ensures the Centre responds to real-world challenges, addresses critical skills gaps and supports commercially viable pathways for MMC adoption, while giving government confidence that public investment is aligned to industry need and delivering measurable workforce and productivity outcomes.

Through industry-designed short courses and microcredentials, and integrated VET and Higher Education pathways, the Centre upskills existing workers, supports inclusive participation and creates new opportunities for people to enter the sector, building a more diverse and resilient construction workforce.



We are proud to deliver the Future of Housing Construction Centre of Excellence, aligning industry needs with the strength of Australia's TAFE system to build a stronger, future-focused construction workforce

FRANCES COPPOLILLO
CHIEF EXECUTIVE, MELBOURNE POLYTECHNIC

Industry partnership: prefabAUS

Embedding industry expertise into workforce development.

The Centre is built on strong, ongoing partnerships with industry, including Melbourne Polytechnic's collaboration with prefabAUS, Australia's national peak body for prefabricated and modular construction.

Our partnership ensures that education and training are grounded in current industry practice and informed by those actively delivering MMC projects and technologies across Australia. Through prefabAUS, industry expertise is directly embedded into teaching and learning, supporting a workforce that is ready to meet the real-world demands of modern housing construction.

prefabAUS represents a national network of manufacturers, builders, designers and technology providers working across the prefabricated construction ecosystem. Through our partnership, this industry capability is brought directly into the classroom and training environment.

Industry experts play an active role in the design and delivery of training programs, working alongside our teachers to share contemporary knowledge, real-world experience and emerging practice. This strengthens the relevance, credibility and immediate applicability of training to the benefit of trainees and employers while building the capability of our educators through direct exposure to industry best practice.

Beyond training delivery, our partnership supports broader industry engagement through joint events, forums and showcases that bring together education providers, employers and system leaders.

Future-ready skills

As the Centre continues to expand its national reach and impact, our collaboration with prefabAUS will remain central to its industry-led approach, connecting learning with practice and supporting the delivery of the homes Australia needs, now and into the future.



The Centre provides a real opportunity to embed digital skills and industrialised construction into our workforce, creating a hub for innovation in construction and helping Australia to become a leader in smart building.

DAMIEN CROUGH

CO-FOUNDER AND EXECUTIVE CHAIRMAN, PREFAB AUS

The Hon. Andrew Giles MP, Minister for Skills and Training (Aus), and the Hon. Gayle Tierney, Minister for Skills and TAFE (Vic) were joined by industry and education sector representatives at our Heidelberg campus for the activation of the Future of Housing Construction Centre of Excellence on 2 October.

Joshua Presta: building a successful career in trades

With a Certificate III in Plumbing, Joshua's career is a story of curiosity, persistence and a commitment to building something lasting.

After starting his career in civil construction alongside his father, Joshua realised he wanted to pursue a licensed trade with a clear pathway and room to grow. Plumbing offered exactly that. Drawn to the variety of work and the opportunity to keep learning, Joshua enrolled in the Certificate III in Plumbing, where he quickly found himself immersed in both theory and hands-on training.

Practical learning combined with real-world skills

Supported by teachers with extensive industry experience, Joshua developed practical skills across all areas of the plumbing trade. Through a balance of classroom learning at TAFE and on-the-job experience, he was able to hone his skills in a safe environment before applying them at work. That foundation helped him step into greater responsibility, from coordinating materials to leading tasks with junior apprentices.

Now working with a major plumbing company on large-scale infrastructure and construction projects, Joshua is focused on learning as much as he can and continuing to grow in the industry. With hopes of running his own business in the future, his story shows how dedication, hands-on training and the right support can open doors to rewarding career opportunities in the trades.



Melbourne Polytechnic shines on the WorldSkills Australia stage

Melbourne Polytechnic demonstrated excellence in vocational education and training, hosting a series of WorldSkills Regional Competitions and achieving outstanding results at the 2025 WorldSkills Australia National Championships and Skills Show in Brisbane.

The Championships drew more than 35,000 visitors and showcased over 600 of the nation's top competitors across more than 60 skill categories.

Seven Melbourne Polytechnic students proudly joined Team Victoria, achieving exceptional results. Special mention goes to Certificate III in Jewellery Manufacture student, Lily-Grace Toohill, who won the Gold Medal in Jewellery and received the Tjerk Dusseldorp Best in Nation Award for the highest overall score across all skill categories. In addition to technical expertise, it takes dedication, perseverance and passion to compete at this level and we are incredibly proud of how all of our students represented the Melbourne Polytechnic community.

The Melbourne East Region, which includes Melbourne Polytechnic, was awarded the prestigious Evatt Shield, recognising the Best Performing Region in Australia.

Staff mentors and alumni judges

A contingent of Melbourne Polytechnic staff and alumni mentored competitors and served as official judges throughout the event. From Painting and Decorating to Joinery, Jewellery and Landscaping, their industry expertise and guidance prepared competitors for the challenges of the national stage. We are deeply grateful for their dedication to learning and their contributions to the event.

Career-building competition

Our achievements each year at WorldSkills events highlight the strength of our training programs and commitment to excellence in trades and skills education. With industry-aligned teaching, passionate mentors and world-class talent, we continue to shape the future of Victoria's skilled workforce.



Lily-Grace Toohill competing in the Jewellery skill category at the 2025 WorldSkills National Championships.

The Yurrongi Centre: empowering Aboriginal and Torres Strait Islander students



In 2025, 272 Aboriginal and Torres Strait Islander students were enrolled at Melbourne Polytechnic.



October marked the relaunch of the Koorie Services Centre as the Yurrongi Centre, introducing a vibrant new brand, strengthening Community connections and reaffirming Melbourne Polytechnic's support for Aboriginal and Torres Strait Islander students.

'Yurrongi' is a Wurundjeri Woi-Wurrung word meaning empowerment.

The Yurrongi Centre (YC), based at our Preston campus, is a drop-in and cultural hub that has provided support services for over 40 years. Aboriginal and Torres Strait Islander students can meet and share experiences or speak with YC staff about academic and non-academic questions. The Centre offers services ranging from course advice, cultural support and computer access to providing culturally sensitive teaching programs.

The logo represents Melbourne Polytechnic, the YC and our students. The 7 circles in the centre symbolise Melbourne Polytechnic's 7 campuses, with different shapes and sizes reflecting the unique courses, locations and communities at each campus. Within those circles, the colours of the Aboriginal and Torres Strait Islander flags acknowledge Aboriginal and Torres Strait Islander culture and connection to First Nations peoples and Country. The dark blue circle at the bottom and the yellow background represent Melbourne Polytechnic.

Small circles around the edge of the logo signify the Aboriginal and Torres Strait Islander students who come to Melbourne Polytechnic. Each circle is unique, symbolising the different levels of knowledge and experience each student brings with them on their education journey.

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 the Yurrongi Centre Advisory Group, which includes Koorie staff, Community Elders and members, Victorian Aboriginal Education Association (VAEAI) representatives, and community service providers. The group is a vital forum for sharing ideas, proposals and feedback on advancing training and employment outcomes.

Going the Extra Mile

During the year, we updated our Going the Extra Mile staff resources, which encourage staff to 'go the extra mile' to support Aboriginal and Torres Strait Islander students to achieve their desired outcomes.

Celebrating and acknowledging history, culture and people

The Melbourne Polytechnic community came together to acknowledge and celebrate several significant dates and events throughout the year, including Reconciliation Week, NAIDOC week, and Moodji Day.

Festivities included games, art exhibitions, food and musical performances promoting cultural understanding, friendship and unity. More than 800 people joined the fun at the Preston, Fairfield, Prahran and Collingwood campuses.

Bradley Lawler: making a difference, one student at a time

Bradley Lawler was named the 2025 Outstanding Indigenous Student of the Year for his exceptional dedication to education support and his transformative impact on young people's lives.

Bradley began a Bachelor of Education in 2019, but when unexpected challenges arose and he needed to support his young family, he made the difficult decision to step away and return to the workforce. In late 2023, he embarked on a vocational training pathway back to teaching by enrolling in the Certificate III in School Based Education Support.

Within the first week of his school placement, Bradley realised that while teachers work incredibly hard teaching to a class group, his passion lay in providing one-on-one support to students. This revelation set Bradley on a pathway towards a Bachelor of Social Work, via a Certificate IV in School Based Education Support and a Diploma of Community Services.

With an approach to student support that goes beyond traditional academic assistance, Bradley understands that struggling students are often seeking connection. Drawing on his own experiences, he identifies with students who feel disengaged or marginalised and works at their individual level, understanding their goals and building meaningful relationships.

Whether helping a student transition to trade studies, improve in mathematics or English, or develop emotional awareness to prevent classroom outbursts, Bradley's impact extends far beyond his official responsibilities.



Our Values

Our 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.

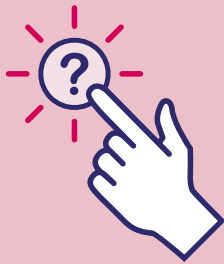
WELCOMING



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.

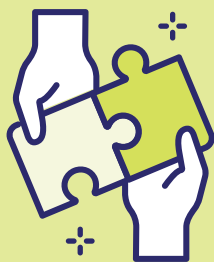
CURIOUS



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.

<p>OUR VISION An inclusive, sustainable and thriving community inspired by learning.</p>	<p>OUR ROLE We provide excellent learning experiences that develop skills and capabilities valued by industry and community.</p>
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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

- | | | | | | |
|---|--|---|--|---|---|
| <p>1 85% of students will achieve their learning goal.</p> | <p>2 Our industry and community give us a Net Promoter Score of 35.</p> | <p>3 We achieve 69 on Melbourne Polytechnic's Inclusion Index.</p> | <p>4 We will reduce our emissions by 50%.</p> | <p>5 Our staff rate our organisational culture as 'very good'.</p> | <p>6 We will achieve a positive annual financial position equivalent to 7% of training revenue, allowing for reinvestment.</p> |
|---|--|---|--|---|---|

Strategic Plan progress: 2025 Outcome Measures results

In 2025, we made strong progress towards the targets in our Strategic Plan 2024–2028. Five measures improved and one continued to meet the 2028 target. Key highlights included 85% of students achieving their learning goal for the second consecutive year. We also exceeded our Inclusion Index target with a score of 80, and our 2028 target for emissions reduction, achieving a 53.66% reduction in emissions since 2015. Our Culture Values Assessment score of 60 surpassed both the global and education industry averages of 55. These outcomes reflect the commitment of our staff to achieving our vision of an inclusive, sustainable and thriving community inspired by learning. We remain focused on further improvement and will review our strategic measures and targets in 2026 to ensure they continue to align with our long-term priorities.

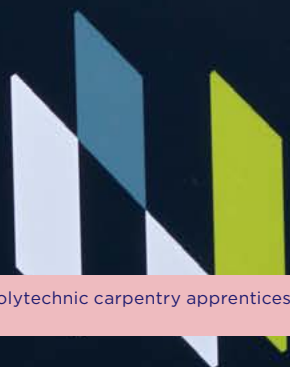
Outcome	2025 result	Change since 2024	Achieved
1  85% of students will achieve their learning goal	85%	=	✓
2  Our industry and community give us a Net Promoter Score of 35	26	↑	
3  We achieve 69 on Melbourne Polytechnic's Inclusion Index	80	↑	✓+
4  We will reduce our emissions by 50% *CO ₂ emissions reductions based on 2015 baseline	53.7%	↑	✓+
5  Our staff rating of our organisational culture is 81 ('very good') *Culture rating measured via Cultural Values Assessment from Barret Values Centre	60 ('fair')	↑	
6  We will achieve a positive annual financial position equivalent to 7% of training revenue, allowing for reinvestment	3%	↑	



OUR STRATEGIC GOALS

The following section highlights our 2025 progress and achievements in relation to the 4 Strategic Goals outlined in the Melbourne Polytechnic Strategic Plan 2024-2028.

Melbourne Polytechnic carpentry apprentices Michael Stojcevski and Jeremy Peacock.



Future of Housing
Construction

CENTRE OF EXCELLENCE



Learning is the heartbeat

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

2025 HIGHLIGHTS

Course innovation and program quality

- ▶ Achieved a full 7-year TEQSA reaccreditation with no conditions, reaffirming Melbourne Polytechnic's quality and compliance as a Higher Education provider.
- ▶ 12 Higher Education qualifications awarded full accreditation by TEQSA (including Master of IT).
- ▶ Achieved Engineers Australia accreditation for Higher Education Civil Engineering programs (Bachelor and Associate Degrees).
- ▶ Launched a new Education Plan focused on delivering engaging, future-ready learning experiences, supported by strong educator capability, digital innovation and consistent academic standards.
- ▶ Embedded the revised Standards for Registered Training Organisations 2025, enhancing organisational readiness through staff engagement and updates to policies, procedures and compliance frameworks, in support of national improvements in vocational education quality.

Flexible, stackable and future-focused learning

- ▶ Launched the Microcredential Framework to support rapid skilling and upskilling aligned with changing workforce needs and student expectations.
- ▶ Created a Pathways Framework that supports clear movement between Australian Qualifications Framework levels and aligned study pathways within Melbourne Polytechnic.

Student voice, agency and empowerment

- ▶ Delivered the Learner Empowerment Guidelines to support learner-centred practice and increase voice and agency. This is enabled by building educator capability through professional learning and new tools.
- ▶ Introduced Feedback Standards and supporting educator resources, improving the clarity, consistency and quality of feedback for learners across programs.
- ▶ Embedded the Learner Capability Framework to ensure consistent capability development for learners, supported by educator training, curriculum integration and ongoing coaching.
- ▶ Significantly expanded the use of StudentSense (formerly Ziptet) – a game-changing education app enabling fast, real-time student feedback, strengthening the student voice and facilitating more responsive teaching. In 2025 we achieved:
 - ▶ a 175% increase in educator adoption
 - ▶ a 374% increase in questions asked
 - ▶ a 364% increase in student responses.

The Adult Migrant English Program (AMEP)

In 2025 a record 16,000 AMEP students accessed free English language tuition across the Melbourne AMEP network of 6 TAFEs and 9 Learn Local organisations.

The Melbourne AMEP is led by Melbourne Polytechnic and funded by the Australian Government Department of Home Affairs. It supports migrants and refugees as they settle in Australia and pursue pathways to further study and employment.

Students accessed AMEP support through the Childcare Placement Service, Pathways Guidance Teams and the Volunteer Tutor Scheme (VTS). They also participated in activities and events delivered in collaboration with government agencies and departments, settlement services, employment agencies, emergency services, legal and health services, and community organisations.

2025 highlights from across the Melbourne AMEP network:

- ▶ Over 1,000 AMEP students received support through the VTS. VTS volunteers met with AMEP students weekly to practice English in an informal setting, learn about life and work in Australia and gain confidence navigating systems and building local connections.
- ▶ AMEP students participated in a range of community safety information sessions including Lifesaving Victoria workshops on water safety, and cancer screening awareness sessions by community health organisations.
- ▶ AMEP students completing the AMEP workplace English course (SLPET) participated in practice interviews and attended work placements.
- ▶ Pathway and employment expos and forums included the Youth Pathway Forum, which provided young people with opportunities to develop skills in networking and communication.
- ▶ High-impact projects funded through AMEP Innovative Grants and delivered with partner organisations included:
 - ▶ Education and Employment Pathways for Deaf AMEP students
 - ▶ AMEP Connect – intensive pathway guidance for vulnerable AMEP students
 - ▶ English Language and Skills for Hospitality
 - ▶ Growing Connections: a community garden for language and learning.

Crossing new paths at 78

Sucy's story highlights the challenges older migrants often face in the workforce and the difference persistence and dedicated advocacy can make.

Hailing from India, Sucy brought a lifetime of service and experience with her to Australia. A Malayalam speaker and nurse of 40 years, she had spent decades caring for others before enrolling, aged 78, in Level III AMEP classes at Melbourne Polytechnic.

Despite her rich professional background, Sucy faced significant challenges entering the Australian workforce. As a Parent Visa holder, she was ineligible for employment and income support services. Determined to remain active and contribute meaningfully to her new community, she set her sights on becoming a School Crossing Supervisor with the City of Whittlesea.

For over a year, AMEP Pathway Guidance Officers (PGOs) helped Sucy submit applications, but the council was unable to connect with Sucy directly by phone, meaning she was not invited to interview. Recognising the challenges of age, lack of local work experience and visa limitations, the PGOs continued to advocate on her behalf. AMEP PGO Kash contacted the local Member for Yan Yean and the Minister's office intervened, prompting the council to respond.

Sucy was invited to interview and, with her granddaughter's help navigating the digital paperwork, she was thrilled to share the outcome in an email to the PGO team.

'I am happy to inform you that I passed the interview as a School Crossing Supervisor at Whittlesea Council.'

Celebrating independence with Our Metro Journeys

Creative, inclusive learning supported by strong community partnerships can help students build real-world skills, confidence and connection.

In June, Work Education students took centre stage at Our Metro Journeys. Held at the Preston conference centre, the event brought together students, staff and guests to share stories and experiences shaped by their involvement in the Metro Trains Community Education Program.

The Community Education Program operates across metropolitan Melbourne to promote safe travel and help people become more confident using public transport. For participants with intellectual disabilities, autism or cognitive impairments, these skills can be transformative, opening new pathways to work, education and community life.

Work Education student Lukas Duffy explained how a Metro Trains Community Educator taught him to use the PTV journey planner, a skill he relied on to travel to a work placement that required him to catch a bus and a train each morning.

‘Working with the Work Education staff and students on Our Metro Journeys has been a truly meaningful experience, celebrating their creativity and growing confidence using Metro Trains. It has been a genuine privilege to witness their pride and joy as they presented their work. Seeing their artwork published, warmly received by stakeholders and displayed at Parliament Station is a fitting tribute to their hard work.’

Dylan Lloyd
Community Educator, Metro Trains



Melbourne Polytechnic is just like Metro Trains. No matter what line you take, it's always there for you.

LUKAS DUFFY
WORK EDUCATION STUDENT



Work Education students (pictured above) shared their public transport experiences through art, performance and storytelling at Our Metro Journeys.



Kino Rafael Manalo: from Melbourne Polytechnic to Amazon Web Services

Leadership, community involvement and professional growth took Kino from curious tourist to a dream career with Amazon Web Services.

Kino's path to Melbourne Polytechnic began with a holiday in 2019. 'I was a tourist,' he recalls. And by the time he left Melbourne he had a plan. 'I told my sister the next time I come here, it won't be on a tourist visa.' True to his word, Kino returned as a Bachelor of Information Technology student at Melbourne Polytechnic.

For Kino, Melbourne Polytechnic was a practical, strategic choice, with the IT program offering comprehensive software development education with real-world applications and Australian Computer Society recognition.

Kino's proactive approach to learning and community involvement set him apart and throughout his studies he consistently sought opportunities to contribute and grow. He represented Melbourne Polytechnic in the Victorian Government's SummerTech LIVE initiative, helping startup businesses develop their digital presence. He led capstone projects, joined the Higher Education Course Committee and worked with our Learning Environments team, developing e-books and gaining hands-on experience while studying.

Kino's academic excellence translated directly into career opportunities. A life-changing connection made at a Melbourne Polytechnic Skills and Job Centre partnership event with Amazon Web Services (AWS) launched his career as a Data Centre Operations Technician, where he applies the automation skills and technical knowledge gained during his studies.

Kino's smooth transition from the classroom to a tech career with AWS exemplifies the practical value of our Information Technology program and its career-ready focus.

Mahnaz Mohammadi: finding purpose through Early Childhood Education

After moving from Iran to Australia 2 years ago, Mahnaz Mohammadi was looking for more than just a course. She wanted to build a meaningful future, one that reflected her values, her interests and her desire to make a positive impact.

With a background in agricultural engineering, Mahnaz discovered a passion for working with children when teaching English in Iran. That early experience opened her eyes to the joys of supporting children's learning and development and led her to enrol in the Certificate III in Early Childhood Education and Care at Melbourne Polytechnic.

Mahnaz was introduced to Melbourne Polytechnic when she enrolled in a short English as an Additional Language (EAL) course. She was impressed by the quality of teaching and the warm, welcoming environment.

Mahnaz also enjoyed the social side of student life. Through student hub activities and shared learning experiences, she became part of a strong, supportive community. Her classmates, many of whom were on similar journeys, became close friends, building new lives, careers and friendships in a new country.

After completing her Certificate III, Mahnaz joined the organisation where she had done her work placement. She plans to continue studying and is working towards a Bachelor of Early Childhood Education.

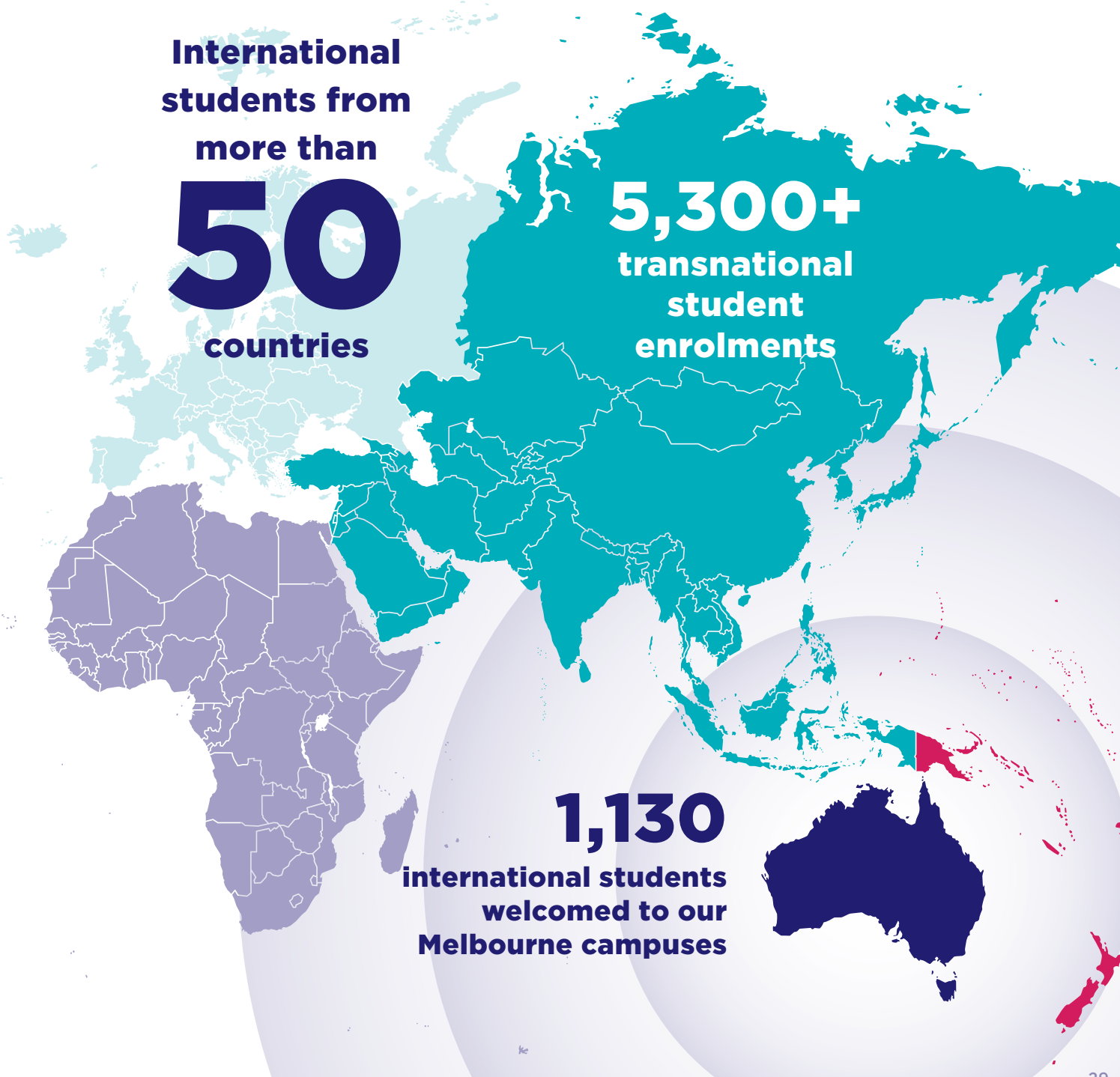
Mahnaz's story is a powerful reminder of how education can unlock purpose, community and personal growth. With the right support, it's possible to create a life and a career that reflects who you are and what matters to you.



International operations

Melbourne Polytechnic has a well-established international presence and an exceptional reputation for providing high-quality transnational education in our region.

We have more than 5,300 transnational students, collaborate with 11 partner institutions across China, Indonesia, Vietnam and Pakistan, and partner with industry and international aid organisations to deliver capacity development projects.



International students from more than 50 countries

5,300+
transnational student enrolments

1,130
international students welcomed to our Melbourne campuses

Recognition and achievements

For the third consecutive year, Melbourne Polytechnic was a finalist in the 2025 Governor of Victoria Export Awards for International Education and Training. We also reached the finals in 2 categories at the 2025 Victorian International Education Awards: Excellence in International Student Employability and Career Development, and Excellence in Transnational Education and International Partnerships.

Fuzhou Melbourne Polytechnic was ranked fourth in the Engaged University of the Year category at the 2025 Triple-E Awards in Prague.

The 2025 Asia-Pacific Vocational School Influence Index ranked Melbourne Polytechnic ninth of the most prestigious institutions in the region. We were the only Australian educator included in the list and one of a select few recognised with a 5-star ranking, reflecting Melbourne Polytechnic's leadership role as Vice Chair of the World Technical and Vocational Education and Training (TVET) League.

Our international reputation was heightened when Melbourne Polytechnic became the first TAFE to have a bachelor's degree approved by the Chinese Ministry of Education (MOE) for full delivery in mainland China. We are approved to deliver the Bachelor of Applied Architecture, Bachelor of Agricultural Technology and Bachelor of Information Technology in Henan Province from September 2026. This achievement, along with 2 additional MOE partnership approvals with quality vocational colleges in China, demonstrates that Melbourne Polytechnic's excellent reputation and international presence benefit all TAFEs and reflects our passionate commitment to outstanding international education.

Melbourne Polytechnic's China engagement was highlighted with a Fuzhou Melbourne Polytechnic case study in Victoria's China Strategy: For a New Golden Era, released in 2025.

Below: 2025 Rising Star Graduation at the FPT Tower Building in Hanoi, Vietnam



Melbourne Polytechnic Vietnam opens in Da Nang

On 10 September, 2025, we announced the establishment of Melbourne Polytechnic Vietnam (MPV) in Da Nang city. A collaboration with our onshore partner, FPT Corporation, it expands MPV's footprint to 3 onshore campuses: Ho Chi Minh City, Hanoi and Da Nang, with a fourth campus earmarked for Can Tho in 2026.

This exciting step forward in Melbourne Polytechnic's global education journey brings our world-class training programs closer to students in the central region of Vietnam.

This development was supported by a \$280,000 Victorian Government Yes to International Students grant to develop and grow innovative international partnerships.



Above: The Vietnam Chamber of Commerce and Industry, Ho Chi Minh Regional Branch, successfully launched the GRACE project to professionalise caregiving in Vietnam with the technical support of Australian experts from Melbourne Polytechnic.



Above: A workshop on Student Services and Inclusive Practices was co-hosted by Melbourne Polytechnic, Study Melbourne Hub, and the Ho Chi Minh City Department of Education and Training. It was facilitated by Cathy Frazer and Karen Cook from Melbourne Polytechnic.



One passionate team

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

2025 HIGHLIGHTS

People capability and leadership development

- ▶ Developed emerging leadership talent through aMPlify Activate, with 26 participants completing 8 days of values-led learning.
- ▶ Delivered the Professional Learning Framework, strengthening capability building through on-the-job learning, mentoring, coaching and sharing practice.

Culture, inclusion and belonging

- ▶ Advanced the 2026 Gender Equity Action Plan through conducting a gender workplace audit, evidence gathering and consultation with staff and unions.
- ▶ Built a network of Culture Ambassadors representing 25 teams across the Institute, promulgating values role modelling and increasing visibility of our values in daily practice.

Psychosocial wellbeing

- ▶ Advanced our Psychosocial Risk Implementation Plan, rolling out leader training to better manage workplace stress, informed by legislative changes, community expectations and staff feedback.

Workforce planning

- ▶ Completed a workforce planning pilot to ensure Melbourne Polytechnic secures and develops the talent needed for future success, with draft workforce plans completed for Higher Education – Education and Early Childhood and Auslan teams.

Daniel Bodnarcuk: preparing students for the future of creative technology

At the intersection of creativity and technology, Daniel Bodnarcuk's research explores a vital question: how can creative technology education keep pace with a rapidly evolving industry?

Daniel leads the Music, Sound Production, and Screen and Media programs at Melbourne Polytechnic and with support from an International Specialised Skills (ISS) Institute Fellowship he is exploring how institutions worldwide are grappling with this challenge.

Daniel's research focuses on curriculum models, innovative teaching approaches and the integration of emerging technologies such as immersive audio and AI and considers how industry partnerships, interdisciplinary learning and global collaboration shape education.

A key finding from Daniel's research is that Victoria's VET sector is already a leader in project-based learning and industry engagement. By connecting these strengths with international approaches in curriculum adaptability, educator development and inclusive practice, Daniel is helping to ensure that Melbourne Polytechnic graduates are prepared for jobs that may not even exist yet.

With a career that includes working as a musician and audio engineer in studios where editing was a largely manual craft, Daniel has witnessed firsthand the rapid shift to AI workflows. Today, he's focused on equipping educators with the skills to teach hyper contemporary creative technologies, meeting industry demands safely and ethically.

Daniel's insights will be incorporated into the Melbourne Polytechnic curriculum, shaping training for the next generation of creative professionals.



Shaping the future of learning through collaboration

Putting learning at the heart of everything we do means leading the way by creating spaces for collaboration and connection. Through hosting conferences, we foster innovation, inclusion and professional growth, preparing our sector to meet the challenges and seize the opportunities ahead.

TAFE Creates 25

Melbourne Polytechnic proudly hosted the Victorian TAFE Association State Conference, TAFE Creates 25, at the Preston campus Conference Centre on 7 August, welcoming around 200 delegates from across the sector. As the hallmark event for Victorian TAFEs, the conference provided a platform for members to discuss challenges and opportunities and work together to develop practical, actionable ideas.

The Hon. Gayle Tierney MP, Minister for Skills and TAFE delivered a powerful keynote speech reinforcing TAFE's critical role in shaping a skilled, inclusive and future-ready Victoria.

Melbourne Polytechnic executives and staff shared their expertise across a range of topics and sessions exploring social, economic and political insights for TAFE leaders, AI-powered solutions for industry-relevant training, the future workforce, and student voices shaping the TAFE experience.

The event was marked by collaboration, fresh thinking and a sense of optimism for a strong future for TAFE.



TAFE Creates 25 concluded with the Victorian TAFE Association dinner and a fireside chat with (L-R) Morayo Adeyemi, Horticulture student, Melbourne Polytechnic; Lily-Grace Toohill, Jewellery Manufacture student and WorldSkills Australia Gold Medallist; Michael Harkin, VET Educator, Melbourne Polytechnic; and emcee Claire Field, Principal, Claire Field and Associates.



2025 High Impact Learning Conference

The 2025 High Impact Learning Conference, held on 7 July at the Preston campus Conference Centre, welcomed 175 staff for a day dedicated to strengthening inclusive teaching practice and exploring new approaches to support learners with diverse needs. Workshops covered topics such as supporting autistic students, inclusive digital design, LGBTIQ+ awareness, strategies for differentiated teaching in VET, and building student engagement and success through digital literacy.

This is an important day for Melbourne Polytechnic as investing in our educators has a direct impact on student learning and wellbeing. We are proud to be the only Victorian TAFE with a dedicated Professional Teaching Practice team supporting educators and creating experiences and professional learning opportunities based on their feedback.

The positive feedback from the conference reflects the high calibre of information sharing, with educators relishing the opportunity to deepen their practice.

2025 Auslan Teachers Conference

Melbourne Polytechnic hosted the 2025 Auslan Teachers Conference at our Collingwood campus on 22-24 September. This landmark event was Australia's first national conference dedicated to strengthening Auslan teaching practice and supporting the inclusion of Deaf and hard of hearing people and their cultural identity.

The event attracted more than 100 delegates from Australia and beyond, including Auslan educators, small business owners and community organisations such as Deaf Connect, Expression Australia and the Victorian Deaf Education Institute.

Over 3 days, participants engaged in keynote presentations, Deaf-led workshops, networking opportunities and exhibitor showcases. Highlights included keynote addresses from Professor Adam Schembri (University of Birmingham) and Dr Breda Carty AO (Macquarie University), a pioneer of Deaf Studies in Australia.

As demand for Auslan interpreters and translators grows, we are proud to play a leading role in training the future workforce.

Above: 2025 Auslan Teachers Conference panel discussion Elevating Deaf-Led Change: From Vision to Action.
 L-R: Rachel Miers, Lead Educator, Melbourne Polytechnic; Wendy Devlin, Auslan Education Manager, Melbourne Polytechnic; Kate Matairavula, General Manager, Deaf Connect; Rebecca Adams, Chief Executive Officer, Expression Australia; Dr Liz Levesque, General Manager, Victorian Deaf Education Institute; Walter Kadiki, Auslan Trainer, Melbourne Polytechnic and event emcee.

Student Life at Melbourne Polytechnic (SLAM)

In 2025, SLAM hosted more than 350 student events and activities across our 7 campuses, with more than 20,000 students and apprentices attending.

SLAM started 2025 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, inclusion and cultural diversity.

SLAM collaborated with the Sustainability department to introduce reusable crockery and cutlery for large student events, and with the Yurrongi Centre to celebrate Moodji Day – Melbourne Polytechnic’s annual celebration of First Nations peoples, their histories and cultures. Other events included Orientation Week, Cultural Diversity Week and the Belonging Festival, which focuses on inclusion, respect and equality.

Trade apprentice events were held in collaboration with Apprenticeships Victoria, Hope Assistance Local Tradies (HALT), Carpentry Australia, Work Safe and Energy Safe Victoria. The HALT Toolkit Workshops program was piloted and attended by 550 apprentices. The impactful one-hour workshop delivered by HALT engaged apprentices in conversations about mental health support and suicide prevention and will be offered again in 2026.

Wellbeing and mental health support for international students

With the support of our Overseas Student Health Cover (OSHC) partner, Allianz Care, Melbourne Polytechnic strengthened wellbeing and engagement initiatives for international students in 2025.

Our International Student Mental Health Peer Support Worker, together with Diploma of Community Services placement students and Peer Mentors, delivered more than 800 proactive outreach calls, texts and emails, ensuring accessible, personalised support.

A range of excursions and activities fostered connection and belonging and helped students feel supported, welcomed and confident as they navigated life and study in Victoria.



Above: The SLAM team (pictured at Preston campus) enriches the student experience by organising hundreds of free events, activities and programs. Through competitions, trips, tours and events, the team builds vibrant spaces and strong student communities.



Michael Malina: 2025 Chief Executive Award winner

The 2025 Chief Executive Award was presented to Michael Malina, whose dedication and vision profoundly shape his students' experience.

As Education Manager for Interior Design and Building Construction, Michael exemplifies leadership that blends inclusivity, innovation and industry collaboration. In the words of a colleague, 'Michael is the kind of leader who turns a department into a community and a cohort into a movement'.

Michael has transformed the way teaching is delivered, embracing flexible delivery models and culturally responsive approaches while using digital tools, such as StudentSense, to capture immediate feedback from students, enabling more insightful, responsive teaching.

In the world of industry, Michael has forged relationships that enhance the relevance of our programs as well as student employability. His dynamic curriculum blends interactive workshops, guest speakers, creative challenges and industry site visits, ensuring classroom learning is deeply connected to the real world.

Michael's enthusiasm never fails to inspire his colleagues. Under his guidance, a team member organised 66 site excursions for over 680 students and coordinated 10 industry guest speakers in a single year – an extraordinary achievement that extends the reach of Michael's vision.

Beyond the classroom, Michael dedicates personal time to attend initiatives and events such as the Archibuild Expo and the Melbourne Careers Expo, further strengthening the crucial connections between education and industry.

Michael Malina is a passionate advocate for his students, his team and his industry. His work demonstrates the transformative power of education when driven by inclusivity, innovation and genuine care.

Above: Frances Coppolillo, Chief Executive, Melbourne Polytechnic, with award winner Michael Malina.

Acknowledging our extraordinary people: the 2025 Staff Excellence Awards

The Melbourne Polytechnic Staff Excellence Awards recognise the outstanding achievements and contributions of our staff. All awards and criteria are aligned to our strategic goals and values.

In November, we celebrated the 2025 Staff Excellence Awards, showcasing the passion and collaboration of our people who bring the Melbourne Polytechnic values to life every day. We received a record 85 award nominations, reflecting our progress towards a culture that attracts and empowers the best educators and professional staff.

Chief Executive Award

INDIVIDUAL WINNER

Michael Malina
Education Manager, Interior Design and Building Construction

Invest for Purpose

INDIVIDUAL WINNER

Bek Perkins
People and Culture Business Partner

TEAM WINNER

Recruitment and Payroll team
Adrian De Mase, Alison Ferlazzo, Loretta Trigg, Sari Chancellor, Allie Hilmer

One Passionate Team

INDIVIDUAL WINNER

Mark Loprevite
Building Industry Liaison Coordinator

TEAM WINNER

Banyule Nillumbik Tech School team - Global Design Challenge 2025
Kara Varalla, Sarah Cooper, Amy Naylor, Mark Furlan, Lorie Zampichelli, Belinda Marchbank, Sydney Sydney, Luca Bertollaci, Jordan Di Palma, Lestie Chizhevskiy, Paulo da Silva

Below: The Recruitment and Payroll team (L-R) Allie Hilmer, Alison Ferlazzo, Adrian De Mase, Angela Bertoncello and Josh Harb.



Net Zero by 2040

INDIVIDUAL WINNER

Kylie Smith

Technical Officer, Veterinary Nursing

TEAM WINNER

Work Education team

- BANSIC Food Hub Collaboration

Denis Shanahan, Karsten Gersbeck, Rosanna Matovinovic, Andrew Thatcher, Gabby Reardon, Ian Stone, Nicole Lempriere, Kerry Ogbourne

Learning is the Heartbeat - VET

INDIVIDUAL WINNER

Daniel Bodnarcuk

Education Manager, Creative Arts
(Sound Music and Screen)

JOINT TEAM WINNERS

Visual Arts team and Work Education team

- Our Metro Journeys event

Visual Arts team:

Kirsten Perry, Angela Bellina, Nick Thorley, Con Emmanuelle, Warren Crossett, Neil Sanders, Jodi Heffernan, Charles (Bill) Hay, Sean Payne, Karen Lockerse

Work Education team:

Karen Ermacora, Nicola Brancolini, Kim Moyses, Kirsten Woodhouse, Christina Evans, Gabby Reardon, Rosanna Matovinovic, Denis Shanahan, Julie Lew, Christine Vidakis, Ann Brickhill, Kerry Spence, Rini Singh, Debra Low, Adam Alderuccio, Chloe Crawley, Helen Barr

Learning is the Heartbeat - Higher Education

INDIVIDUAL WINNER

Dr. Mohammad Anwar-Us-Saadat

Lecturer, Bachelor of Engineering Technology and Construction

TEAM WINNER

Work Integrated Learning team

- Bachelor of Veterinary Nursing

Bridget Naughton, Samara Blake, Henry De Predro, Kylie Smith, Alex Goldsworthy, Nicole St Denis, Annette Brown, Haley Doherty

Learning is the Heartbeat - Hemant Gokhale New Educator

INDIVIDUAL WINNER

Laura Bennington

Lecturer, Veterinary Nursing

Learning is the Heartbeat - Foundation

INDIVIDUAL WINNER

Justin May

Trainer, Auslan Programs

Below: The Work Integrated Learning Team (back L-R) Samara Blake, Annette Brown, Alex Goldsworthy, Kylie Smith (also winner of the Net Zero by 2040 award), Laura Bennington (also winner of the Hemant Gokhale New Educator award), Nicole St Denis, (front L-R) Bridget Naughton, Haley Doherty and Henry De Pedro.



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.

Melbourne Polytechnic has a proud history of supporting diversity and inclusion. This includes delivering high-quality services for students with disability and an excellent Auslan program with connections into the Deaf community. To strengthen and continue our work, the Inclusion Respect and Equality Taskforce oversaw the development of our first consolidated Diversity and Inclusion Action Plan. We conducted over 300 focus groups, interviews and surveys to ask staff and students about their lived experiences, suggested inclusions in the plan, and priorities.

The Plan will be finalised in 2026 and will focus on:

- ▶ strengthening core systems
- ▶ racial equity actions
- ▶ access and inclusion (disability and neurodiversity)
- ▶ LGBTIQ+ actions
- ▶ gender equity actions.

LGBTIQ+ inclusion

Victorian TAFEs, led by Melbourne Polytechnic, participated in the 2025 Midsumma Pride March and regional Pride celebrations, with 136 staff and students joining the march along Fitzroy Street, St Kilda.

International Day Against Homophobia, Biphobia, Intersex Discrimination, and Transphobia (IDAHOBIT) events created safe and inclusive spaces for students to connect, learn and engage in activities promoting acceptance and understanding of the LGBTIQ+ community. 280 attendees enjoyed bracelet and pronoun badge making, a nail polish station, and an interactive Rainbow Wall displaying messages of love and acceptance for the LGBTIQ+ community.

Multicultural inclusion

More than 1,000 students attended Cultural Diversity Week events, which featured live performances including a traditional Chinese Lion Dance and an African drumming workshop.

Our annual Belonging Fest was extremely successful, attracting 1,200 students and staff for cultural food and performances. Belonging Fest celebrates the diverse cultures, identities and abilities of the Melbourne Polytechnic community.



Towards gender equality

Our vision for gender equality is:

- ▶ for all our people to be equally respected, valued and rewarded
- ▶ for our workforce and students to reflect the gender representation of the Victorian population
- ▶ that our Institute is a safe work and learning environment where people are empowered, they speak up, all voices are heard, barriers are addressed and opportunities are realised.

We strengthened our commitment to gender equality through staff training, student engagement, delivery of the Gender Expansive Practice in the Early Years webinar to 165 people across Australia, New Zealand and the UK, and the development of a new Gender Equality Action Plan.

Student Equity and Access Services (SEAS)

SEAS recorded some fantastic achievements throughout the year.

- ▶ The SEAS team supported 440 students with Individual Equity and Access Plans – an 11% increase from the previous year.
- ▶ Education Access Workers provided over 15,000 hours of support for students with disabilities, mental health conditions and ongoing medical conditions.
- ▶ New registration forms were introduced and QR codes included on all pamphlets to enable Deaf and hard of hearing students to access information translated into Auslan.
- ▶ Our Disability Transition Officer Service supported over 70 students in their transition from secondary education into their course at Melbourne Polytechnic.



Left: Anthony Hinds, Inclusion, Respect and Equality Lead, marking International Women's Day 2025 with new students at Preston campus. Students are regularly engaged in discussions about gender equality, diversity and inclusion, and advised about the support available to them at Melbourne Polytechnic.

Above: Angelica Benjumea Prada, Learning and Inclusion Officer



Invest for purpose

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

2025 HIGHLIGHTS

Digital transformation and modern systems

- ▶ Delivered a Learning Management System (Moodle) upgrade resulting in improved performance and accessibility for students and staff.
- ▶ Progressed our Student Management System project, simplifying processes, increasing automation and providing a single source of accurate student information.
- ▶ Implemented an Enterprise Asset Management System to enhance the management of Melbourne Polytechnic's buildings, grounds and other assets.
- ▶ Invested in educator development through the rollout of an online Educator Passport program, creating a simplified and centralised hub for professional learning, vocational currency tracking and capability development.

Social impact and community partnerships

- ▶ Launched the Northern Study Hub in partnership with La Trobe University and local partners, supporting tertiary students in the outer north.

Workforce and industry capability partnerships

- ▶ Advanced a joint Skills Solutions Pilot with South West TAFE to upskill Culturally and Linguistically Diverse (CALD) communities and entry-level manufacturing workers, with a scalable model designed to transition to industry-funded delivery.

Melbourne Polytechnic

Skills and Jobs Centre: supporting pathways to employment

In 2025, the Melbourne Polytechnic Skills and Jobs Centre (SJC) continued to play a vital role in supporting students and the wider community to navigate employment and training pathways, while strengthening connections with industry and community partners across Victoria.

Funded by the Victorian Skills Authority, the SJC provides free, expert advice on careers, training options and employment opportunities. Throughout the year, demand for services was strong, with the Centre exceeding all key performance targets while maintaining exceptionally high levels of client satisfaction.

2025 impact and engagement

The SJC supported 1,262 individual clients through personalised services, significantly surpassing its annual target. The team delivered 1,134 one-on-one career counselling sessions, assisting 684 individual clients to explore career options, strengthen employability skills and progress towards sustainable employment outcomes.

The Centre also delivered 113 workshops, engaging 2,211 participants including students, jobseekers, skilled migrants and community members. Employer engagement continued to grow, with the SJC supporting the workforce needs of 116 employers through targeted events, industry partnerships and direct engagement.

Client feedback was consistently strong across the year and Victorian Skills Authority surveys reported 95% overall client satisfaction.

Expanding access and community reach

The introduction of weekly drop-in sessions provided flexible, no-appointment support for students and community members, reducing barriers to engagement and responding to growing demand. Ongoing outreach at local libraries, schools, community hubs and career expos further strengthened the Centre's reach, particularly for young people, mature-age jobseekers and culturally diverse communities.

Industry connections and workforce pathways

High-impact industry engagement events included the Engineering, Construction and Sustainability Industry Event, which attracted over 140 participants and received strong endorsement from employers and attendees. Additional forums, expos and employer-led sessions created meaningful opportunities for students and jobseekers to connect directly with industry and gain insight into workforce expectations and emerging career opportunities.

The Centre also strengthened partnerships with local councils, industry bodies and employment service providers, expanding pathways into employment, volunteering and further training for our students.

Innovation, inclusion and service development

A dedicated career counselling service for Deaf and hard of hearing clients was introduced, improving accessibility and inclusion through tailored support and Auslan-friendly engagement.

Supporting jobs and growth in Melbourne's booming north

As Melbourne's north prepares for a significant population surge, Melbourne Polytechnic is stepping up to deliver the skills and training needed to drive job creation and economic growth, with a potential future campus earmarked for Cloverton.

Melbourne's outer north is one of the nation's fastest-growing regions, projected to accommodate an additional 102,000 homes or about 318,000 people by 2060. In response, we are working closely with government stakeholders and industry partners to lay the groundwork for expansion throughout the northern growth corridor, which is expected to generate thousands of new jobs in the coming years.

At the heart of this growth is the Beveridge Intermodal Precinct (BIP), launched by the Australian Government in December 2025. Positioned on the Inland Rail route, the BIP will serve as the southern connection for Inland Rail and become a critical piece of national infrastructure. Slated for completion in 2029, it will provide a direct freight link between Melbourne, Sydney, Brisbane and Perth. The project is expected to bring substantial demand for skilled labour, with up to 17,000 local jobs projected.

Below: Cloverton, 38km from Melbourne's CBD, is designed to grow over 30 years into a self-sustaining city with schools, healthcare and employment. Image credit: Stockland

We are exploring the opportunity to establish a future campus in nearby Cloverton to fill skills gaps, especially in construction, education and health. Cloverton is set to become a new city comparable in size to Canberra, with a projected population of 380,000 across Melbourne's northern growth corridor, including Mickleham, Kalkallo, Donnybrook, Beveridge and Wallan.

Melbourne Polytechnic and National Intermodal are negotiating a Memorandum of Understanding focused on building future supply chain and logistics capability in the north. We are also engaging with Mitchell, Whittlesea and Hume councils, Local Learning and Employment Education Networks and industry stakeholders to identify and prioritise the skills and qualifications required for the booming region.





Northern Study Hubs: greater access to learning, closer to home

Tertiary students in Melbourne's outer north have greater access to learning closer to home with the official opening of the Northern Study Hub at our Epping campus.

It is an initiative led by La Trobe University with support from the Australian Government's Suburban Study Hubs program and local community partners. Based in our Epping campus library, the new site was the second Northern Study Hub to open in 2025, joining the Broadmeadows hub in providing services for Higher Education students.

La Trobe Vice-Chancellor Professor Theo Farrell said the Hubs reflect the University's mission to expand access to higher education and strengthen local partnerships to meet the tertiary education needs of Melbourne's rapidly expanding northern suburbs. 'The Northern Study Hubs in Epping and Broadmeadows will play a vital role in helping achieve the goal of doubling higher education participation and attainment by 2050,' he said.

The Hon. Andrew Giles MP, Minister for Skills and Training (Australia) and local Member for Scullin, highlighted the importance of the Hub for the local community. 'The Epping Study Hub will open learning opportunities and new pathways, including for students who might be the first in their family to pursue tertiary education. It means more students - younger students and mature-age students too - from the northern suburbs can attend university or TAFE to gain the skills, training and confidence they need to succeed in their future careers.'

Frances Coppelillo, Chief Executive, Melbourne Polytechnic, said: 'Melbourne Polytechnic is an organisation inspired by learning. Together with La Trobe University and partners, we look forward to providing a welcoming space where students can access the educational support they need to thrive in their studies and career.'

The Hub sites are designed to meet the needs of today's tertiary learners by offering campus-style study spaces with administrative, academic and wellbeing support and are open to local students enrolled at any Australian university or public tertiary education provider.

Above (L-R): Diane Sardo, Learning Support Advisor, Northern Study Hub; Dr Naomi Dempsey, Pro Vice-Chancellor (Student Experience and Employability), La Trobe University and Chair, Northern Study Hub Advisory Group; Frances Coppelillo, Chief Executive, Melbourne Polytechnic; Vi Nguyen, student, La Trobe University; Basem Abdo MP, Member for Calwell; Hon. Andrew Giles MP, Minister for Skills and Training (Aus); Cr Martin Taylor, Mayor, City of Whittlesea; Professor Theo Farrell, Vice-Chancellor and President, La Trobe University; Professor Sue Bennett, Deputy Vice-Chancellor (Academic), La Trobe University; Cr Daniela Zinni, Deputy Mayor, City of Whittlesea; Helen Clarke, Board Chairperson, Melbourne Polytechnic.



Net Zero by 2040

We take actions that drive a sustainable world.

2025 HIGHLIGHTS

Carbon reduction and renewable energy

- ▶ Completed analysis of our solar installations at Preston, Heidelberg and Epping campuses, demonstrating emissions reductions, and installed a new rooftop solar system at Fairfield.
- ▶ Shifted all our large sites to 100% renewable grid energy.
- ▶ On track to meet our 2028 goal of reducing emissions by 50%.

Circular economy in practice

- ▶ Partnered with the BANSIC Food Hub to convert surplus food into nutritious ready to eat meals for local families, giving Work Education students real-world circular economy experience.
- ▶ Implemented a sustainable mulch reuse initiative that reduces waste and saves money, delivering environmental and community benefits.

Sustainable learning and industry projects

- ▶ Partnered with Yarra Valley Water (YVW) on revegetation works at the Wollert Community Farm, with students planting 460 trees and shrubs to restore habitat and support YVW's carbon neutral 2035 target.
- ▶ Our Vet Nursing and Hairdressing teams led the adoption of sustainable, low-waste practices that can be easily replicated in the real world.

Sustainability engagement

- ▶ Engaged students and staff through Sustainability@MP events, featuring waste-free activities, workshops, seedling giveaways and bike-powered smoothie stations.

Partnerships

- ▶ Partnered with Sustainability Victoria to embed expert guidance into the Circular Design and Manufacturing Skills Lab, advancing applied learning and circular economy capability for industry.
- ▶ Partnered with the Sustainable Builders Alliance and construction industry partners to build capability in sustainable home construction, Modern Methods of Construction (MMC) and Net Zero-ready practices.
- ▶ Partnered with Whittlesea Community Connections' Food Collective to deliver coordinated food redistribution and waste reduction, supported by an on-campus social enterprise café that creates training and employment pathways for students.
- ▶ Partnered with Northlink to deliver the Melbourne's North Food Waste Summit, convening more than 120 stakeholders for expert panels and workshops focused on food waste reduction and circular economy leadership.

Advancing clean economy capability and renewable energy innovation

Melbourne Polytechnic continues to lead Victoria's clean economy transition through the delivery of 2 Clean Economy Skills Labs and the high-level design of a Diploma of Renewable Energy.

Commissioned by the Victorian Government, the Clean Economy Skills Labs focus on Residential Building and Construction, and Circular Design and Manufacturing. Through a structured co-design approach, they align industry expertise, worker and learner insights, educator capability and government priorities to address critical skills gaps and strengthen workforce capability across the Victorian TAFE Network.

The Circular Design and Manufacturing Skills Lab has progressed from research to implementation, launching the Circular Design Springboard – a foundational program supporting new and existing workers to understand materials lifecycles, circular design principles and regulatory frameworks. A Circular Design Accelerator is being piloted with industry partners, embedding applied research and educator capability uplift across the network.

Within the Residential Building and Construction Skills Lab, Sustainable Home Construction has emerged as a flagship offering. The program focuses on delivering affordable, compliant, Net Zero homes through cross-discipline collaboration, supporting builders, trades, designers and other practitioners to work as integrated teams. Participants build capability in better construction techniques, material selection and design, improving sustainability performance while responding to client needs and cost pressures. Pilots are being delivered in partnership with the Sustainable Builders Alliance and partner TAFEs.

Complementing this work, we are coordinating the Victorian TAFE Network on the high-level design of a new Diploma of Renewable Energy. This initiative explores how a new qualification could better integrate trade, technical and systems-based capabilities across renewable generation, storage, electrification and energy efficiency.



The Mug Wall was a collaboration between pre-apprenticeship Carpentry students, SLAM and the Sustainability team to reuse materials on campus and explore the circular economy.

Caring for animals, caring for the planet: embedding sustainability in veterinary nursing

Melbourne Polytechnic educator Kylie Smith has dedicated nearly 40 years to caring for animals. She has hand-raised hundreds of orphaned kittens and actively championed spay and neuter programs through the RSPCA, helping reduce stray populations and protecting local wildlife.

For Kylie, caring for animals and caring for the environment go hand in hand. It's a belief that shapes her work in Melbourne Polytechnic's Bachelor of Veterinary Nursing. 'When the environment gets damaged, it doesn't take long for animals to feel the impact. They rely on clean water, healthy habitats and a stable climate to survive. When we take care of the environment, we're helping animals too.'

When Kylie discovered the World Health Organisation's One Health approach, which recognises the interconnected health of humans, animals and the planet, it inspired her to embed these principles in her teaching. 'It made me think about how much waste we create in the veterinary industry,' she explains. 'We need to teach future vet nurses not only how to care for animals but also how to care for their environment. Small changes in daily work can have a big impact over time.'

Using her industry connections, Kylie has built partnerships with veterinary clinics to repurpose products that are out-of-date for clinical use but perfect for student training. IV fluid bags and drip lines become catheterisation models, bandages are re-rolled for practice, and syringes, slides and containers are cleaned and reused multiple times. When materials can no longer be used for teaching, they're donated to wildlife charities and the RSPCA for education programs, extending their life cycle even further. These initiatives divert significant amounts of plastic waste from landfill while giving students authentic, hands-on experience with real veterinary materials.

Kylie also champions everyday sustainable practices in office and teaching spaces, introducing composting, reducing plastic lamination and encouraging colleagues to reuse paper and materials.

She has also established a wildlife-friendly garden in memory of Krystal Browitt, a Melbourne Polytechnic vet nursing student who tragically lost her life in the 2019 White Island volcano eruption. The garden is a space of remembrance and a sanctuary for pollinators and birds, with native plants and a bird bath. Over several years the vet nursing team has planted, grown and nurtured a diverse mix of species, many propagated from their own garden cuttings.



Above: A heat sealer is used to repackage consumables for Veterinary Nursing students to reuse and practise sterile opening techniques.



MELBOURNE
POLYTECHNIC

EXCELLENCE AWARDS



Kylie Smith, Technical Officer, Veterinary Nursing, received the 2025 Net Zero by 2040 Staff Excellence Award for her innovative work. She was also part of the Work Integrated Learning team - Bachelor of Veterinary Nursing, which was awarded the 2025 Learning is the Heartbeat - Higher Education Award.

Towards Net Zero by 2040: our 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 2025, 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.

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 2025 calendar year and FTE is the normalisation used in the disclosures outlined in the following environmental data tables.

2025 highlights include:

- ▶ increasing the number of electric fleet vehicles from 2 in 2024 to 9 in 2025
- ▶ completing the installation of rooftop solar at Fairfield campus, increasing our total rooftop solar from 1.3MW in 2024 to 1.45MW in 2025
- ▶ replacing 8 gas hot water units with electric units
- ▶ incorporating environmental sustainability Key Performance Indicators (KPIs) into the integrated cleaning, waste and pest control contract
- ▶ procuring 100% renewable electricity from the SEC, which covers most of our campuses
- ▶ engaging an external auditor to undertake an organisation-wide sustainability audit
- ▶ continuing to lead 2 Clean Economy Skills Labs and receiving funding for 3 projects as part of the Victorian Government's VET Certificates in Renewable Energy initiative
- ▶ introducing a Reuse Kit for all in-house catering, reducing reliance on disposal items and minimising waste.

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 12.4% in 2025 due to a reduction in stationary fuel emissions. Contributing factors included decommissioning gas appliances. Scope 2 emissions decreased by 14.8% driven by the commissioning of an additional 154.8kW of rooftop solar at Fairfield campus and the previous solar installation at Preston campus operating for the full year. Scope 3 emissions from commercial air travel and waste disposal decreased by 17% in 2025 due to a reduction in air travel and reduced emissions from waste.

Indicator	2025	2024	2023
Scope 1 greenhouse gas emissions (Tonnes CO₂-e)	1,751.3	1,995.6	1,976.0
Greenhouse gas emissions from stationary fuel consumption (Tonnes CO ₂ -e)	1,530.6	1,809.8	1,975.0
Greenhouse gas emissions from vehicle fleet (Tonnes CO ₂ -e)	96.4	92.5	105.9
Greenhouse gas emissions from fugitive sources (Tonnes CO ₂ -e)	124.3	93.3	0.0
Scope 2 greenhouse gas emissions (Tonnes CO₂-e)	6,149.5	7,218.0	8,341.0
Total Scope 1 and 2 greenhouse gas emissions (Tonnes CO₂-e)	7,900.8	9,213.6	10,317.0
Scope 3 greenhouse gas emissions from commercial air travel and waste disposal (Tonnes CO₂-e)	749.9	903.6	653.7

Target	Baseline 2015	2025 Target	2025 Actual	% over/under target
Reduce Scope 1 and Scope 2 emissions to 50% below 2015 levels by 2025 (Tonnes CO ₂ -e)	17,050	8,525	7,901	↓ 7%

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 2015 levels by 2025. Melbourne Polytechnic exceeded this target in 2025, achieving a reduction of 53.7%.

Electricity production and consumption

Electricity consumption decreased by 15.2% in 2025, consistent with the fully commissioned rooftop solar at the Preston, Epping and Heidelberg campuses and the installation of new rooftop solar at the Fairfield campus. The commissioned systems generated 1,044.9MWh, an increase of 6.3% from 2024. Consumption behind the meter decreased despite solar generation increasing. The amount of solar energy actually used dropped by 8.62%, primarily because total demand fell and extra power was exported. We avoided 1,123 tonnes of CO₂-e in Scope 2 emissions due to onsite solar photovoltaic (PV) consumption behind the meter.

Note on Renewable Energy Procurement

In July 2025, Melbourne Polytechnic entered into a retail agreement for 95% renewable electricity. To maintain the highest standard of reporting integrity, the associated emissions reductions will not be recognised in the 2025 emissions. These reductions will be formally recorded in the 2026 report following the verified surrender of Large-scale Generation Certificates (LGCs) in August 2026. Consequently, 2025 electricity emissions are reported using the standard Victorian grid-average intensity.

Indicator	2025	2024	2023
Total electricity consumption (MWh)	8,769.1	10,340.4	9,361.0
Onsite electricity generated (MWh)	1,044.9	983.0	17.5
Solar PV	1,044.4	981.0	14.8
Consumption behind-the-meter	881.2	964.3	13.9
Exports	163.2	16.7	0.9
Other non-renewable (Diesel backup generator) ^(a)	0.5	2.0	2.7
Onsite installed generation capacity (MW)	1.82	1.5	0.09
Solar PV	1.45	1.3	0.09
Diesel backup generator	0.37	0.2	0.2
Total electricity offsets (MWh)	0.0	0.0	0.0

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. Data was collected primarily through billing information from fuel suppliers.

Stationary fuel use continues to decrease, with a reduction of 15.5% from 2024 to 2025. This was driven by a combination of operational efficiency, including shutting down gas-operated plant to a vacated tenancy area at Greensborough campus, and a historically warm Autumn. While Winter 2025 brought cooler overnight temperatures than 2024, the record-breaking warmth in March, April and May significantly delayed the seasonal start of the heating plant, leading to substantial year-on-year fuel savings. There was an uptick in LPG use due to the expansion of the plumbing teaching program at the Epping campus.

Indicator	2025	2024	2023
Total fuels used in buildings and machinery (MJ)	29,479,388.4	35,067,606.8	35,533,545.0
Buildings	29,068,736.5	35,048,306.8	35,523,509.0
Natural gas	28,571,468.4	34,778,784.4	35,429,779.0
LPG	497,268.1	269,522.4	93,730.0
Machinery	410,651.9	19,300.0	10,036.0
Diesel	310,733.9	19,300.0	10,036.0
Unleaded Petrol 91	47,880.0	-	-
LPG	52,038.0	-	-
Greenhouse gas emissions from stationary fuel consumption (Tonnes CO ₂ -e)	1,530.6	1,809.8	1,975.0

Notes:

- Greenhouse gas emissions from stationary fuel consumption includes Scope 1 emissions only in accordance with FRD 24 reporting requirements.
- Miscellaneous gas usage has been recorded as stationary fuel used in machinery under Indicator F1 of FRD 24 reporting requirements. This may be different to how data was previously recorded.
- LPG used in forklifts is recorded as stationary fuel used in machinery under Indicator F1 of FRD 24 reporting requirements. This was recorded as transport usage in 2024 reporting.

Transportation

Melbourne Polytechnic has a fleet of 53 vehicles, which includes operational passenger, goods vehicles and executive-packaged vehicles. Off-road vehicles, including tractors, forklifts and mowers, are also included in the data to align with FRD reporting requirements. The number of electric vehicles increased from 2 in 2024 to 9 in 2025 and we will continue adding passenger electric vehicles to the fleet as leases expire. Where possible, off-road vehicles will transition to electric at the end of their serviceable life.

Total energy used in transportation increased by 3.8% in 2025, driven primarily by a 20% surge in goods vehicle activity, which offset a 10.7% decline in passenger vehicle energy use. While passenger vehicles transitioned to a 100% petrol profile, diesel consumption in the goods sector rose by 31.1%, contributing to a slight 4.2% increase in total fleet emissions. Additionally, commercial air travel stabilised following the previous year's post-pandemic spike, decreasing by 15.6%.

Indicator	2025	%	2024	%	2023	%
Number and proportion of vehicles	53	100.0%	48	100.0%	51	100.0%
Road vehicles	53	100.0%	48	100.0%	51	100.0%
Passenger vehicles	26	49.1%	20	41.7%	36	70.5%
Internal combustion engines	5	9.4%	8	16.7%	27	52.9%
Petrol	5	0.0%	8	0.0%	21	0.0%
Diesel/biodiesel	0	0.0%	0	0.0%	6	0.0%
Hybrid	13	24.5%	10	20.8%	9	17.6%
Plug-in Hybrid Electric Vehicle (PHEV)	3	0.0%	1	0.0%	1	0.0%
Range-extended electric vehicle	10	0.0%	9	0.0%	8	0.0%
Electric Vehicle	8	15.1%	2	4.2%	0	0.0%
Goods vehicles	27	50.9%	28	58.3%	15	29.5%
Internal combustion engines	26	49.1%	28	58.3%	15	29.5%
Petrol	3	0.0%	4	0.0%	8	0.0%
Diesel/biodiesel	23	0.0%	24	0.0%	7	0.0%
Hybrid	0	0.0%	0	0.0%	0	0.0%
Electric Vehicle	1	1.9%	0	0.0%	0	0.0%

Indicator	2025	2024	2023
Total energy used in transportation (MJ)	1,399,017.1	1,348,181.7	1,229,656.0
Road vehicles	1,399,017.1	1,348,181.7	1,229,656.0
Passenger vehicles	635,998.9	712,390.0	561,141.0
Petrol	635,998.9	670,087.1	343,049.0
Diesel	0.0	42,302.9	218,091.0
LPG	0.0	0.0	0.0
Electricity (MWh)	0.0	0.0	0.0
Goods vehicles	763,018.2	635,791.7	668,514.0
Petrol	108,820.0	109,640.4	378,476.0
Diesel	654,198.2	498,809.3	290,038.0
LPG	0.0	27,342.0	0.0
Electricity (MWh)	0.0	0.0	0.0
Greenhouse gas emissions from vehicle fleet (Tonnes CO₂-e)	96.4	92.5	105.9
Road vehicles	96.4	92.5	105.9
Passenger vehicles	43.0	48.3	48.4
Petrol	43.0	45.3	29.2
Diesel	0.0	3.0	19.2
LPG	0.0	0.0	0.0
Electricity	0.0	0.0	0.0
Goods vehicles	53.4	44.2	57.5
Petrol	7.4	7.4	32.1
Diesel	46.1	35.1	25.4
LPG	0.0	1.7	0.0
Electricity	0.0	0.0	0.0
Total distance travelled by commercial air travel (Passenger km)	538,418.3	637,913.0	430,283.0

Notes:

- (a) 2025 Greenhouse gas emissions from transportation includes only Scope 1 emissions in accordance with FRD 24 reporting requirements.
- (b) LPG used in forklifts is recorded as stationary fuel used in machinery under Indicator F1 of FRD 24 reporting requirements. This was recorded as transport usage in 2024 reporting.

Total energy use

Total energy use decreased by 15.2% in 2025. The sustainable output of the rooftop solar PV and additional PV at the Fairfield campus, the reduction in stationary fuel use, and the change in the profile of transport fuel contributed to this decrease.

Indicator	2025	2024	2023
Total energy usage from fuels (stationary and transportation) (MJ)	30,878,405.5	36,415,788.5	36,763,201.0
Total energy used from electricity (MJ)	31,568,759.1	37,225,335.6	33,702,329.0
Total energy used segmented into renewable and non-renewable sources (MJ)	62,447,164.6	73,641,124.1	70,465,530.0
Renewable	3,172,433.1	3,471,480.0	56,548.8
Non-renewable	59,274,731.5	70,169,644.1	70,408,981.0
Units of energy used normalised by FTE (MJ)	67,466.7	81,804.4	77,819.0

Environmentally sustainable design and sustainable procurement

Sustainability is built into procurement for Melbourne Polytechnic capital projects by requiring early environmental impact assessments and consideration of recycled or low impact materials. The Social Procurement Framework directs agencies to integrate sustainable resource use, waste minimisation and lifecycle efficiency from the planning stage, ensuring procurement decisions reduce carbon emissions and operational impacts.

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

In 2025, total water consumption decreased by 5.7%. While reused water consumption dropped by 44.4%, potable water consumption rose by 32.8%. This increase is attributed to the first full year of operations at the redeveloped Collingwood campus and additional facilities at Prahran campus, alongside ongoing leak challenges and the reliance on mains water for irrigation during periods of low rainfall.

Indicator	2025	2024	2023
Total water consumption (kL)	109,411.5	116,032.2	116,032.2
Potable water consumption	77,217.5	58,155.3	58,155.3
Metered rainwater collection consumption	0.0	0.0	0.0
Metered reused water consumption	32,194.0	57,876.9	57,876.9
Units of metered water consumed normalised by FTE	118.2	128.9	128.9

Target	Baseline 2015 kL	2025 Target kL	2025 Actual kL	% over/under target
Improve potable water efficiency by 10% compared to 2015 levels	68,938	62,044	77,218	↑ 24%

Waste and recycling

Total waste disposal decreased by 2.6% in 2025, reflecting a stabilisation of campus activities following the reopening of the Collingwood campus. Most significantly, the recycling rate improved to 29.6%, up from 25% in 2024. Consequently, waste sent to landfill decreased by 8.5%. A Reuse Kit with high-quality durable bowls, plates, cups, knives and forks was introduced for use at events, replacing single-use items.

Indicator	2025	%	2024	%	2023	%
Total units of waste disposed (kg and %)	720,416.8	100.0%	739,287.5	100.0%	630,449.0	100.0%
Landfill (disposal)	507,271.8	70.4%	554,222.5	75.0%	420,694.0	66.7%
Recycling/recovery (disposal)	213,145.0	29.6%	185,065.0	25.0%	209,755.0	33.3%
Food and garden organics (FOGO)	21,309.7		25,445.1		28,843.0	
Other recyclables	191,835.3		159,619.9		180,912.0	
Percentage of office sites which 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)	778.3		821.2		704.0	
Recycling rate (%)		29.6%		25.0%		33.3%
Greenhouse gas emissions associated with waste disposal (Tonnes CO ₂ -e)						
Landfill	659.5		720.5		546.2	
	659.5		720.5		546.2	

Target	Baseline 2015 Kg	2025 Target Kg	2025 Actual Kg	% over/under target
Reduce waste to landfill to 10% below 2015 levels by 2025	448,280	403,452	507,272	↑ 26%
40% of materials are recycled	96,200	288,167	213,145	↓ 26%

Summary of operating results and financial position

Melbourne Polytechnic recorded a Net Deficit from transactions of \$10.7 million inclusive of depreciation and amortisation in 2025, compared to the 2024 Net Deficit from transactions of \$1.6 million.

The Institute's 2025 revenue of \$244.5 million is favourable to the 2024 revenue position of \$233.8 million mainly due to increased training revenue earned and receipt of future year TAFE Services funding. Melbourne Polytechnic maintained disciplined cost management throughout the year, with the increase in 2025 primarily driven by higher levels of training delivery to students and the timing of project-related expenditure.

Melbourne Polytechnic continues to focus on the delivery of excellent quality training and education, while growing revenue and reducing reliance on government grants on the path to financial sustainability.

SUMMARY OF FINANCIAL RESULTS

	2025 \$'000	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000
Total income from transactions	244,517	233,818	248,655	205,464	184,079
Total expenses from transactions	255,243	235,415	215,848	196,545	192,068
Net result from transactions (Net operating balance)	(10,726)	(1,597)	32,807	8,919	(7,989)
Other economic flows included in net result	287	388	(121)	1,997	787
Net result	(10,439)	(1,209)	32,686	10,916	(7,202)
Other economic flows - other comprehensive income	63,039	(135)	-	19,706	39,182
Comprehensive result	52,600	(1,344)	32,686	30,622	31,980

At 31 December 2025, Melbourne Polytechnic's consolidated net assets were \$511 million (2024: \$458 million). The increase in net assets was driven by the increased cash and equivalents, and property plant and equipment at year-end, offset by increased payables and contract liabilities.

The Institute's closing cash position is \$38.3 million (2024: \$13.2 million).

SUMMARY OF FINANCIAL POSITION

	2025 \$'000	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000
Total assets	564,109	504,534	513,898	501,269	472,307
Total liabilities	53,459	46,754	54,774	74,831	76,491
Net assets	510,650	457,780	459,124	426,438	395,816

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

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 2025, 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.

2025 BOARD DIRECTORS

Helen Clarke	Minister Appointed Director (Chairperson)
Tali Bernard	Minister Appointed Director
Carlo Carli	Minister Appointed Director (commenced 1 September 2025)
Binda Gokhale	Minister Appointed Director
Michael Grogan	Board Appointed Director
Karen Janiszewski	Minister Appointed Director
Scott Phillips	Minister Appointed Director
Dr Jenny Wajsenberg	Board Appointed Director
Frances Coppelillo	Chief Executive
Shaun Boyd	Staff Elected Director (commenced 1 January 2025)
John Gavens	Minister Appointed Director (ceased 31 August 2025)
Ian Munro PSM	Board Appointed Director (ceased 31 December 2025)

BOARD COMMITTEES

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

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

AUDIT, RISK AND FINANCE COMMITTEE

The Audit, Risk and Finance Committee provides 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.

NOMINATION AND REMUNERATION COMMITTEE

The Board established the Nomination and Remuneration Committee to oversee and advise the Board on the recruitment, selection and remuneration of the Chief Executive, Board-appointed Directors, and external members of the Board Committees and Academic Boards.

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	Education Quality Committee	Governance and Culture Committee	Nomination and Remuneration Committee*	Strategic Infrastructure Investment Committee
John Gavens Committee Chair until 31 August 2025	Dr Jenny Wajsenberg Committee Chair	Tali Bernard Committee Chair	Helen Clarke Committee Chair from 25 February 2025	Ian Munro PSM Committee Chair until 17 November 2025
Binda Gokhale Committee Chair from 11 September 2025	Shaun Boyd commenced 18 March 2025	Carlo Carli commenced 29 September 2025	Tali Bernard commenced 25 February 2025	Karen Janiszewski Committee Chair from 18 November 2025
Tali Bernard	Angela Carbone external	Frances Coppolillo Chief Executive	Binda Gokhale commenced 25 February 2025	Shaun Boyd commenced 18 March 2025
Helen Clarke	Helen Clarke	Binda Gokhale ceased 11 September 2025	Michael Grogan commenced 25 February 2025	Carlo Carli commenced 29 September 2025
Michael Grogan	Frances Coppolillo Chief Executive	Scott Phillips commenced 8 December 2025		John Gavens ceased 31 August 2025
Karen Janiszewski	Michael Grogan	Dr Jenny Wajsenberg		Binda Gokhale ceased 11 September 2025
Scott Phillips	Ian Munro PSM ceased 31 December 2025			Bruce Moore external
	Claire Rasmussen external			Ian Munro PSM ceased 31 December 2025
				Scott Phillips ceased 8 December 2025

*Established 24 February 2025

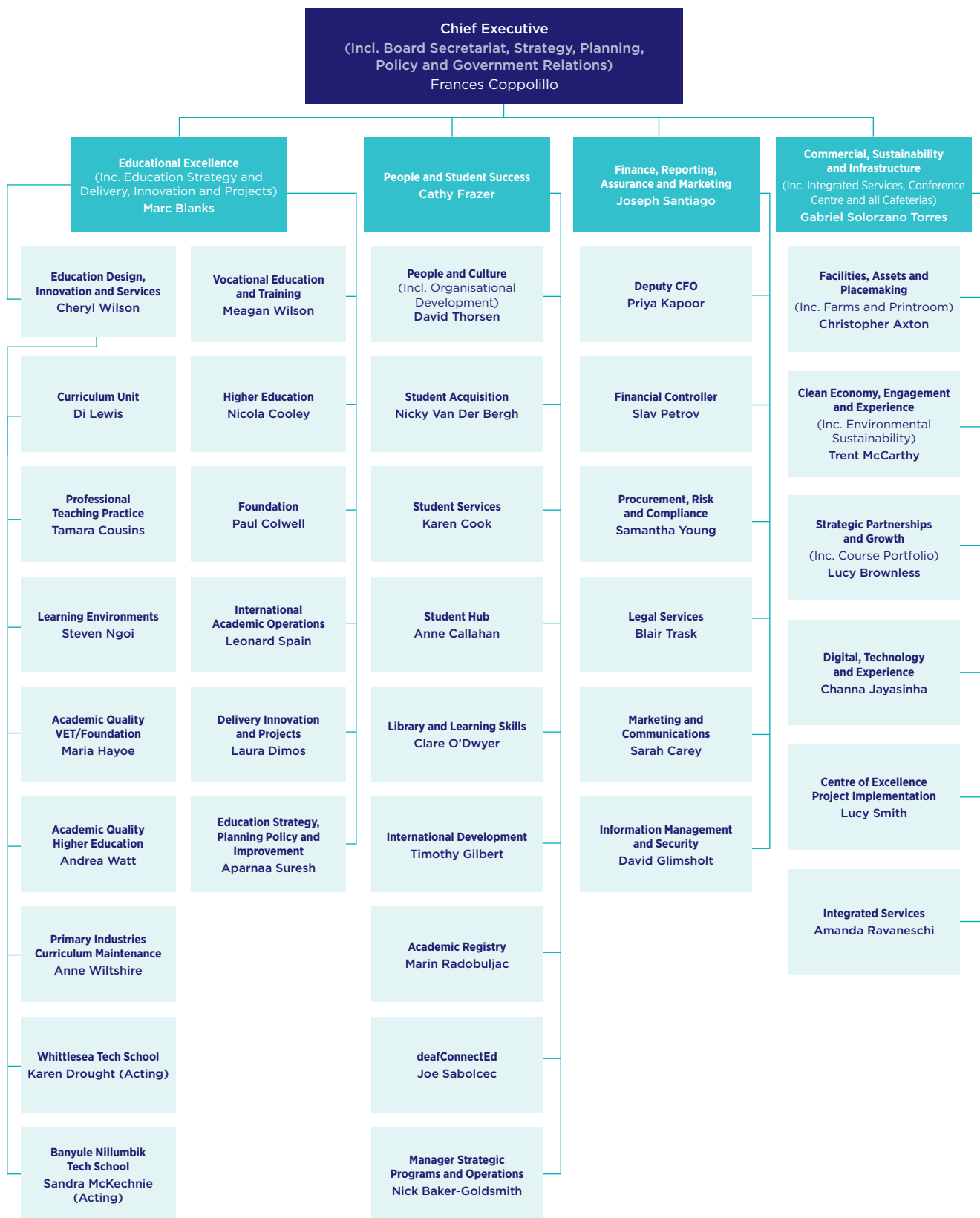
HIGHER EDUCATION ACADEMIC BOARD

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

EXTERNAL SENIOR ACADEMICS			
Professor Penelope Paliadelis HEAB Chair	Anne Smyth HEAB Deputy Chair	Dr Fion Lim external	
Professor Helen Partridge external commenced March 2025	Professor Josua Pienaar external	Emeritus Professor Christopher Pilgrim external commenced March 2025	
EX OFFICIO			
Marc Blanks Executive Director, Educational Excellence Executive owner and member	Dr Nicola Cooley Director, Higher Education	Aparnaa Malekar SEO, Education Strategy, Policy Planning and Improvement	Christine Moore Senior Risk and Compliance Advisor
Marin Radobuljac Academic Registrar	Leonard Spain Director, Asia Academic Operations	Andrea Watt Manager, Higher Education Academic Quality	Cheryl Wilson Senior Director, Educational Design, Innovation and Services
HIGHER EDUCATION STAFF and STUDENT REPRESENTATIVES			
Dr Sazia Parvin Staff Member - Head of Program from within Business and Construction	Dr Eloise Thompson Staff Member - Head of Program and Teaching Practitioner from within Arts, Education and Agritech	Dr Mahsa Mirmomen Staff Member - Teaching Practitioner from within Business and Construction	
Vishan Amarasinghe Higher Education Student ceased July 2025	Kirk Hammet Lorenzo Higher Education Student commenced August 2025	Dinitha Nevmeen Higher Education Student ceased July 2025	Patrick Donald Mutsambiwa Higher Education Student commenced August 2025
Emery Barker Higher Education Alumnus			

Melbourne Polytechnic senior management structure at 31 December 2025



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 2025. Table 2 includes employees from the last full pay period in December 2025.

**TABLE 1. PERFORMANCE AND ACCOUNTABILITY FRAMEWORK FTE
- FOR YEARS ENDING 31 DECEMBER 2024 AND 2025**

	Year ending 31 December 2025						
	Full-time		Part-time		Casual		Total
	Ongoing	Fixed Term	Ongoing	Fixed Term	Teacher	Other	
PACCT Staff	334.8	21.2	64.0	7.4	N/A	36.7	464.1
Executive	0.0	13.2	0.0	0.0	N/A	0.0	13.2
Other	0.0	0.0	0.0	0.0	N/A	0.0	0.0
Teacher	257.5	6.2	98.2	2.9	83.5	N/A	448.3
Total	592.3	40.6	162.2	10.3	83.5	36.7	925.6

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

FTE: full-time equivalent

N/A: 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 and 2025.

**TABLE 2. WORKFORCE DISCLOSURES
(DECEMBER 2024 – DECEMBER 2025)**

December 2025	All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender							
Women executives	6	6	0	0	0	6	6
Women (total staff)	611	480.2	318	172	425.5	121	54.7
Men executives	8	8	0	0	0	8	8
Men (total staff)	442	373.3	276	75	323.3	91	50
Self-described executives	0	0	0	0	0	0	0
Self-described (total staff)	4	1.4	1	1	1.3	2	0.1
Age							
15–24	25	11.4	3	3	4.2	19	7.2
25–34	113	90.8	62	19	73.2	32	17.6
35–44	243	185.6	132	55	165.8	56	19.8
45–54	270	232.0	172	52	204.6	46	27.4
55–64	292	254.2	187	71	233.1	34	21.1
Over 64	114	80.9	39	48	69.2	27	11.7
Total employees	1,057	854.9	595	248	750.1	214	104.8

December 2024	All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender							
Women executives	6	6	0	0	0	6	6
Women (total staff)	555	456.5	305	164	409.5	86	47
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
Age							
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
Total employees	977	822.1	585	228	730.1	164	92

FTE: full-time equivalent

Employees have been correctly classified

Note: 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

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. In 2025 Melbourne Polytechnic reviewed and updated its recruitment policy and procedure. 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:

- ▶ Melbourne Polytechnic Code of Conduct
- ▶ Equal Opportunity, Discrimination and Harassment Policy
- ▶ Employment Policy
- ▶ Prevention of Workplace Bullying Policy
- ▶ Prevention of Sexual Harassment Policy
- ▶ Employee Grievances Procedure
- ▶ Melbourne Polytechnic Recruitment and Selection Policy
- ▶ Child Safety Policy
- ▶ Gender Identity Policy
- ▶ Protected Disclosure Policy

Occupational health and safety

HEALTH, SAFETY AND WELLBEING

We continue to improve health, safety and wellbeing (HSW) systems to better support everyone in the Melbourne Polytechnic community. In 2025, this included:

- ▶ introducing a new electronic reporting system
- ▶ supporting the rollout of a psychosocial health program to meet the 2025 Psychological Health Regulations and WorkSafe Victoria's Compliance Code
- ▶ launching a new health and safety fundamentals training suite for employees.

We delivered strong results in 2025, with WorkCover Lost Time reducing by 65% and the Lost Time Injury Frequency Rate dropping by 28% compared with 2024.

CONSULTATION

The cornerstone consultative mechanism is the Health, Safety and Wellbeing Committee (HSWC). All 4 scheduled HSWC meetings were conducted in 2025.

HSW TRAINING PARTICIPATION 2025

Training delivered	Number of employees trained
Health Safety Awareness training	771
Warden training	71
First aid training	42

LAG INDICATOR PERFORMANCE

Measures	2025	2024	2023
Total number employed as at the last pay in December	1,057	977	999
Total full-time equivalent as at the last pay in December	854.9	822.1	808.6
Number of hazards/incidents reported	224	206	253
Number of reported hazards/incidents for the year per 100 full-time equivalent	26.0	25.0	31.2

SUMMARY OF 2025 INCIDENTS AND HAZARDS

In 2025, 224 events were reported: 190 incidents, 13 hazards, 11 emergencies and 10 near-misses. Of the 190 incidents, 116 resulted in injuries. Cuts and abrasions were the most common injury type, making up 32.76% of all injury/illness cases. Learners experienced most of the reported injuries.

WORKERS COMPENSATION PERFORMANCE

Measures	2025	2024	2023
Time lost (hours)	2,892.6	8,392.5	8,870.2
Number of claims accepted	6	4	6
Number of 'lost time' standard claims for the year per 100 full-time equivalent	0.7	0.5	0.7*

*Retro adjustment from 0.6 to 0.7 on recalculation

Of the 6 accepted claims, 3 related to physical injuries, 2 pertained to hearing loss, and one was associated with a psychological injury.

Claims	2025	2024*	2023*
Average cost per claim for the year	16,180	80,206	170,653
Payments to date	127,002	336,955	812,528
Estimate of outstanding claim costs	50,984	515,348	2,260,953

*These entries were updated to reflect adjusted claims costs and payments

SUMMARY OF 2025 CLAIM FIGURES

- ▶ The average cost per claim reduced by 90.5% from 2023 to 2025, including a 79.8% reduction in the last 12 months alone.
- ▶ 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/updated costs on all claims up to 31 December 2025.

Compliance with legislation and regulations

APPLICATION OF THE FREEDOM OF INFORMATION ACT 1982

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 2025, 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

FOI fees and access charges

The application fee for an FOI request was \$33.60 from 1 July 2025. Charges for access to documents were in accordance with the Freedom of Information (Access Charges) Regulations 2014.

FOI access claims 2025

There were 7 requests for access to documents pursuant to the FOI Act during 2025.

COMPLIANCE WITH THE VICTORIAN PUBLIC SECTOR TRAVEL POLICY

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

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 2025, 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 2025, Melbourne Polytechnic, commenced 2 Local Jobs First - Standard Projects totalling \$16.3 million. The projects represent work in the metropolitan area of Victoria. There were no Standard Projects that applied the Major Project Skills Guarantee (MPSG).

The committed outcomes include:

- ▶ a local content average of 98.1%
- ▶ a total of 112.6 Annualised Employee Equivalent (AEE)(i) jobs, with 80.8 new jobs created and 31.8 existing positions retained.

Projects completed

During 2025, Melbourne Polytechnic, finalised one Local Jobs First - Standard project totalling \$32.7 million. The MPSG was applicable to this Standard Project. The outcomes achieved included:

- ▶ an average of 88.6% local content
- ▶ support for 172 AEE(i) jobs, representing 57 new jobs and retention of 114 existing jobs
- ▶ support for 30 apprentice, cadet and traineeship positions, with 11 new apprentices, cadets and trainees and 19 existing apprentices, cadets and trainees' positions retained.

Small and medium business engagement

During 2025 on Local Jobs First – Standard Projects, Melbourne Polytechnic:

- ▶ commenced engagement with 151 small to medium-sized businesses through the supply chain
- ▶ completed a project that engaged with 137 small to medium-sized businesses through the supply chain.

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:

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 Animals Act 1986*
13. *Drugs, Poisons and Controlled Substances Act 1981*
14. *Medicines and Poisons Act 2014*
15. Standards for Registered Training Organisations 2015
16. Asset Management Accountability Framework
17. Code of Conduct for Directors of Victorian Public Entities
18. Code of Conduct for Victorian Public Sector Employees
19. *Privacy and Data Protection Act 2014 (Vic)*
20. *Public Interest Disclosures Act 2012 (Vic)*
21. Public Interest Disclosures Regulations 2019 (Vic)
22. *Financial Management Act 1994 (Vic)*
23. Financial Management Regulations 2014 (Vic)
24. Guidance supporting the Standing Directions of the Minister for Finance
25. IBAC Guidelines for handling public interest disclosures
26. Instructions supporting the Standing Directions of the Minister for Finance 2016
27. *Public Administration Act 2004 (Vic)*
28. *2016 Victorian Managed Insurance Authority Act 1996 (Vic)*
29. Public Sector Commission – Code of Conduct for Directors of Victorian Public Entities
30. Victorian Public Service Commission – Code of Conduct for Victorian Public Sector Employees
31. TAFE Institute Constitution
32. Directions of the Minister for Skills and TAFE (or predecessors)
33. TAFE Institute Commercial Guidelines
34. TAFE Institute Strategic Planning Guidelines
35. *Building Act 1993*
36. *Local Jobs First Act 2003*
37. *Gender Equality Act 2020*
38. *Infringements Act 2006*
39. *Public Records Act 1973*
40. *Age Discrimination Act 2004 (Cth)*

41. *Australian Consumer Law and Fair Trading Act 2012 (Vic)*
42. *Australian Human Rights Commission Act 1986 (Cth)*
43. *Carers Recognition Act 2012*
44. *Charter of Human Rights and Responsibilities Act 2006 (Vic)*
45. *Competition and Consumer Act 2010 (Cth)*
46. *Constitution Act 1975 (Vic)*
47. *Constitution of Australia 1901 (Cth)*
48. *Corporations Act 2001 (Cth)*
49. *Disability Act 2006 (Vic)*
50. *Disability Discrimination Act 1992 (Cth)*
51. *Education and Training Reform Act 2006 (Vic)*
- including Strategy Planning Guidelines and Commercial Guidelines
52. *Education Training Act 2006 (Vic)*
53. *Education Training Reform Act 2006 (Vic)*
54. *Equal Opportunity Act 2010 (Vic)*
55. *Fair Work Act 2009 (Cth)*
56. *Fair Work Regulations 2009 (Cth)*
57. *Financial Management Act 1994 (Vic)*
58. *Health Practitioner Regulation National Law (Victoria) Act 2009*
59. *Health Records Act 2001 (Vic)*
60. *Independent Broad-based Anti-corruption Commission Act 2011 (Vic)*
61. *Juries Act 2000 (Vic)*
62. *Long Service Leave Act 1992 (Vic)*
63. *Migration Act 1958 (Cth)*
64. *National Minimum Wage Order 2017*
65. *Occupational Health and Safety Act 2004 (Vic)*
66. *Paid Parental Leave Act 2010 (Cth)*
67. *Privacy Act 1988 (Cth)*
68. *Privacy and Data Protection Act 2014 (Vic)*
69. *Public Administration (Review of Actions) Regulations 2015 (Vic)*
70. *Public Administration Act 2004 (Vic)*
71. *Public Holidays Act 1993 (Vic)*
72. *Public Interest Disclosures Act 2012 (Vic)*
73. *Racial and Religious Tolerance Act 2001 (Vic)*
74. *Racial Discrimination Act 1975 (Cth)*
75. *Sex Discrimination Act 1984 (Cth)*
76. *Social Security (Administration) Act 1999 (Cth)*
77. *Social Security Act 1991 (Cth)*
78. *Social Security Act 1994 (Cth)*
79. *Superannuation Guarantee (Administration) Act 1992 (Cth)*
80. *Taxation Administration Act 1953 (Cth)*
81. *Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)*
82. *Freedom of Information Act 1982 (Vic)*
83. *Public Record Office Victoria Access Standard*
84. *Victorian Protective Data Security Framework*
85. *Agricultural and Veterinary Chemicals (Administration) Act 1992*
86. *Agricultural and Veterinary Chemicals Code Act 1994*
87. *Australian code for the care and use of animals for scientific purposes 8th edition 2013*
88. *Modern Slavery Act 2018 (Cth)*
89. *National Statement on Ethical Conduct in Human Research 2023*
90. *Australian Code for the Responsible Conduct of Research 2018*

Legislation is monitored via Protecht software using the Lexis Nexis database.

Consultancies

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (excl. GST)	Actual 2025 expenditure (excl. GST)	Future expenditure (excl. GST)
Cushman & Wakefield	Master Plan Strategy	May 2025	Jun 2025	\$60,500	\$58,640	-
Nouscubane	Student survey platform	Jul 2024	Jul 2027	\$485,687	\$85,000	\$310,687
Portable Australia Pty Ltd	Human-centred design services - Skills Labs	Dec 2024	Jun 2026	\$761,811	\$544,232	\$217,579
Senate SJH	Future of Housing Construction - PR services	Aug 2025	Jul 2026	\$286,000	\$194,750	\$91,250
Maverick Advisors	Future of Housing Construction - capital advisory services	Aug 2025	Dec 2025	\$131,605	\$145,026	-

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

www.melbournepolytechnic.edu.au/explore-melbourne-polytechnic/reports

In 2025, Melbourne Polytechnic engaged 5 consultants, each costing less than \$10,000, for a total cost of \$17,450.

Advertising

Details of 2025 advertising expenditure

Campaign name	Summer Campaign (start of year)	Midyear Campaign	Always On Campaign	Higher Education Campaign	Summer Campaign (end of year)
Campaign summary	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign	Enrolment and Brand Campaign
Start date	1/01/2025	1/05/2025	1/01/2025	1/01/2025	2/11/2025
End date	8/03/2025	30/06/2025	31/12/2025	30/06/2025	31/12/2025
Advertising (media) expenditure (excl GST)	\$319,054	\$99,574	\$282,563	\$20,839	\$100,000
Creative and campaign development expenditure (excl GST)	-	-	-	-	\$9,000
Research and evaluation expenditure (excl GST)	-	-	-	-	-
Print and collateral expenditure (excl GST)	-	-	-	-	-
Other campaign expenditure (excl GST)	-	-	-	-	-
Total campaign expenditure (excl GST)	\$319,054	\$99,574	\$282,563	\$20,839	\$109,000

ICT expenditure

Business as usual (BAU) ICT expenditure	Operational and Capital	\$10,432,373
Non-business as usual (non-BAU) ICT expenditure	Operational	\$5,848,597
	Capital	\$0

Summary of major commercial activities

There were no major commercial activities requiring disclosure conducted by Melbourne Polytechnic in 2025.

Compulsory Non-Academic Fees and Charges Statement 2025

Melbourne Polytechnic levies a compulsory student services and amenities fee to support the provision of services that directly benefit students. The fee helps to pay for important student services such as libraries, student spaces, counselling, welfare services, orientation and student-retention activities. The processes for the collection and disbursement of the student services and amenities fees are managed by Melbourne Polytechnic and are not paid to any student organisations. Total student services and amenities fees collected for the year ending 31 December 2025 was \$1,350,334. The collection and expenditure of the amenities fee is subject to the provisions of the *Education and Training Reform Act 2006*.

COMPULSORY NON-ACADEMIC FEES AND CHARGES STATEMENT AS AT 31 DECEMBER 2025

	2025 \$	2024 \$
Income		
Compulsory Non-Academic Fees	1,350,334	1,291,529
Total income	1,350,334	1,291,529
Expenditure		
Salaries		
Salaries	1,212,258	1,089,611
Salary oncosts	293,026	264,733
Total salary expenditure	1,505,284	1,354,344
Non salaries		
Consumables	7,671	7,981
Subscriptions	55,546	88,724
Telephone	339	425
Equipment purchases	9,517	8,910
Travel	3,046	4,193
Freight and cartage	525	1,110
Advertising – courses and other	20,829	7,724
Orientation/recreational activities	68,785	55,002
Minor works	4,256	4,268
Security services	0	73
Occupational health and safety	82	1,001
Total non salary expenditure	170,596	179,411
Total expenditure	1,675,880	1,533,755
Operating result for the year	(325,546)	(242,226)

Additional information

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 declares that the declaration of pecuniary interests has 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 the 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

I, Helen Clarke, on behalf of the Responsible Body, certify that for the period 1 January 2025 to 31 December 2025, 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: 25 March 2026



Ms VU Quynh Huong, Valedictorian of the first graduating cohort at Melbourne Polytechnic Vietnam (Hanoi Campus), top Marketing and Communications graduate and President of the MPV English Club. Her extraordinary academic journey was marked by many honours including the 2022 Outstanding Student Leader Award and the Australian Experience Scholarship 2023. Quynh Huong embodies excellence and leadership and is now pursuing her dream of further study in Australia.

2025 Financial Statements





Phil Murray, Yurrongi Centre Coordinator, and Frances Coppelillo, Chief Executive, Melbourne Polytechnic, cut the ribbon to officially launch the Yurrongi Centre at Preston campus. The opening event featured a Welcome to Country by Wurundjeri Woi Wurrung Elder Mandy Nichols and performances by the Djirri Djirri Dancers.

Melbourne Polytechnic Financial Report for the Year Ended 31 December 2025

DECLARATION BY BOARD CHAIRPERSON, CHIEF EXECUTIVE, AND CHIEF FINANCE AND ACCOUNTING OFFICER

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 for 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 2025 and financial position of the Institute as at 31 December 2025.

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.

As delegates of the Board of Melbourne Polytechnic, and pursuant to a resolution passed by the Board, we—the Board Chairperson, Chief Executive, and Chief Finance and Accounting Officer—hereby sign this declaration and authorise the attached financial statements for issue on 25 March 2026. We have the power to amend and reissue the financial statements.



Helen Clarke
Board Chairperson
Melbourne Polytechnic
Date: 25 March 2026



Frances Coppolillo
Chief Executive
Melbourne Polytechnic
Date: 25 March 2026



Joseph Santiago
Chief Finance and Accounting Officer
Melbourne Polytechnic
Date: 25 March 2026

Auditor-General's Independent Auditor's Report



Independent Auditor's Report

To the Board of Melbourne Polytechnic

Opinion I have audited the financial report of Melbourne Polytechnic (the institute) which comprises the:

- balance sheet as at 31 December 2025
- comprehensive operating statement for the year then ended
- statement of changes in equity for the year then ended
- cash flow statement for the year then ended
- notes to the financial statements, including material accounting policy information
- declaration by Board Chair, Chief Executive and Chief Finance and Accounting Officer.

In my opinion, the financial report presents fairly, in all material respects, the financial position of the institute as at 31 December 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the *Financial Management Act 1994* and Australian Accounting Standards – Simplified Disclosures.

Basis for Opinion I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

My independence is established by the *Constitution Act 1975*. 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 *Code of Ethics for Professional Accountants (including Independence Standards)* (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.

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

Board's responsibilities for the financial report The Board of the institute is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures and the *Financial Management Act 1994*, and for such internal control as the Board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

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.

Auditor-General's Independent Auditor's Report

Auditor's responsibilities for the audit of the financial report

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

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

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

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

MELBOURNE
31 March 2026



Kevin Chan
as delegate for the Auditor-General of Victoria

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- 2025 Financial Statements

Melbourne Polytechnic (the Institute) has presented its audited General-Purpose Financial Statements – Simplified Disclosures for the financial year ended 31 December 2025 in the following structure to provide users with the information about the Institute’s stewardship of resources entrusted to it.

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Comprehensive Operating Statement for the year ended 31 December 2025

	Note	2025 \$'000	2024 \$'000
CONTINUING OPERATIONS			
Revenue and income from transactions			
Government grants			
Operating grants - revenue	2.1.1	59,221	56,165
Operating grants - income	2.1.1	45,245	40,725
Capital grants - income	2.1.2	-	5,572
Revenue from fees, charges and sales	2.2	134,023	126,539
Other revenue	2.3	-	3
Other income	2.3	6,028	4,814
Total revenue and income from transactions		244,517	233,818
Expenses from transactions			
Employee benefits	3.1.1	123,062	112,747
Depreciation and amortisation		17,784	15,783
Supplies and services	3.3	103,281	95,748
Finance costs		62	31
Other operating expenses	3.4	11,054	11,106
Total expenses from transactions		255,243	235,415
Net result from transactions		(10,726)	(1,597)
Other economic flows included in net result			
Net gain/(loss) on financial instruments	9.1a	(128)	188
Net gain/(loss) on non-financial assets	9.1b	229	(38)
Other gains/(losses) from other economic flows	9.1c	186	238
Total other economic flows included in net result		287	388
Net result		(10,439)	(1,209)
Other economic flows - other comprehensive income			
Items that will not be reclassified to net result			
Gain/(loss) on revaluation of physical assets		63,039	(135)
Comprehensive result		52,600	(1,344)

The accompanying notes form part of these financial statements.

Balance Sheet as at 31 December 2025

	Note	2025 \$'000	2024 \$'000
ASSETS			
Financial assets			
Cash and cash equivalents	6.1	38,280	13,217
Receivables	5.1	5,613	5,853
Total financial assets		43,893	19,070
Non-financial assets			
Contract assets	5.2	12,699	11,520
Property, plant and equipment	4.1	456,253	458,487
Right-of-use assets	6.4	1,558	1,050
Intangible assets	4.2	6,278	6,859
Other non-financial assets	5.3	6,868	6,076
Non-financial physical assets classified as held for sale	9.6	2,909	1,472
Total non-financial assets		486,565	485,464
Total assets		530,458	504,534
LIABILITIES			
Payables	5.4	18,353	15,014
Contract and other liabilities	5.5	8,036	6,836
Employee provisions	5.6	24,292	22,174
Other provisions	5.7	924	1,052
Borrowings	6.2	288	633
Lease liabilities	6.4	1,566	1,045
Total liabilities		53,459	46,754
Net assets		476,999	457,780
EQUITY			
Accumulated surplus / (deficit)	9.2	83,700	79,547
Contributed capital	6.3	31,951	31,681
Reserves	9.2	361,348	346,552
Net worth		476,999	457,780

The accompanying notes form part of these financial statements.

Statement of Changes in Equity for the year ended 31 December 2025

	Reserves \$'000	Accumulated surplus \$'000	Contributions by owner \$'000	Total \$'000
As at 1 January 2024	347,757	79,686	31,681	459,124
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	-	-
Year ended 31 December 2024	346,552	79,547	31,681	457,780
Net result for the year	-	(10,439)	-	(10,439)
Other economic flows - other comprehensive income	29,388	-	-	29,388
Total comprehensive income	29,388	(10,439)	-	18,949
Transfer to accumulated surplus	(14,592)	14,592	-	-
Contribution by owners	-	-	270	270
Year ended 31 December 2025	361,348	83,700	31,951	476,999

The accompanying notes form part of these financial statements.

Cash Flow Statement for the year ended 31 December 2025

	Note	2025 \$'000	2024 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts			
Government contributions		104,758	98,585
Receipts from customers - fees, charges and sales		146,053	139,145
Net Goods and Services Tax recovered from the ATO		279	757
Interest received		879	908
Total receipts from operating activities		251,969	239,395
Payments			
Payments to employees		(99,254)	(94,645)
Payments to suppliers		(138,637)	(133,440)
Net Goods and Services Tax paid to the ATO		(1,968)	(1,393)
Short-term, low value and variable lease payments		(24)	(112)
Other payments		(62)	(31)
Total payments from operating activities		(239,945)	(229,621)
Net cash flows from / (used in) operating activities		12,024	9,774
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(4,571)	(10,959)
Payments for intangible assets		(1,602)	(2,451)
Proceeds from sales of non-financial assets		19,689	1,921
Net cash flows from / (used in) investing activities		13,516	(11,489)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings		(345)	(346)
Principal payment of lease liabilities		(402)	(298)
Capital contributions		270	-
Net cash flows from / (used in) financing activities		(477)	(644)
Net increase / (decrease) in cash and cash equivalents		25,063	(2,359)
Cash and cash equivalents at beginning of year		13,217	15,576
Cash and cash equivalents at end of year	6.1	38,280	13,217

The accompanying notes form part of these financial statements.

NOTE 1. About This Report

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

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

Melbourne Polytechnic is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. Melbourne Polytechnic's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As Melbourne Polytechnic is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 January 2025.

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.

Consistent with the requirements of AASB 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of Melbourne Polytechnic.

Capital grants which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of distributions to or contributions by owners have also been designated as contributions by owners.

Effective 1 January 2025, the Department of Jobs, Skills, Industry and Regions (DJSIR), the Institute's portfolio department, designates capital grants to the Institute as Additions to the Net Assets Base (ATNAB) and, in accordance with FRD 119 *Transfers through contributed capital*, is required to transfer this funding to its portfolio agencies via contributed capital. This is a change as the Institute's previous portfolio department designated capital grants to the Institute as capital grant expense through the comprehensive operating statement, which the Institute recognised as grant income.

Melbourne Polytechnic continues to record capital grants received from any other Victorian Government departments, Commonwealth Government, and other states and territories and local governments as capital grant income, which is recognised in the comprehensive operating statement.

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 5.1);
- ▶ the fair value of land, buildings, infrastructure, plant and equipment (refer to Note 7.3); and
- ▶ the fair value of assets measured at current replacement cost as a result of rising costs of construction and inflation.

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

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.

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

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. 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 continuing 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.

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

NOTE 2. How We Earned Our Funds

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

	2025 \$'000	2024 \$'000
Grants and other transfers		
Government grants – operating revenue		
State Government		
DJSIR - contestable	59,221	55,595
Other Victorian Government departments	-	518
Commonwealth Government		
Commonwealth	-	52
Total government grants - operating revenue	59,221	56,165
Government grants – operating income		
State Government – other grants		
DJSIR (2024: Dept of Education/DJSIR)	40,876	40,725
Other Victorian Government departments	4,243	-
Commonwealth Government – other grants		
Commonwealth	126	-
Total government grants - operating income	45,245	40,725
Total government grants – operating	104,466	96,890

In December 2025, \$3,199,000 was received in relation to the Victorian Common Funding Agreement for the 2026 TAFE Services Fund which covers the delivery of asset maintenance, student services, workforce funding, governance and priority access course funding for the period from January 2026 to March 2027. In accordance with AASB 1058 *Income of Not-for-Profit Entities*, the funding was recognised as income in 2025 upon receipt as the grant funding does not contain sufficiently specific performance obligations.

REVENUE AND INCOME FROM GOVERNMENT GRANTS

Melbourne Polytechnic 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

Melbourne Polytechnic'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 Melbourne Polytechnic 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 obligations 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
State Government - contestable	Refers to Victorian State Government funding for which the Institute must compete with other registered training providers. Funding is allocated primarily through a combination of a 'User Choice' system for all providers and a competitive tendering process for private providers.	The funding agreement for these grants outlines the performance obligations to provide education services to eligible students. These grants are recognised as revenue from contracts with customers in line with the requirements of AASB 15.	Revenue is recognised over time, on the basis of the number of units of training delivered to eligible students over the life of the agreement.
State Government - other grants	Refers to funding that is not recognised as contestable and includes specific purpose grants.	In general, funding agreements for these grants do not contain sufficiently specific performance obligations and are therefore recognised as income under AASB 1058. 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 performance obligations are sufficiently specific in accordance with AASB 15.	Revenue is recognised over time in the comprehensive operating statement as the performance obligations are delivered.

2.1.2 CAPITAL GRANTS

	2025 \$'000	2024 \$'000
Government grants - capital		
State Government - DJSIR - Capital (i)	-	5,572
Total government grants - capital	-	5,572
Total government grants	104,466	102,462

(i) Refer to Note 1.1 for the policy changes and the recording of capital grants received from DJSIR, the Portfolio Department.

Income type	Nature	Performance obligation	Timing of satisfaction
State Government - DJSIR - capital (new policy)	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 interpretation 1038 <i>Contributions by Owners made to Wholly-owned public sector entities</i> .	When the capital contributions are made from DJSIR to Melbourne Polytechnic.
State Government - DJSIR and other - capital (prior policy)	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

	2025 \$'000	2024 \$'000
Student fees and charges	11,632	11,073
Fee for service - government	89,507	84,076
Fee for service - international operations - onshore	16,000	12,711
Fee for service - international operations - offshore	5,035	5,305
Fee for service - other	10,037	11,843
Other non-course fees and charges		
Student amenities and services	1,812	1,531
Total revenue from fees, charges and sales	134,023	126,539

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 the Institute 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 primarily uses actual student contact hours (SCH) or equivalent full time student load (EFTSL) to recognise revenue over time in line with AASB 15.

Revenue type	Nature	Performance obligation	Timing of satisfaction
Student fees and charges	Melbourne Polytechnic 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.
Fee for service – government	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.
Fee for service – International onshore/offshore	Relates to international student course fees and other revenue for onshore and offshore training operations.		
Fee for service – other	Relates to revenue from training programs to domestic students (who are not eligible for a government funded subsidy) and private organisations (industry).		

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

	2025 \$'000	2024 \$'000
Revenue recovery	-	3
Total other revenue	-	3
Interest income	879	908
Scholarships	104	72
Rental income	3,427	2,032
Donations, bequests and grants	72	85
Income from sub-leasing right-of-use assets	871	1,032
Other income	675	685
Total other income	6,028	4,814
Total revenue and other income	6,028	4,817

Other income type	Nature	Performance obligation	Timing of satisfaction
Rental income from operating leases	<p>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.</p> <p>Refer to Note 2.3.1 for Melbourne Polytechnic's lessor accounting policy.</p>	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.

2.3.1 LEASE COMMITMENTS

	2025	2024
	\$'000	\$'000
Receivable:		
Within one year	2,126	2,695
Later than one year but not later than five years	7,755	7,237
Later than five years	4,835	3,243
Total leases receivable	14,716	13,175
GST payable on the above	1,338	1,178
Net operating leases receivable	13,378	11,997

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.

Melbourne Polytechnic leases certain land and buildings to various entities. Most lease contracts are for periods between 1 and 20 years, except for peppercorn leases. Some leases include an option to renew the lease for an additional period of the agreed duration after the end of the contract term. Some leases include additional rent payments that are based on changes in local price indices.

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

	2025 \$'000	2024 \$'000
Salaries, wages, annual leave and long service leave	102,901	93,641
Superannuation	11,404	10,040
Termination benefits	383	1,811
Other employee-related expenses (payroll tax, workers compensation, mental health levy)	8,374	7,255
Total employee benefits	123,062	112,747

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 for the reporting period are included as part of employee benefits in the comprehensive income statement.

	2025	2024
	\$'000	\$'000
Defined benefit plans:	139	150
Accumulation contribution plans:	11,363	10,101
Total accumulation contribution plans	11,502	10,251

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

	2025	2024
	\$'000	\$'000
Repairs and maintenance	5,163	4,870
General consultancy	7,653	5,434
Contract and other services	5,995	5,661
Services of training providers - third parties	9,509	10,434
Services of training providers - State Government - within DJSIR portfolio	59,378	54,239
Communication expenses	359	349
Cost of goods sold / distributed (ancillary trading)	1,706	1,323
Legal expenses	576	305
Purchase of supplies and consumables	5,360	5,078
Computer software and hardware expenses	7,582	8,055
Total supplies and services	103,281	95,748

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 2025.

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:

	2025 \$'000	2024 \$'000
Total other expenditure commitments	22,878	20,098
GST payable on the above	2,099	1,750
Net other expenditure commitments	20,779	18,348

3.4 OTHER OPERATING EXPENSES

	2025 \$'000	2024 \$'000
Audit fees and services	249	188
Insurance	1,206	938
Impairment of non-financial assets	49	334
Equipment below capitalisation threshold	1,105	1,325
Marketing and promotional expenses	1,932	1,635
Staff development	487	504
Travel and motor vehicle expenses	500	514
Utilities	3,157	2,672
Expenses relating to short-term leases	24	112
Bad debt expense	46	95
Other	2,299	2,789
Total other operating expenses	11,054	11,106

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).

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	
	2025	2024	2025	2024	2025	2024
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Land	235,135	247,998	-	-	235,135	247,998
Buildings	208,374	217,083	-	(22,550)	208,374	194,533
Construction in progress	375	2,128	-	-	375	2,128
Plant and equipment	35,403	36,461	(23,550)	(23,495)	11,853	12,966
Motor vehicles	877	1,118	(707)	(849)	170	269
Leasehold improvements	2,550	2,550	(2,378)	(2,063)	172	487
Library collections	5,584	5,469	(5,410)	(5,363)	174	106
Total carrying amount	488,298	512,807	(32,045)	(54,320)	456,253	458,487

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 the Institute's specialised buildings, current replacement cost is used to value the asset. Current replacement cost is adjusted 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.

The revaluation adjustments recognised in 2025 have two components:

1. \$0.8 million increment for buildings and \$4.6 million increment for land, for both Cramer Street and Tobruk Avenue properties prior to these being classified as held for sale in 2025.
2. Other property fair value was assessed as at 31 December 2025 using indices provided by the Valuer-General Victoria (VGV). As a result, there were no adjustments required for land but buildings had an increment of \$23.9 million.

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
2025								
Opening net book amount	247,998	194,533	2,128	12,966	269	487	106	458,487
Additions	-	-	4,456	-	-	-	115	4,571
Revaluations	4,649	24,739	-	-	-	-	-	29,388
Disposals	-	(8)	-	(21)	-	-	-	(29)
Classified as held for sale	(17,512)	(3,347)	-	-	-	-	-	(20,859)
Transfers	-	4,702	(6,209)	1,564	-	-	-	57
Depreciation	-	(12,245)	-	(2,656)	(99)	(315)	(47)	(15,362)
Net carrying amount	235,135	208,374	375	11,853	170	172	174	456,253

4.1.2 CAPITAL COMMITMENTS

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

	2025	2024
	\$'000	\$'000
Total capital expenditure commitments	206	578
GST payable on the above	14	52
Net capital expenditure commitments	192	526

4.2 INTANGIBLE ASSETS

	Software	Courseware	Courseware development in progress	2025	2024
	\$'000	\$'000	\$'000	\$'000	\$'000
Gross carrying amount					
Opening balance	6,046	4,836	1,856	12,738	10,561
Additions	33	-	1,646	1,679	2,451
Disposals	(86)	-	-	(86)	-
Transfers	(57)	1,997	(1,997)	(57)	(274)
Closing balance	5,936	6,833	1,505	14,274	12,738
Accumulated amortisation and impairment					
Opening balance	(4,528)	(1,351)	-	(5,879)	(4,443)
Amortisation charge	(576)	(1,500)	-	(2,076)	(1,398)
Impairment	-	(49)	-	(49)	(38)
Disposals	8	-	-	8	-
Closing balance	(5,096)	(2,900)	-	(7,996)	(5,879)
Net carrying amount at end of the year	840	3,933	1,505	6,278	6,859

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).

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.

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 (2024: 5 - 60 years)	Straight Line
Plant and equipment	3 - 20 years (2024: 3 - 20 years)	Straight Line
Motor vehicles	4 - 13 years (2024: 4 - 13 years)	Straight Line
Leasehold improvements	1 - 6.5 years (2024: 1 - 6.5 years)	Straight Line
Library collections	5 years (2024: 5 years)	Straight Line
Right-of-use assets	Lease term (2024: lease term)	Straight Line
Courseware	4 years (2024: 4 years)	Straight Line
Software	2 - 5 years (2024: 2 - 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

	2025	2024
	\$'000	\$'000
Current - at amortised cost		
Trade receivables	3,777	3,868
Loss allowance on trade receivables	(430)	(288)
Other receivables	2,303	2,312
Loss allowance on other receivables	(37)	(39)
Total receivables from contracts with customers	5,613	5,853
Statutory		
GST input tax credit recoverable	-	-
Total current receivables	5,613	5,853

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.

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.

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.

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.

5.2 CONTRACT ASSETS

	2025 \$'000	2024 \$'000
Current		
Contract assets	12,699	11,520
Total contract assets	12,699	11,520

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. Contract assets consists of mainly accrued income from the Department of Home Affairs for the Adult Migrant English Program (AMEP) for work completed for the program during the year but not yet invoiced.

5.3 OTHER NON-FINANCIAL ASSETS

	2025 \$'000	2024 \$'000
Current		
Prepayments	4,229	3,019
Inventories	159	130
Biological assets	10	16
Total current other non-financial assets	4,398	3,165
Non-current		
Prepayments	2,470	2,911
Total non-current other non-financial assets	2,470	2,911
Total other non-financial assets	6,868	6,076

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

	2025	2024
	\$'000	\$'000
Current		
Contractual - at amortised cost		
Supplies and services	2,387	4,141
Refund liability	1,227	42
Other payables	12,788	10,802
Total contractual payables	16,402	14,985
Statutory		
GST payable	1,967	17
FBT payable	29	23
Other taxes payable	(45)	(11)
Total statutory payables	1,951	29
Total current payables	18,353	15,014

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.

5.5 CONTRACT AND OTHER LIABILITIES

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

	2025	2024
	\$'000	\$'000
Contract liabilities		
Student fees	3,928	3,579
Fee for service	2,427	3,164
Total contract liabilities	6,355	6,743

Contract liabilities

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

	2025	2024
	\$'000	\$'000
Other liabilities		
Deferred capital grants (i)	-	-
Deferred lease income	1,635	-
Other	46	93
Total other liabilities	1,681	93
Total contract and other liabilities	8,036	6,836

Deferred capital grants

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.

(i) Refer to Note 1.1 for recording of capital grants received from DJSIR, the Portfolio Department.

	2025	2024
	\$'000	\$'000
Contractual		
Deferred capital grants at beginning of the year	-	5,282
Grant consideration for capital works received during the year	-	910
Grant consideration recognised as income under AASB 1058	-	(6,192)
Closing balance of deferred capital grants	-	-

Deferred lease income

Deferred lease income consists of lease payments invoiced or received in advance, lease incentives received from tenants, or upfront payments from tenants under operating lease arrangements. Deferred lease income is recognised in profit or loss over the period to which the lease payments relate.

5.6 EMPLOYEE PROVISIONS

	2025	2024
	\$'000	\$'000
Current provisions		
Employee benefits		
Annual leave	5,805	5,337
Long service leave	12,041	11,005
On costs - annual leave	1,216	1,064
On costs - long service leave	2,523	2,193
Total current provisions	21,585	19,599
Non-current provisions		
Long service leave	2,238	2,147
Long service leave - on costs	469	428
Total non-current provisions	2,707	2,575
Total employee provisions	24,292	22,174

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 \$21,585,000 (2024: \$19,599,000) 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.

5.7 OTHER PROVISIONS

	2025	2024
	\$'000	\$'000
Other provisions	-	128
Make good provision	924	924
Total other provisions	924	1,052

PROVISIONS

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.

MAKE GOOD PROVISION

Melbourne Polytechnic recognises a provision for make good obligations in respect of leased premises where it has a present obligation to restore the premises to their original condition at the end of the lease term. The corresponding cost is capitalised as part of the leasehold improvements and depreciated over the lease term.

RECONCILIATION OF OTHER PROVISIONS

	2025	2024
	\$'000	\$'000
Opening balance	1,052	924
Additional provisions recognised	-	128
Amounts charged against the provision during the period	(128)	-
Closing balance	924	1,052

Note 6. How We Financed Our Operations

6.1 CASH AND CASH EQUIVALENTS

	2025 \$'000	2024 \$'000
Cash at bank and on hand	38,280	13,217
Total cash and cash equivalents	38,280	13,217

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.

6.2 BORROWINGS

	2025 \$'000	2024 \$'000
Current		
Advances from government	72	346
Non-current		
Advances from government	216	287
Total borrowings	288	633

BORROWINGS

Borrowings are initially measured at fair value, being the cost of the interest bearing liabilities, and where applicable, adjusted for transaction costs.

The measurement basis subsequent to initial recognition depends on whether the Institute 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 borrowings 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 borrowings 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.

Advances from State Government relate to the Greener Government Buildings loan program and Melbourne Polytechnic made its final payment for this loan arrangement in 2025. As at 31 December 2025, advances from Commonwealth Government relates to 2020 HELP Advance Recovery, with repayments over 8 years until 30 April 2029. These are unsecured advances which bear no interest.

CHANGES IN LIABILITIES ARISING FROM FINANCING ACTIVITIES

	Advances from State Government \$'000	Advances from Commonwealth Government \$'000	Total \$'000
Balance at 1 January 2024	548	431	979
Net cash used in financing activities (per Cash Flow Statement)	(274)	(72)	(346)
Balance as at 31 December 2024	274	359	633
Net cash used in financing activities (per Cash Flow Statement)	(274)	(71)	(345)
Balance as at 31 December 2025	-	288	288

6.3 CONTRIBUTED CAPITAL

	2025 \$'000	2024 \$'000
Balance at 1 January	31,681	31,681
Contribution by owners	270	-
Balance at 31 December	31,951	31,681

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* (refer to policy changes in Note 1.1).

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.

Melbourne Polytechnic's motor vehicles and plant and equipment leases have lease terms between 3 and 5 years, some of which include an option to renew the lease for an additional period after the end of the contract term. Melbourne Polytechnic's property leases are peppercorn leases. The Institute holds several peppercorn leases which are detailed further below.

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.

Melbourne Polytechnic has the below market value 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 entered into the lease agreement from 24 December 2015. The lease expires on 31 December 2029 based on current deed of renewal and deed of variation of lease. 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.

For details of leasing arrangements where Melbourne Polytechnic is the lessor, refer to Note 2.3.1.

RIGHT-OF-USE ASSETS

	Property \$'000	Motor vehicles \$'000	Plant and equipment \$'000	Total \$'000
2025				
Balance as at 1 January 2025	-	793	257	1,050
Additions	-	868	140	1,008
Disposals	-	(154)	-	(154)
Depreciation	-	(228)	(118)	(346)
Balance as at 31 December 2025	-	1,279	279	1,558
2024				
Balance as at 1 January 2024	-	844	-	844
Additions	-	156	349	505
Disposals	-	(37)	-	(37)
Depreciation	-	(170)	(92)	(262)
Balance as at 31 December 2024	-	793	257	1,050

LEASE LIABILITIES

	2025 \$'000	2024 \$'000
Future lease payments – contractual undiscounted cash flows		
Within one year	570	453
Later than one year but not later than five years	1,129	646
Total undiscounted lease liabilities as at 31 December	1,699	1,099
Future finance charges	(133)	(54)
Total discounted lease liabilities as at 31 December	1,566	1,045
Current	505	426
Non-current	1,061	619
Total lease liabilities	1,566	1,045

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

	2025 \$'000	2024 \$'000
Contractual financial assets		
Financial assets measured at amortised cost		
Cash and cash equivalents	38,280	13,217
Trade receivables	3,347	3,580
Other receivables	2,266	2,273
Total contractual financial assets	43,893	19,070
Contractual financial liabilities		
Financial liabilities measured at amortised cost		
Trade and other payables	16,402	14,985
Borrowings (Advances from government)	288	633
Lease liabilities	1,566	1,045
Total contractual financial liabilities	18,256	16,663

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.

7.2 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 2025 (31 December 2024: 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.

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

(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 *Leases*.

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.

AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* amended AASB 13 *Fair Value Measurement* by adding Appendix F Australian implementation guidance for not-for-profit public sector entities. Appendix F explains and illustrates the application of the principles in AASB 13 on developing unobservable inputs and the application of the cost approach. These clarifications are mandatorily applicable to annual reporting periods beginning on or after 1 January 2024. FRD 103 requires Victorian public sector entities to apply Appendix F of AASB 13 in their next scheduled formal asset revaluation or interim revaluation process (whichever is earlier).

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 2025, 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.

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 centre), 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 the Institute 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 2025.

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

DESCRIPTION OF SIGNIFICANT ASSUMPTIONS APPLIED TO FAIR VALUE MEASUREMENT

2025 and 2024	Valuation technique	Significant assumptions	Range (weighted average)
Non-specialised land	Market approach	Cost per hectare	\$50,000/ha
Specialised land	Market approach	Community service obligation (CSO) adjustment	4 - 20% (20%)
Heritage and specialised buildings	Market approach	Cost per square metre	\$700 - \$2,900/m ² (\$1,400)
	Current replacement cost	Useful life of buildings	5 - 53 years (23 years)
Other assets (plant and equipment, motor vehicles, library collections)	Current replacement cost	Useful life of other assets	3 - 20 years (8 years)
Leasehold improvements	Current replacement cost	Useful life of lease	1 - 6.5 years (4 years)

NOTE 8. Governance Disclosures

8.1 RESPONSIBLE PERSONS

In accordance with the Ministerial Directions issued by the Minister for 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 and Minister for Water	The Hon. Gayle Tierney MLC	1 January 2025 to 31 December 2025
Chief Executive Officer (Accountable Officer)	Frances Coppolillo	1 January 2025 to 31 December 2025
Board Chair and Member	Helen Clarke	1 January 2025 to 31 December 2025
Board Member	Ian Munro	1 January 2025 to 31 December 2025
Board Member	Tali Bernard	1 January 2025 to 31 December 2025
Board Member	Karen Janiszewski	1 January 2025 to 31 December 2025
Board Member	Michael Grogan	1 January 2025 to 31 December 2025
Board Member	John Gavens	1 January 2025 to 31 August 2025
Board Member	Binda Gokhale	1 January 2025 to 31 December 2025
Board Member	Jenny Wajsenberg	1 January 2025 to 31 December 2025
Board Member	Scott Phillips	1 January 2025 to 31 December 2025
Board Member	Carlo Carli	1 September 2025 to 31 December 2025
Board Member	Shaun Boyd	1 January 2025 to 31 December 2025

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: \$440,000 - \$449,999 (2024: \$420,000 - \$429,999).

There were no termination benefits included in the 2025 remuneration above.

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

Income range	2025	2024
\$10,000 - \$19,999	1	-
\$20,000 - \$29,999	-	1
\$30,000 - \$39,999	1	-
\$40,000 - \$49,999	8	8
\$80,000 - \$89,999	-	1
\$90,000 - \$99,999	1	-
Total number	11	10
Total remuneration (\$'000)	514	447

The compensation detailed above excludes the salaries and benefits the Portfolio Minister receives. The Minister's remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

8.2 REMUNERATION OF EXECUTIVES

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

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

	2025 \$'000	2024 \$'000
Total remuneration	3,540	3,257
Total number of executives (i)	13	14
Total annualised employee equivalents (ii)	12	12

(i) The total number of executive officers includes persons who meet the definition of Key Management Personnel (KMP) of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (Note 8.3).

(ii) 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

Melbourne Polytechnic is a wholly owned and controlled entity of the State of Victoria.

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 RELATED ENTITIES

	Transaction values for year ended 31 December		Balances outstanding as at 31 December	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Related party transactions				
Fee for service – Commonwealth Government (Note 2.2)	89,507	84,076	9,983	8,945
Advances from Commonwealth Government (Note 6.2)	-	-	288	359
Total	89,507	84,076	10,271	9,304

Key management personnel of Melbourne Polytechnic include the members of Melbourne Polytechnic Board, the Chief Executive Officer, the Chief Finance Officer, and the members of the Executive Leadership Committee.

COMPENSATION OF KEY MANAGEMENT PERSONNEL

	2025	2024
	\$'000	\$'000
Total remuneration (i)	2,330	2,546

(i) Note that KMPs are also reported in the disclosure of remuneration of executive officers (Note 8.2)

TRANSACTIONS AND BALANCES WITH KEY MANAGEMENT PERSONNEL AND OTHER RELATED PARTIES

Melbourne Polytechnic had no related party transactions with key management personnel for the period ended 31 December 2025.

8.4 REMUNERATION OF AUDITORS

	2025	2024
	\$'000	\$'000
Remuneration of the Victorian Auditor-General's Office		
Audit of the financial statements	83	81
Total remuneration of the Victorian Auditor-General's Office	83	81
Remuneration of other auditors		
Internal audit services	166	107
Total remuneration of other auditors	166	107
Total	249	188

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

	2025	2024
	\$'000	\$'000
(a) Net gain/(loss) on financial instruments		
Foreign currency exchange gain/(loss)	11	(32)
Impairment of loans and receivables - at amortised cost	(139)	220
Total net gain/(loss) on financial instruments	(128)	188
(b) Net gain/(loss) on non-financial assets		
Net gain/(loss) on disposal of assets	229	(38)
Total net gain/(loss) on non-financial assets	229	(38)
(c) Other gains/(losses) from other economic flows		
Net gain/(loss) arising from revaluation of long service leave liability	186	238
Total other gains/(losses) from other economic flows	186	238
Total other economic flows included in net result	287	388

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.

9.2 RESERVES

	2025	2024
	\$'000	\$'000
Accumulated surplus/(deficit)		
Balance at 1 January	79,547	79,686
Transfer from reserves	14,592	1,070
Net operating result for the year	(10,439)	(1,209)
Balance at 31 December	83,700	79,547
Physical asset revaluation surplus		
Balance at 1 January	346,552	347,757
Revaluation increment/(decrement) on non-current assets	29,388	(135)
Transfer to accumulated surplus (i)	(14,592)	(1,070)
Balance at 31 December	361,348	346,552

Note: The physical asset revaluation surplus arises on the revaluation of land and buildings.

(i) This is to account for the reversal of asset revaluation surplus for the disposed assets back to accumulated surplus.

9.3 EX GRATIA EXPENSES

Melbourne Polytechnic had no ex gratia expenses for the year ended 31 December 2025 (2024: \$Nil).

9.4 EVENTS AFTER REPORTING DATE

A non-adjusting event, the new Victorian TAFE PACCT Staff Multi-Employer Agreement (MEA) was formally approved by the Fair Work Commission in March 2026. This agreement covers all PACCT (Professional, Administrative, Clerical, Computing and Technical) staff who work in the 12 stand-alone TAFE Institutes. The first salary increase under the new agreement applies from 1 July 2025.

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 after the agreement formally commences. The estimated impact on the 2025 Annual Report is not material.

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

9.5 NEW OR AMENDED ACCOUNTING STANDARDS AND INTERPRETATIONS ADOPTED

There are no new Australian Accounting Standards and interpretations that have an impact on Melbourne Polytechnic that are mandatory for the 31 December 2025 reporting period.

9.6 NON-FINANCIAL PHYSICAL ASSETS CLASSIFIED AS HELD FOR SALE

	2025	2024
	\$'000	\$'000
Land held for sale	2,777	1,220
Buildings held for sale	132	252
Non-financial physical assets classified as held for sale	2,909	1,472

The land and buildings held for sale as at 31 December 2024 relate to 60 Glen Robin Court, Beveridge, which was settled on 20 February 2025. During the year 2025, Cramer Street property of \$17.95 million was moved from property, plant and equipment to held for sale and subsequently sold.

Non-financial physical assets classified as held for sale as at 31 December 2025 comprised land and buildings at Tobruk Avenue and the sale is expected to occur by April 2026.

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 (land and buildings) are measured at the lower of carrying amount and fair value less costs to sell and are not subject to depreciation or amortisation.

Independent Auditor's Report

To the Board of Melbourne Polytechnic

Opinion	<p>I have audited the accompanying performance statement of Melbourne Polytechnic (the institute) which comprises the:</p> <ul style="list-style-type: none">• performance statement for the year ended 31 December 2025• declaration by Board Chair, Chief Executive and Chief Finance and Accounting Officer. <p>In my opinion, the performance statement of Melbourne Polytechnic in respect of the year ended 31 December 2025 presents fairly, in all material respects, in accordance with the performance reporting requirements outlined by the Minister in the statement of priorities.</p>
Basis for Opinion	<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 (including Independence Standards)</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>
Board's responsibilities for the performance statement	<p>The Board are responsible for the preparation and fair presentation of the performance statement in accordance with the performance reporting requirements outlined by the Minister in the statement of priorities 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>
Auditor's responsibilities for the audit of the performance statement	<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>

Audit Report on Performance Statement

Auditor's responsibilities for the audit of the performance statement (continued)

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 the 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.

MELBOURNE
31 March 2026



Kevin Chan
as delegate for the Auditor-General of Victoria

Melbourne Polytechnic

Performance Statement for the Year Ended 31 December 2025

DECLARATION BY BOARD CHAIRPERSON, CHIEF EXECUTIVE, AND CHIEF FINANCE AND ACCOUNTING OFFICER

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 2025 and financial position of the Institute as at 31 December 2025.

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: 25 March 2026



Frances Coppolillo
Chief Executive
Melbourne Polytechnic
Date: 25 March 2026



Joseph Santiago
Chief Finance and Accounting Officer
Melbourne Polytechnic
Date: 25 March 2026

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	2025 Target	2025 Actual	Explanation of variances	Prior year result
Training revenue diversity	Breakdown of training revenue by: <ul style="list-style-type: none"> ▶ Victorian Training Guarantee (VTG) ▶ Fee for Service (FFS) ▶ Student Fees and Charges (SFC) 	%	VTG 32.12% FFS 61.35% SFC 6.53%	VTG 30.93% FFS 62.99% SFC 6.08%	Total training was above target mainly due to an increase in Fee for Service revenue delivery hours and international onshore income. This has resulted in the training revenue diversity mix being weighted towards Fee for Service.	VTG 31.00% FFS 62.89% SFC 6.11%
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>	%	100.00%	99.51%	Employment costs as a proportion of training revenue is predominantly aligned to target.	96.44%
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	266	273	Higher training revenue (excluding revenue delivered by third parties) versus target and teaching FTE aligned to budget. Higher training revenue is driven by higher than budgeted enrolments and improved retention rates.	265
Operating margin percentage	Operating margin % <i>EBIT (excl. capital contributions) / Total revenue (excl. capital contributions)</i>	%	-9.44%	-4.74%	Increased Fee for Service revenue due to increased delivery hours and growth in international onshore revenue have contributed to improvement in operating margin.	-3.54%

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.



Created by Brand Architects, this model is an example of an MMC Hall - a manufacturing facility for offsite construction.



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Disclosure Index

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Savannah Plate, Certificate III in Floristry student, won the Chryscos Flowers Student Floristry Competition (intermediate category) at the Melbourne International Flower and Garden Show and was one of 9 award winners from Melbourne Polytechnic. With hands-on training and industry partnerships through the Melbourne Market Authority and the Nursery and Garden Industry of Victoria, our floristry courses empower students like Savannah to bloom professionally while gaining real-world experience.

Student and Staff Awards and Achievements

Student Awards

2025 Apprentice Training Awards

Sarah Hunn-Mozes	Women in Trades Award
Ella Underwood	Disability Achievement Award

2025 NORTH Link Northern Business Achievement Awards

Anastasia Sarikizis	Young Business Achiever
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Apprentice of the Year Awards

- Certificate III in Jewellery Manufacture (awarded in 2025)

Paris Hermsen	Best First-year Apprentice 2024 sponsored by Australian Jewellers Supplies and Jewellery Association of Australia
Pamela Brown	Best Second-year Apprentice 2024 sponsored by Gemmological Association of Australia and Lenrose & Ace David Jewellery
Ella Bourke	Best Third-year Apprentice 2024 sponsored by Palloys and Hammid Bros Pty Ltd
Emma Hesz	Best Non-apprentice 2024 sponsored by Gold & Silversmiths Guild of Australia

Dark Fantasy 2025 Hairdressing and Barbering Showcase

Mehdi Azimi	First Place Certificate III Barbering sponsored by M & U Imports
Amer Al Majidy	Second Place Certificate III Barbering sponsored by Melbourne Polytechnic
Afrouz Pourgolafshani	First Place Certificate III Hairdressing sponsored by Dateline
Layla Melhem	Second Place Certificate III Hairdressing sponsored by M & U Imports
Melise Boardman	Honourable Mention sponsored by Melbourne Polytechnic

Design Matters National (DMN) Building Design Awards 2025

Leonardo Gomez Teller	Best Interior Design Response by an Emerging Designer
-----------------------	---

Diploma of Live Production and Technical Services - Costume

Sarah Hordern	Best Design Student of the Year sponsored by the Dramatic Arts Department
Jasslyn Lewis-James	Best Design Student of the Year sponsored by the Australian Production Design Guild

Epoch Diploma of Visual Arts (Painting) Graduate Exhibition

Zohreh Izidikia	Outstanding Painting Achievement Award sponsored by Deans Art and John Puli
Sam Lord	Outstanding Painting Achievement Award sponsored by John Puli and family
Ethan Rose	Outstanding Printmaking Achievement Award sponsored by the Visual Arts Department
Ismihan Sen	Outstanding Printmaking Achievement Award sponsored by Liz McDowell - Firestation
Jessica Kujawski	Best Body of Work sponsored by Karl Scopece - Regent Gallery
Manuel Morena Guirao	Best Concept Development sponsored by the Visual Arts Department
Siquin (Nichol) Sin	Adam and Stathi Kotzapavlidis Memorial Award sponsored by Anastasia Kotzapavlidis
Erin Almeida	Visual Arts Department Course Achievement Award

Fact or Fiction Portrait Exhibition

Dora Moreno	Iris Apfel, First Prize sponsored by Illustrators Australia
Zaza (Gia Gia) Tran	Roki Sasaki, Second Prize sponsored by Eckersley's
Jo Joyce	Gaia, Third Prize sponsored by Eckersley's
Erin Almeida	Matala Yousafzai, Fourth Prize sponsored by Visual Art Department
Jasper Jimi Kelly Krause	Robert Crumb, Fifth Prize sponsored by Visual Arts Department

Food, Fibre and Animal Industries Student Awards

Bede Collis	Best Overall Sports Turf Student
Todd Russell	Best Overall Diploma of Sports Turf Student
Mardi Denam-Roberts	Maxim Webster Memorial Scholarship Award - Conservation and Ecosystem
Oliver Grieve	Best Overall Arboriculture Student
Lachlann Seamer	Best Overall Agriculture Student
Charlie Nancarrow	Best Overall Beekeeping Student
Hayley Ingram	Best Overall Floristry Student
Claire Louise Tyers	Best Overall Floristry Student (Runner Up)
Katie Pearson	Best Overall Horticulture Student

Glaas Inc 10th Anniversary Event

Nadine Keegan **Inaugural Hank Bos Jr Innovation Award 2025**
sponsored by Axxess Glass Products

Glass Evolution Exhibition 2025

Breanna Botterill **Outstanding Student Overall Award**
sponsored by Axxess Glass Products

Mirelle Duckworth **Outstanding Student Overall Award**
sponsored by Axxess Glass Products

Jacquelline Gordon **Outstanding Student Overall Part-time Award**

Sebastian Colbasso Taylor **Outstanding Student Encouragement Award**
sponsored by Axxess Glass Products

Rebecca Hough **Student Craftsmanship Award**
sponsored by Axxess Glass Products

Jacinta Lammertse **Industrious Award**
sponsored by Axxess Glass Products

Rachel Madden **Industrious Part-time Student Award**
sponsored by Axxess Glass Products

Lena Xiao **Innovation Award**
sponsored by Axxess Glass Products

Monica Tran **Studio Award**
sponsored by Axxess Glass Products

Illustre Diploma of Visual Arts Graduate Exhibition

Wiktoria Gala **Best Digital Work**
sponsored by Image Science

Perkins Jarhett **Cutting Edge Illustration**
sponsored by Deans Art

Bhagyashree Patel **Best Childrens Book Illustration**
sponsored by Hardie Grant Egmont

Carla Rodriguez **Best Body of Work on Show**
sponsored by Illustrators Australia

Cat Rosario **The Packing Room Prize**
sponsored by the Visual Arts Department

Mecury Thomson **Best Traditional Media**
sponsored by Eckersley's

Best Individual Work on Show
sponsored by the Jacky Winter Group

Sarah Tripkou **Best Digital Work**
sponsored by Wacom Australia

International Jewellery Fair 2025

Zoe Lanham **The Nationwide Jewellers Apprentice of the Year Award**
sponsored by Nationwide Jewellers and Becks, Australian Jewellers Supplies (AJS),
GA Warburtons, Orange River Diamonds & Palloys

Love in Crisis Exhibition

Katerina Stevens Works selected for external exhibition display

Melbourne International Flower and Garden Show

Savannah Plate Gold Medal and Overall Winner – Floral Competition (Intermediate Student)

Morayo Adeyemi Gold Medal and Creativity Award – Achievable Gardens Competition

Katie Fraser Silver Medal – Achievable Gardens Competition

Mia Zielinski Silver Medal – Achievable Gardens Competition

Melbourne Polytechnic Outstanding Student of the Year Awards 2025

Ekhlas Alawad English as an Additional Language Outstanding Student of the Year

Rica Belardo Food, Fibre and Animal Industries Outstanding Student of the Year

Hannah Coad Business, Advanced Manufacturing and Logistics Outstanding Student of the Year

Lucinda Drabsch Arts, Education and Agritech Outstanding Student of the Year

Djuno Fisher Creative Arts Outstanding Student of the Year

Melbourne Polytechnic Outstanding VET Student of the Year

Mayumi Hiyoshi Melbourne Polytechnic Outstanding Foundation Student of the Year

Bradley Lawlor Melbourne Polytechnic Outstanding Indigenous Student of the Year

Anthony Mackay Bridging and Preparatory Outstanding Student of the Year

Kino Rafael Manalo Business and Construction Outstanding Student of the Year

Melbourne Polytechnic Outstanding HE Student of the Year

Joshua Presta Melbourne Polytechnic Outstanding Apprentice/Trainee of the Year

Tannah Reynolds Work Education Outstanding Student of the Year

OPUS Advanced Diploma of Jewellery and Object Design Exhibition

Daniel Butler Innovative Materials Award
sponsored by Koodak

Ruby Butler Studio Ingot Mentorship

Bella Carlstrom Creativity in Casting Award
sponsored by Apecs Casting

Tia Churchill Ellinor Mazza Mentorship

Peter Hiosan Gold & Silversmiths Guild of Australia Award
for outstanding use of traditional techniques

Cristina Mitchelson Traditional Technique Award
sponsored by Australian Jewellers Supplies

Siobhan Murphy Technical Exploration Award
sponsored by John Lazos & Associates

Hajar Sadeghi Design Award
sponsored by O'Neil's Affiliated Gemstones Merchants

Tina Sammassimo e.g.etal Industry Award
sponsored by e.g.etal

Pride of Workmanship Awards 2024 (awarded in 2025)

Daniel Joseph Maiorano Scholarship – Bernie and Peter Lamers Construction Award

Red Carpet 2025 Hairdressing and Barbering Showcase

Thomas Meissner First Place Certificate III in Hairdressing

Odet Nissan Second Place Certificate III in Hairdressing

Caiden Robertson First Place Certificate III in Barbering

Mohamad Fouani Second Place Certificate III in Barbering

Refraction Diploma of Visual Arts Glassworking Student Exhibition

Jemima Hilton	Overall Outstanding Student Award sponsored by Axxess Glass
Emma Sterling	Outstanding Student Award sponsored by Axxess Glass
Jacinta Lammertse	Craftsperson Award sponsored by Axxess Glass
Ruo Qiong Zhang	Student Innovation Award sponsored by Axxess Glass

Sir James Gobbo 2025 Italian Australian Foundation Fellows

Marie-Lauren Romano	Fellowship - Fire, Form and the Poetry of Surface: Reviving Italian Traditions in Jewellery and Ceramics
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Spectrum Advanced Diploma of Creative Product Development Exhibition

Nicole Alcastro	Technique Development Award sponsored by Eckersley's
Sean Howard	Graduate of the Year
Johanna Miyata	Outstanding Achievement Award sponsored by Deans Art
Tess Stokes	Packing Room Prize sponsored by the Visual Arts Department
Ruth Wein	Conceptual Development Across a Body of Work sponsored by the Visual Arts Department

Top Arts Exhibition

Erin Almeida	Selected to exhibit
--------------	----------------------------

Unfold Certificate IV in Visual Arts Graduate Exhibition

Dora Moreno Zuniga	Outstanding Student Award sponsored by Deans Art
Katerina Stevens	Outstanding Student Award sponsored by Deans Art
Marion Campbell	Course Achievement Award sponsored by the Arts Department
Chadi El Merhabi	Course Achievement Award sponsored by the Arts Department
Evan Giannikos	Course Achievement Award sponsored by the Arts Department
Jon Jansen	Course Achievement Award sponsored by the Arts Department
Alina Jeeves	Course Achievement Award sponsored by the Arts Department
Gurwinder Kaur	Course Achievement Award sponsored by the Arts Department
Jessica Turner	Course Achievement Award sponsored by the Arts Department
Molly York	Course Achievement Award sponsored by the Arts Department

Veterinary Nurses Council of Australia (VNCA) Conference

Rebecca Flemming Best Poster Presentation Award

Wine Australia 2025 Future Leaders Program

Andrea Roberts-Davison Selected for the Wine Australia 2025 Future Leaders Program

WorldSkills Australia National Championships 2025

Lily-Grace Toohill	Gold Medal - Jewellery
	Tjerk Dusseldorp Best in Nation Award for the highest overall score across all skill categories
Taylah De Senna-Clark	Gold Medal - Joinery
Arif Cedric Kamat	Silver Medal - Joinery
William Hoffman	Gold Medal - Landscape Construction (Team)
Andrew Millesi	Gold Medal - Landscape Construction (Team)
Paris Hermsen	Silver Medal - Jewellery - Certificate III in Jewellery Manufacture
Annabelle Barrow	Competed - Painting and Decorating

Yarra Valley Plant Fair and Garden Expo

Zachary Adams	Best Plant Display Stand
James Bush	Best Plant Display Stand
Christine Davison	Best Plant Display Stand
Rita Garcia	Best Plant Display Stand
Beth Gregory	Best Plant Display Stand
Xavier Menta	Best Plant Display Stand
Ben Murphy	Best Plant Display Stand
Shae O'mahony	Best Plant Display Stand
Jay She	Best Plant Display Stand
Leigh Stokes	Best Plant Display Stand



The New Nature by Alistair Kirkpatrick, Michael Rochelle and Carla Perry achieved third place in the Boutique Garden Competition.

Staff Awards

Able Golden Book Award 2025

Con Emmanuelle Winner, Able Golden Book Award for Tales of Cyprus

City of Maroondah Mayoral Acquisitive Award 2025

Naomi Bishop Winner
sponsored by Mayor Cr Kylie Spears and Maroondah Arts
Bone Marrow Donor Institute

Eucalypts of Hodgoya Exhibition

Athanasios Tsakonas Exhibition

Glaas Inc 10th Anniversary Event

Donna Kennedy Recognition Award in appreciation for dedicated service to the Glass Industry
presented by Axess Glass

Love In Crisis Exhibition

Andrea Draper Work selected for exhibition

Melbourne International Flower and Garden Show

Alistair Kirkpatrick Third Place - Boutique Garden Competition

Timeless Prints Exhibition

Jodi Heffernan Selected to exhibit

Veterinary Nurses Council of Australia (VNCA) Conference

Samara Blake Voted Vice-President of the VNCA Board of Directors
Alanna Botten Best New Lecturer Award

Wine Australia 2025 Future Leaders Program

Andrea Roberts-Davison Selected for the Australian grape and wine sector's peak leadership development
program, Future Leaders 2025

Flourishing at the 2025 Melbourne International Flower and Garden Show

The 2025 Melbourne International Flower and Garden Show was attended by over 115,000 visitors and showcased some of the finest garden designs, floral artistry and horticultural innovation in the country.

Melbourne Polytechnic was one of the standout exhibitors and our students, staff and alumni earned 9 medals across multiple categories.

2025 AWARDS AND ACHIEVEMENTS

CHALLENGER ACHIEVABLE GARDENS COMPETITION

The Challenger Achievable Gardens Competition offers students a hands-on platform to showcase their design skills and work with high-quality plants. Focused on creative yet practical garden solutions, this category saw our students shine with all three of our competitors winning awards.

GOLD MEDAL AND MOST CREATIVE USE OF SPACE AWARD

Alafia Australis

- Morayo Adeyemi (Certificate III in Horticulture).

Meaning 'it is well down under', *Alafia Australis* is a healing garden that connects West African and Australian cultures. It features a blend of ornamental and edible plants native to both regions, creating a space for reflection, wellness and cultural exchange.

SILVER MEDAL

Bush Bathing

- Katie Fraser (Certificate IV in Landscape Design).

This garden is inspired by the Japanese practice of Shinrin-yoku (forest bathing). Surrounded by a coastal native garden with soft sand underfoot, this tranquil garden invites peace and relaxation.

SILVER MEDAL

Mi Casa Es Tu Casa

- Mia Zielinski (Diploma of Horticulture).

Be transported to Mexico with this vibrant garden, inspired by designer Mia Zielinski's travels. Blending native plants from both Mexico and Australia, the garden features a striking mix of drought-tolerant species and colourful seasonal blooms.





BOUTIQUE GARDEN COMPETITION THIRD PLACE (BRONZE MEDAL)

The New Nature

– Michael Rochelle, Carla Perry and Alistair Kirkpatrick

A collaboration between Melbourne Polytechnic teacher Alistair Kirkpatrick and alumni Michael Rochelle and Carla Perry (both graduates of Certificate IV in Landscape Design) led to success in the Boutique Garden Competition. Their eye-catching and innovative concept explores the use of phytoremediation (the use of plants and soil microbes to reduce the toxic effects of contaminants in the environment) within post-industrial landscapes.

HANGING BASKETS COMPETITION

Students and staff made a strong impression in this highly competitive event, with 27 entries in total from Melbourne Polytechnic. Three students from the Certificate III in Horticulture course earned top ten placements:

- ▶ Third place: *Down The Rabbit Hole* – Andrew Denny
- ▶ Fourth place: *Australian Textures* – Petra Leaford
- ▶ Sixth place: *After The Fire* – Jenny Benjamin

CHRYSKO FLOWERS STUDENT FLORISTRY COMPETITION

TAFE students from across Victoria put their floral design skills to the test in the Chrysko Flowers Student Floristry Competitions. Our students entered in both Intermediate and Advanced categories. The competitors embraced the challenge of blending creativity and sustainability while working under strict judging criteria and time constraints.

FIRST PLACE - INTERMEDIATE STUDENT

Savannah Plate
(Certificate III in Floristry Non-Apprenticeship)

MELBOURNE POLYTECHNIC'S PRESENCE

Beyond competition success for the floral displays and gardens, we played a key role in the event's educational and industry engagement activities.

- ▶ Horticulture Careers Hub staff members shared insights into careers in horticulture, inspiring the next generation.
- ▶ Floristry Registered Training Organisation's Hub Experts connected with aspiring florists in the Great Hall of Flowers, providing course and career advice.
- ▶ Industry Placement Certificate II in Floristry (Assistant) students gained hands-on experience working at The Flower Market.

Above: Playing on both metaphorical and literal immersion in nature, Katie Fraser's *Bush Bathing* was awarded a silver medal.

Left: Morayo Adeyemi's *Alafia Australis* was recognised for the most creative use of space.

MELBOURNE POLYTECHNIC

CAMPUSES, TRAINING CENTRES, SKILLS AND JOBS CENTRE

CAMPUSES

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

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

TRAINING CENTRES

Ararat

Grano Street
Ararat VIC 3377

Northern Lodge, Eden Park

Glen Robin Court
Eden Park VIC 3757

SKILLS AND JOBS CENTRE

Preston Campus - Building B
77 St Georges Road
Preston VIC 3072

INTERNATIONAL CAMPUS

Fuzhou Melbourne Polytechnic Campus

199 Xi Yuan Gong Road
Shangjie District, Minhou County, Fuzhou
Fujian Province, China

Information correct at March 2026 © MELBOURNE POLYTECHNIC



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