The Western Australian College of Teaching

Annual Report
1 April 2011 –
31 March 2012
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Letter of transmittal

31 July 2012

Hon. Peter Collier
Minister for Education; Energy;
Indigenous Affairs
Dumas House
2 Havelock Street
WEST PERTH WA 6005

Dear Minister

In accordance with section 29 of the Western Australian College of Teaching Act 2004, I submit to you a report of the activities of the Western Australian College of Teaching for the financial year of the College ending on 31 March 2012.

Yours sincerely

JACQUELINE VARRIS
CHAIR

This report describes the way in which the Western Australian College of Teaching carried out its functions and met its obligations under the Western Australian College of Teaching Act 2004 during the reporting year which ended on 31 March 2012.

The report has been prepared for the Minister for Education and contains information that may be useful to the Parliament of Western Australia, the teaching profession in Western Australia, teacher employing authorities, higher education institutions, teacher organisations, parents and members of the general community.

Copies of the Report will be made available online on the College website at www.wacot.wa.edu.au
OVERVIEW

Corporate Directory

Legislation
The Western Australian College of Teaching was established on 15 September 2004 by the Western Australian College of Teaching Act 2004.

The College is managed by a nineteen-member Board of Management, with ten Board members being teachers elected by their peers and nine educators appointed by the Minister for Education on nomination by stakeholders. The Board of Management is supported by a Secretariat responsible for implementing the decisions of the Board.

The College is solely funded by membership fees set by regulation.

Purpose
The Western Australian College of Teaching was established in 2004 for the purposes of recognising, promoting and regulating the teaching profession. Under the Western Australian College of Teaching Act 2004, all teachers employed in all Western Australian schools are required to be registered with the College.

The purpose of the College is to:

- promote professional standards and values for teaching;
- conduct research into education in Western Australia;
- accredit university teacher education courses; and
- promote and encourage teachers’ continued professional learning.

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Western Australian College of Teaching
Unit 4, 398 Great Eastern Highway
ASCOT WA 6104
Telephone: +61 8 9230 0600
Facsimile: +61 8 9479 4004
Website: www.wacot.wa.edu.au
Email: info@wacot.wa.edu.au

Elected Chair and Deputy Chair
Chair: Brian Lindberg (until 24 October 2011)
Chair: Jacqueline Varris (from 24 October 2011)
Deputy Chair: Jacqueline Varris (until 24 October 2011)
Deputy Chair: Peter Bothe (from 24 October 2011)

Director
Suzanne Parry PhD,BA(Hons),DipT.

Auditors
UHY Haines Norton

Bankers
Commonwealth Bank of Australia

Insurers
RiskCover
EXECUTIVE SUMMARY

Teacher registration
Continued gains in efficiency and expertise enabled the College to process 24,640 registration applications during the year. At the end of the year there were 48,593 teachers on the Register, the majority of whom are into their second, five-year period of registration. Applications for 3,746 new teachers were approved of which 624 were lodged under mutual recognition laws by teachers from other Australian states and territories or New Zealand.

Professional Standards
Professional standards for teachers and continued professional learning were promoted during the year through the renewal of registration. A total of 19,238 registered teachers demonstrated their continued professional commitment and engagement when seeking to renew their period of registration. The College moved to adopt the National Professional Standards for Teachers in all registration processes and worked towards having these reflected in all registration processes.

Finances
The College experienced a set-back this year when it was informed by the Office of State Revenue that payroll taxes were owed to the Western Australian Government. An investigation revealed that, on establishment, the College’s financial liabilities had been incorrectly recorded and as a consequence, no provision had been made for paying payroll tax. An eighteen-month plan to pay arrears of $374,789 was commenced in October 2011.

The Minister was provided with all financial data and budget forecasts. An increase in the annual fee from $76 to $80 was considerably less than that needed for the financial viability of the College. In combination with the payroll tax arrears, this put the College under financial stress and all activities not related to registration were ceased.

National programs
The College was pleased to continue its participation in pursuing national consistency in teacher registration that would facilitate the movement of Western Australian teachers. National consistency increased teachers’ understanding of, and commitment to, professional registration which has reflected positively in the work of the College.

Legislation
In November 2011, the Minister tabled the Teacher Registration Bill 2011 in the Western Australian Parliament. The Bill provided for the cessation of the College, the establishment of a teacher registration board and the ability of the Minister to direct the teacher registration board. Unlike all other teacher regulatory authorities in Australia, the teacher registration board will not be an independent authority and will be a part of the Department of Education Services. The board will have the power to suspend the registration of teachers accused of serious crimes against children. Matters of impairment and discipline will be considered by committees established under provisions of the legislation.

Staff of the College committed themselves to ensuring a smooth transition for teachers to the new teacher registration board.
REPORTS

Report of the Chair

The work of the College, and the deliberations of the Board, in the last twelve months were heavily influenced by three factors. The first of these, reported in more detail below, was the need for the regulatory requirements of the Western Australian College of Teaching Act 2004 (the Act) to be implemented efficiently and fairly. The second factor impacting the work of the Board was the need to address the financial position of the College and the third was to work with the Minister on legislative changes foreshadowed by the statutory review of the Act.

The regulatory work of the College was completed in a timely and effective manner with incremental improvements being made through further developments in the College’s information technology capability. The continued development and refinement of policy and processes brought further rigour to the registration of teachers and saw professional standards become more deeply embedded in regulatory processes. Disciplinary procedures were the focus of much policy development, with natural justice and the upholding of the public interest being considered within the context of efficient and timely processes.

During this year it became increasingly obvious that the Western Australian College of Teaching could not continue to fulfil its regulatory functions without a substantial increase in the annual fee. Therefore, on 3 May 2011 the Board submitted a request to the Minister for Education for an increase in the annual fee and an increase in some application fees. The $70 annual fee set in 2004 had been increased by $6 on 3 December 2010, and in December 2011 was increased by a further $4. Application fees were also increased in December 2011, with the most substantial rise being for applications which necessitated the assessment of an overseas higher education qualification. The increases in fees were insufficient to cover real cost increases in administering the Act and, while they enabled the College to achieve a balanced budget for the 2011-12 year, the budget forecast for the following year indicates that a balanced budget cannot be sustained.

Legislative changes arising from the review of the Act were made public when, in December 2011, the Minister for Education tabled in the Western Australian Parliament, the Teacher Registration Bill 2011. The Teacher Registration Bill 2011 provides for the dissolution of the Western Australian College of Teaching and establishes a Teacher Registration Board of seven members appointed by the Minister. Assent to the Bill will result in Western Australia being the only Australian state or territory where teacher regulation is administered by a government department rather than an independent statutory authority. It was pleasing to note that many of the improvements to regulatory provisions recommended by the Board were adopted. As assent to the Bill in its current form will mean the dissolution of the College and the Board, much of work of the Board during the last quarter of the reporting period was focused on supporting plans for the transition to a new regulatory authority. Teacher registration policy was amended following agreements being reached on national consistency in English language requirements for registration.

In all, it has been a very demanding year and I would like to thank the Board members for the quality of their deliberations on important strategic and policy decisions and all staff for their consistently high performance. The attendance and participation of Board members at Board meetings, and their engagement in committee work, has been consistent and productive. Operational matters have been managed with a high degree of consistency, efficiency and good judgement, resulting in a perceptible increase in public and professional confidence about teacher registration.

Jacqueline Varris
Chair
Report of the Director

The College’s last annual report forecast the 2011-12 financial year as extremely busy and this proved to be the case. In addition to processing 4,139 new applications for registration, 20,338 applications for the renewal of registration were also received and processed. This represents a 39% increase from the previous year in the number of applications assessed. A total of 1,381 teachers chose not to renew their registration and, at the end of the reporting period, 48,593 teachers held registration. The renewal process increased the number of inquiries commenced under part 7 of the Act and the majority of these matters were completed by the end of the reporting period.

Teachers seeking to renew their period of registration were required by regulation to demonstrate their ongoing commitment to professional learning, their continued ability to meet professional standards and their recent engagement in professional practice. They also had to consent to undertaking a criminal record check. In many respects, these provisions regulated and recorded practices and levels of engagement that have long been the hallmark of effective and committed teachers. It was evident, nevertheless, that regulatory requirements caused many teachers to reflect on their professional development and to seek new learning opportunities. The Board anticipated that the provisions of the Act and its regulations would provide only limited opportunities for it to influence the quality of professional learning programs accessed by teachers and this was confirmed through the renewal process. A review of the technology used to support the renewal process was undertaken in October 2011 and the Board made a decision to move the renewal application form to a web-based system. This move will extend teachers' access to online renewal forms but will increase the administrative work required of College staff. While teacher registration, and the renewal of registration, have proven to be in the best interest of the public and of the teaching profession, it has been difficult to capitalise on its full benefits of regulation under the current Act and it is anticipated that this will be rectified through legislative change.

Although the College completed its sixth year of operations on a balanced cash budget it did so with considerable difficulty. The cost of operations has increased since the commencement of the College by 120% and this was offset by an increase in fees in the same period of only 14%. As in the previous reporting period, a balanced budget was achieved by undertaking only regulatory functions required by the Act. After seeking advice, operational funds were supplemented by drawing on funds accumulated through annual fees paid in advance of the current financial year and monies which had been reserved against future year staff entitlements.

The College’s appeal against pay-roll tax liability lodged with the Department of State Revenue during the previous reporting period was unsuccessful and a request for a review was lodged with the State Administrative Tribunal. This application was withdrawn following the tabling of the Teacher Registration Bill 2011 in the Western Australian Parliament as the new regulatory authority would not be liable for payroll tax. The College entered into an agreement to pay the outstanding taxes over an eighteen month period.

Although faced with a consistently heavy workload during the year, staff morale and work output has remained high. The College commenced the financial year with 43 staff (36 FTE) and ended the year with 39 staff (33 FTE). A number of the additional staff employed on contract to process registration renewals transferred to permanent appointments as positions became available and others left the College on finalisation of their contracts. Staff training in task specific skills and in public sector employment has been ongoing and staff morale remained high throughout the year. All staff, including the Director, benefited greatly from the work of the three managers and I thank them for their continued support and commitment to the work of the College.

Dr Suzanne Parry
Director
Report of the Committees

During the reporting period, the four committees established in 2010 under section 13 of the Western Australian College of Teaching Act 2004 were maintained. All committees met regularly and meetings were well attended. From time to time meetings were conducted by email but the majority were held in the College offices in Ascot.

The membership of committees includes Board members and other members of the teaching profession. Three committees are chaired by a member of the Board and each is provided with administrative support by the secretariat.

The work of committees focuses on the development of policy and monitoring its implementation. This allows complex policy matters to be investigated prior to them being considered by the Board. In compliance with the College’s Governance Plan, committee membership from across the profession has been sought, with representation from classroom teachers and other areas of the education community.

Registration Committee

The role of the Registration Committee is to:

a. provide the Board with advice on, and developing draft policies and strategies for, teacher registration;

b. monitor and provide advice to the Board and the College on issues which arise from the registration process;

c. provide the College with advice on registration assessments; and

d. monitor the work of the College to ensure consistent, equitable and efficient registration of teachers.

During this reporting period the Committee prepared policy for the consideration of the Board to support the implementation of agreements reached by the Working Group on Nationally Consistent Teacher Registration. National consistency was achieved in English language proficiency requirements and some limited progress was made in the requirements for transitioning from provisional to full registration. Achieving national consistency in some areas of registration can only be achieved through legislative change.

The Committee reviewed the registration policy for teachers holding qualifications gained through alternative initial teacher education programs following the release of a paper on teacher preparation in England and Wales. The adoption of a new policy enabled a small number of experienced teachers to gain registration on the condition that they complete further study.

The Committee regularly provided advice on the implementation of policy as it affected individual applications for registration and monitored the implementation of policy in all areas of registration. The Committee supported the imposition of conditions on registration where applicants had met professional standards requirements but required more time to fully meet all other requirements.

Membership of the Committee remained steady throughout the year. The Committee met on six occasions and the level of attendance at meetings was high.

Committee Chair
Ms Valerie Gould

Committee Membership
Ms Valerie Gould
Mr Robert Lindsay
Mr Michael Pepper  (resigned November 2011)
Ms Carol Puddicombe
Mrs Jacqueline Varris
Mr Marko Vojkovic
Finance and Administration Committee

The role of the Finance and Administration Committee is to:

a. provide advice to the Board and the College on the College budget and financial statements and records;

b. develop draft policies for the Board on the College’s annual budget and budget forecasts;

c. guide the Board in annual strategic planning with reference to the College budget;

d. monitor and provide advice to the Board and the College on the implementation of the College’s communication plan; and

e. monitor and provide advice to the Board and the College on issues arising from the corporate governance of the College including strategic and business planning.

The Finance and Administration Committee met regularly during this reporting period. The Committee prepared a submission for the amendment of the Western Australian College of Teaching Regulations 2004 with regard to annual fees. As the request for a $10 fee increase the previous year resulted in a $6 increase, the Committee advised on a further application. On submission of extensive budget and estimate figures to the Minister on 3 May 2011, the annual fee was increased by $4 to $80 effective from 1 January 2012. This limited increase meant that the Committee could not prepare a balanced budget for the next financial year.

During the previous reporting period, the Committee had responded to the ruling of the Western Australian State Treasury Department that the College was liable for payroll tax and had sought legal representation in making a case for exemption. In October 2011, a request for a review was lodged with the State Administrative Tribunal (SAT) and, in the interim, an 18 month payment plan was agreed to with the Office of State Revenue. Following the tabling of the Teacher Registration Bill 2011, the request to SAT for a review was withdrawn.

The Committee worked closely with the Secretariat to achieve a balanced budget for the reporting period and this was achieved. Further IT development resulted in processing efficiencies and the staffing budget was reduced as the work of renewing registrations was completed. In August 2011 the College was provided with a short summary of the efficiency audit findings made by 2020 Global Pty Ltd but, as most of the recommendations made by 2020 Global incurred establishment costs, they were not useful in addressing budgetary concerns. Future budget allocations for accrued staff entitlements and annual fees paid in advance were drawn upon to attain a balanced cash budget.

Committee Chair
Mrs Jacqueline Varris (until 8 December 2011)
Mr John Fry (appointed 8 December 2011)

Committee Membership
Mr Peter Bothe
Mr Michael Ciccarelli
Ms Lorraine Day (commenced 15 June 2011)
Mr John Fry
Mr Tony Gooey
Mr Brian Lindberg
Mr Duncan Macphail
Ms Anne Tumak
Mrs Jacqueline Varris
Ms Rowena Williams (commenced 1 June 2011)
Professional Standards Committee

The role of the Professional Standards Committee is to:

a. provide the Board with advice on, and develop draft policies and strategies for, promoting teaching standards and a code of ethics;

b. provide the Board with advice on, and develop draft policies for supporting and implementing the national accreditation of pre-service teacher education programs; and

c. monitor and provide advice to the College and the Board on issues arising from the national accreditation of pre-service teacher education programs.

In August 2011, the Committee recommended the names of 15 Initial Teacher Education assessors who, following their appointment by the Board, were trained by the Australian Institute of Teaching and School Leadership in the application of the National Standards and Process for Accreditation Initial Teacher Education programs. The Committee continued to assist with the development of processes to support National Accreditation of Initial Teacher Education programs and was well placed to commence assessments in 2012. In undertaking this work the Committee continued to enjoy a high level of support from all Western Australian universities.

Four Initial Teacher Education programs were accredited for the purposes of teacher registration under that College’s processes and program standards. All were accredited with conditions that need to be met during the period of accreditation. All accreditations will be recognised for five years under the national accreditation scheme.

One successful and well attended Twilight Seminar was held during the year with the generous sponsorship of the Teachers’ Credit Union and the Independent Schools Association of Western Australia. The address, delivered by Professor Geoff Masters, considered elements of effective teaching and drew extensively on recent research. The seminar was greatly appreciated by teachers.

With the continued and generous support of sponsors, the Committee again hosted the Mentor Excellence Awards which recognised the high level of support given by many Registered Teachers to Provisionally Registered Teachers. Although the number of nominations continued to be small, the quality was high and the awards well deserved. The information provided in nominations clearly demonstrated the positive results for Provisionally Registered Teachers of supportive and focused mentoring.

Committee Co-Chairs
Mr Peter Bothe, Mr Barry Kissane

Committee Membership
Mr Peter Bothe
Ms Patricia Dagg
Mr Ron Gorman
Mr Richard Joyce
Ms Christine Kelly
Mr Barry Kissane
Dr Glyn Parry
Dr Anne Price
Ms Trish Somers (resigned 1 April 2011)
Mr Anthony Stopher
Mr Noel Strickland
Ms Janeen Thomsett
Ms Lynette Virgona
Professional Practice and Conduct Committee

The role of the Professional Practice and Conduct Committee is to:

a. provide the Board with advice on, and developing draft policies and strategies for, the conduct of inquiries, investigations and complaint handling processes;

b. monitor and provide advice to the College and the Board on the implementation of policies and processes for conducting inquiries and investigations and handling complaints; and

c. monitoring and providing advice to the College and the Board on risk management with respect to the College’s disciplinary functions.

The Professional Practice and Conduct Committee, together with Legal Services, continued to monitor all disciplinary matters undertaken by the College.

The Committee met to identify and develop policy where it was determined that guidance was required on complex matters. The Committee also formulated policy that enabled disciplinary matters to be considered efficiently and expeditiously.

The Committee recognised the need for policy on the assessment of the ‘fit and proper’ requirement within the Act that enabled teachers to maintain and retain their registration. The Committee adopted the Supreme Court of WA’s test for what constitutes a ‘fit and proper person’. The adoption of this policy by the Board enabled a consistent approach to vocational assessment.

The Committee adopted the Director of Public Prosecution guidelines that enabled the public interest to prevail when considering matters of a disciplinary nature. The adoption of these guidelines by the Board assisted disciplinary matters to be considered against a framework of *prima facie* assessment, to determine those matters that needed formal investigation and inquiry.

The Committee recognised and sought to adopt the principles of *sine die* adjournments of disciplinary matters where a person was no longer registered to teach and had no intention of teaching in the future. The Board’s adoption of this policy enabled assessment and decisions based upon this policy to be communicated to other teacher regulatory authorities within Australia and New Zealand. This prevents teachers so affected from attempting to secure registration in another jurisdiction without the authorities being aware of disciplinary matters in Western Australia. The adoption of this policy further enabled the Board to reactivate the inquiry of a teacher if that person sought to teach again. The relevant savings on efficiency and resources was considerable.

The Committee formulated a structured disciplinary process for complaints and assessments to be considered within a framework that enabled recommendations to be prepared without the need for cumbersome and protracted inquiry processes. The Board’s adoption of this process enabled procedural fairness without complex legal barriers to expeditiously determine matters in accordance with the legislative requirements.

The major policy reform undertaken by the Committee, streamlined process enabling an increased number of disciplinary matters to be determined in a more expeditious and efficient manner.

Committee Chair
Ms Theresa Howe

Committee Membership
Mr Stephen Breen (resigned 22/8/2011)    Dr Glyn Parry
Ms Deborah Bourke    Mr Sean Burke
Mr Robert Fry    Ms Elizabeth Sorrenson
Mr Ron Gorman    Ms Karen Wroughton (resigned 31/1/2012)
Ms Theresa Howe
MEMBERSHIP DATA AND INFORMATION

Acronyms or Categories

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>RT</td>
<td>Registered Teacher</td>
</tr>
<tr>
<td>PRT</td>
<td>Provisionally Registered Teacher</td>
</tr>
<tr>
<td>LAT</td>
<td>Limited Authority to Teach</td>
</tr>
<tr>
<td>AM</td>
<td>Associate Member</td>
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</tbody>
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Applications completed between 1 April 2011 and 31 March 2012

Applications completed means any application which has been approved, cancelled, withdrawn or refused. While the application was completed between 1 April 2011 and 31 March 2012 it may have been received prior to 1 April 2011.

Applications for new membership

<table>
<thead>
<tr>
<th>Application category</th>
<th>Withdrawn or Cancelled</th>
<th>Refused</th>
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<th>Total</th>
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<tr>
<td>RT</td>
<td>88</td>
<td>3</td>
<td>755</td>
<td>846</td>
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<tr>
<td>PRT</td>
<td>232</td>
<td>41</td>
<td>2,822</td>
<td>3,095</td>
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<tr>
<td>LAT</td>
<td>25</td>
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<tr>
<td>AM</td>
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<td>-</td>
<td>-</td>
<td>1</td>
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<tr>
<td>Total</td>
<td>346</td>
<td>46</td>
<td>3,746</td>
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Applications for continued membership

<table>
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<tr>
<th>Application type</th>
<th>Withdrawn or Cancelled</th>
<th>Refused</th>
<th>Approved</th>
<th>Total</th>
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</thead>
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<tr>
<td>RT-Renewal</td>
<td>443</td>
<td>-</td>
<td>16,661</td>
<td>17,104</td>
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<tr>
<td>PRT-Renewal</td>
<td>218</td>
<td>-</td>
<td>1,916</td>
<td>2,134</td>
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<td>PRT to RT</td>
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<td>-</td>
<td>1,140</td>
<td>1,145</td>
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<tr>
<td>LAT-Renewal</td>
<td>3</td>
<td>-</td>
<td>111</td>
<td>114</td>
</tr>
<tr>
<td>AM</td>
<td>5</td>
<td>-</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>669</td>
<td>-</td>
<td>19,833</td>
<td>20,502</td>
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</table>

Number of Applications Completed each year

![Bar chart showing number of applications completed each year]

*2010/11 and 2011/12 numbers boosted by Renewal Applications for continued membership.
Applications by age and gender for new memberships approved

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Female</th>
<th>Male</th>
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<tr>
<td>&lt;25</td>
<td>655</td>
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<tr>
<td>25-29</td>
<td>674</td>
<td>155</td>
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</tr>
<tr>
<td>30-34</td>
<td>419</td>
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<td>40-44</td>
<td>318</td>
<td>86</td>
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<td>45-49</td>
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<tr>
<td>50-54</td>
<td>178</td>
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<tr>
<td>55-59</td>
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<td>51</td>
<td>154</td>
</tr>
<tr>
<td>&gt;60</td>
<td>78</td>
<td>62</td>
<td>140</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>2,956</strong></td>
<td><strong>790</strong></td>
<td><strong>3,746</strong></td>
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</table>

Applications for new memberships approved under Mutual Recognition

<table>
<thead>
<tr>
<th>Location</th>
<th>2007/08</th>
<th>2008/09</th>
<th>2009/10</th>
<th>2010/11</th>
<th>2011/12</th>
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<td>Northern Territory</td>
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<td>45</td>
<td>43</td>
<td>46</td>
<td>42</td>
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<tr>
<td>Queensland</td>
<td>87</td>
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<tr>
<td>South Australia</td>
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<td>Tasmania</td>
<td>15</td>
<td>15</td>
<td>11</td>
<td>23</td>
<td>18</td>
</tr>
<tr>
<td>Victoria</td>
<td>123</td>
<td>183</td>
<td>152</td>
<td>167</td>
<td>204</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>272</strong></td>
<td><strong>572</strong></td>
<td><strong>456</strong></td>
<td><strong>477</strong></td>
<td><strong>624</strong></td>
</tr>
</tbody>
</table>

Membership as at 31 March 2012

Membership by category

<table>
<thead>
<tr>
<th>Category</th>
<th>RT</th>
<th>PRT</th>
<th>LAT</th>
<th>AM</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>37,758</td>
<td>10,559</td>
<td>264</td>
<td>12</td>
<td>48,593</td>
</tr>
</tbody>
</table>

Membership by age and gender

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;25</td>
<td>1,771</td>
<td>324</td>
<td>2,095</td>
</tr>
<tr>
<td>25-29</td>
<td>4,461</td>
<td>1,043</td>
<td>5,504</td>
</tr>
<tr>
<td>30-34</td>
<td>4,531</td>
<td>1,245</td>
<td>5,776</td>
</tr>
<tr>
<td>35-39</td>
<td>4,355</td>
<td>1,247</td>
<td>5,602</td>
</tr>
<tr>
<td>40-44</td>
<td>4,659</td>
<td>1,413</td>
<td>6,072</td>
</tr>
<tr>
<td>45-49</td>
<td>4,336</td>
<td>1,343</td>
<td>5,679</td>
</tr>
<tr>
<td>50-54</td>
<td>4,568</td>
<td>1,631</td>
<td>6,199</td>
</tr>
<tr>
<td>55-59</td>
<td>4,306</td>
<td>1,730</td>
<td>6,036</td>
</tr>
<tr>
<td>60-64</td>
<td>2,439</td>
<td>1,331</td>
<td>3,770</td>
</tr>
<tr>
<td>&gt;65</td>
<td>1,118</td>
<td>742</td>
<td>1,860</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>36,544</strong></td>
<td><strong>12,049</strong></td>
<td><strong>48,593</strong></td>
</tr>
</tbody>
</table>
Cancellations and Refusals of Membership

The *Western Australian College of Teaching Act 2004* makes provision for the cancellation of membership in cases of misconduct, failure to pay annual fees, on the death of a member or at the request of a member. During this reporting period, the names of a total of 3,704 members were removed from the register. Of the 3,704 members, the Board cancelled 2,042 memberships due to non-payment of fees, the College was notified of the deaths of 27 members and 252 teachers chose to relinquish their memberships. Over the twelve months 1,381 members did not renew their membership on expiry of their period of registration. Two memberships were cancelled for sexual offences.

A total of 46 applications for registration were assessed as not meeting requirements under sections 33, 35 or 37 of the Act. Of these, 33 applicants did not meet qualification requirements, 6 did not meet English language requirements and 7 met neither qualification nor English language requirements.

Section 49 of the *Western Australian College of Teaching Act 2004* establishes the requirement that the Commissioner of Police and the Director of Public Prosecutions notify the College if a teacher is charged with, committed for trial or found guilty of particular criminal offences. Section 50 of the Act establishes the requirement that employers notify the College of the suspension or dismissal of a person for serious misconduct or serious incompetence. Section 51 of the Act establishes the requirement that members of the College inform the College if they are required to pay damages as a result of civil proceedings arising out of their practice of teaching; or are convicted of an offence the statutory penalty for which is, or includes, imprisonment.

During this reporting period, the following notifications were received:

<table>
<thead>
<tr>
<th>Section</th>
<th>Count</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 49</td>
<td>3</td>
<td>from Commissioner of Police or Director of Public Prosecutions</td>
</tr>
<tr>
<td>Section 50</td>
<td>20</td>
<td>from employers</td>
</tr>
<tr>
<td>Section 51</td>
<td>2</td>
<td>from members</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25</strong></td>
<td></td>
</tr>
</tbody>
</table>

Irrespective of the financial year in which the notification was received by the College, the following is a summary of the work of the College under Parts 5, 6 and 7 of the Act during the current reporting period.

A total of 13 inquiries were established and 8 were completed. At the close of the reporting period, a total of 68 inquiries had not concluded and 97 matters remained under investigation.

During the reporting period, the College resolved not to establish inquiries into 53 reported matters having determined that no further action was required.

The registration of one member was cancelled under section 55 of the Act which deals with convictions for sexual offences against children and no action was taken under section 64 of the Act which allows for disciplinary action for serious misconduct. No other disciplinary action was taken during the year.

No decision of the College was appealed in the District Court.
GOVERNANCE PROFILE

Functions and Powers of the College

The *Western Australian College of Teaching Act 2004* (the Act) enables the recognition, promotion and regulation of the teaching profession, to ensure that students in Western Australian schools are taught by qualified teachers who keep their teaching standards high by participating in ongoing professional development. The functions of the College are established in section 16 of the Act.

**Western Australian College of Teaching Act 2004**

**Section 16: Functions of the College**

a) To enhance the status of the teaching profession by facilitating the professional growth and development of teachers throughout their careers;
b) To establish and promote professional standards and values relating to teaching in schools;
c) To provide and foster professional leadership within the teaching profession;
d) To identify areas of priority for research in relation to teaching and education in schools and the education of teachers and, where appropriate, to promote, subsidise or conduct such research;
e) To confer and collaborate with persons who employ or engage teachers, teacher education institutions, the teaching profession, teacher organisations and the general community in relation to standards of courses of teacher education acceptable for the purpose of teacher registration and to provide advice on this to the Minister;
f) To promote and encourage -
   (i) The continuing education of teachers in the practice of teaching; and
   (ii) Increased levels of skill, knowledge and competence in the practice of teaching;
g) To encourage and facilitate diversity, flexibility and responsiveness in the education of teachers;
h) To advise the Minister on matters to which this Act relates;
i) To administer the scheme of registration under Part 4; and
j) To perform –
   (i) The disciplinary and other functions that are conferred on the College by this Act; and
   (ii) Any functions conferred on the College by any other Act.

**Section 17: Powers of the College**

1) The College may do all things that are necessary or convenient to be done for, or in connection with, its functions.
2) The College may not acquire, hold or dispose of real property other than premises used, or to be used, by it as office premises.
3) Without limiting subsection (1) of the Act, the College may, for the purpose of performing a function –
   a) conduct courses for the professional education and development of teachers;
   b) conduct research and produce and publish information; and
   c) develop and turn to account any technology, software or other intellectual property that relates to the function, and, for that purpose, apply for, hold, exploit and dispose of any patent, patent rights, copying or similar rights.

Relationship of the College with the Minister and the Government
The College reports to the Minister annually and is required to operate in accordance with other legislation impacting on its operations such as the Public Sector Management Act 1994, the Working with Children Act 2005, the Occupational Heath and Safety Act 1984, Equal Employment Opportunity Act 1987 and the Industrial Relations Act 1979.

However, its own legislation provides the College with a degree of independence and makes provision for a relationship with the Minister in the following terms.

**Section 14: College to give regard to advice of Minister**

1) The College must give due regard to any advice given by the Minister in relation to the exercise of its powers and the performance of its functions.

2) The text of any written advice given under subsection (1) is to be included in the Annual Report of the College under section 29.

During this reporting period, no written advice was received from the Minister.
The Board of the Western Australian College of Teaching

Under the *Western Australian College of Teaching Act 2004* Section 9(1), nine Board members are appointed to the Board by the Minister for Education on the nomination of education stakeholders representing employers, unions, universities and parent groups. Board members are nominated and elected for a three year period.

During this reporting period Mrs Agnes Weymouth from the Parents and Friends’ Federation of Western Australia was appointed as their nominee after the resignation of Ms Patricia Somers. Ms Karen Wroughton, the Catholic Education nominee, resigned on 31 January 2012.

Board members make the decisions of the College based on research and recommendations from the Committees of the Board.

The secretariat, under the management of the Director appointed by the Board, provides executive support to the Board and its Committees and administers the day to day functions of the College.

*Western Australian College of Teaching Act 2004 Section 9(1)*

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLIFFORD GILLAM</td>
<td>Appointed</td>
<td>a) Nominated by the CEO of the Department. Mr Gillam holds the position of Executive Director, Workforce with the Department of Education. He has had twenty years of public sector experience in human resources management and labour relations roles.</td>
</tr>
<tr>
<td>KAREN WROUGHTON</td>
<td>Appointed</td>
<td>b) Nominated by the Catholic Education Commission of WA. Ms Wroughton is Team Leader of the Workforce Relations Team Catholic Education Office with responsibilities for the human resource function and industrial relations for Catholic schools in Western Australia and the Catholic Education office.</td>
</tr>
<tr>
<td>RON GORMAN</td>
<td>Appointed</td>
<td>c) Nominated by the Association of Independent Schools of WA. Mr Gorman is deputy director of AISWA and was the organisation’s literacy consultant and projects manager from 2000-2008. He is a former classroom teacher who taught in Victorian schools in the early 1980s, at Culunga Aboriginal School in Guildford WA in 1983, and at Lance Holt Primary School in Fremantle from 1984-1991. He was principal of Lance Holt from 1991-1999.</td>
</tr>
</tbody>
</table>
MICHAEL O’NEILL  
**Appointed**
d) (ii) Nominated jointly by the vice chancellors of the five WA Universities

Professor O’Neill is the Bernie Prindiville Chair of Education at the University of Notre Dame Australia (UNDA). He has over 23 years experience in a wide variety of Catholic secondary schools in middle and senior management roles. He has held the position of Deputy Principal (Curriculum) Head of Secondary and was Acting Principal at a large metropolitan Yr 4-12 school, and recently a senior role in the Catholic Education Office as Coordinator of Secondary Curriculum. Professor O’Neill is also the Executive Dean of the National College of Education at UNDA.

BARRY KISSANE  
**Appointed**
d) (ii) Nominated jointly by the vice chancellors of the five WA Universities

Mr Kissane is a former dean of Murdoch University's School of Education. He has taught in government and non-government secondary schools and at Murdoch University, the University of Western Australia and Curtin University of Technology. He is a life member of the Mathematical Association of WA and recently retired as president of the Australian Association of Mathematics Teachers. Mr Kissane lectures in education at Murdoch University.

THERESA HOWE  
**Appointed**
e) Nominated by the Independent Schools Salaried Officers’ Association

Ms Howe is the secretary of the Independent Education Union of Western Australia and the Independent Education Union of Australia (WA branch). Career highlights include small business ownership and teaching mathematics and business studies in Catholic schools.

BRIAN LINDBERG  
**Appointed**
CHAIR OF THE BOARD
from September 2007 – October 2011
f) Nominated by the State School Teachers’ Union of WA (Inc.)

Mr Lindberg has been an educator since 1965. He is a life member and former president of the State School Teachers’ Union of WA (Inc) and a life member and former Federal Executive member of the Australian Education Union. He has taught in primary and secondary schools and has been a school principal.
ROBERT FRY
Appointed

Mr Fry was the president up to the end of September 2011 and now immediate past president and Life Member of the WA Council of State School Organisations, having been the councillor for the Pilbara East electorate for 10 years prior to being elected President in 2003. Mr Fry is also Chair of the Hedland Senior High School Board being elected to this role at the inception of it becoming an IPS school.

PATRICIA SOMERS
Resigned 1 April 2011

Ms Somers held the position of Executive Director of the Parents and Friends’ Federation of Western Australia. She has extensive experience in education through her role as principal in Catholic schools in the Perth metropolitan area and remote schools in the Kimberley. She has recently completed a two year secondment at the Catholic Education Office as a Leadership Consultant in the Workforce Relations and Development team.

AGNES WEYMOUTH
Appointed 1 October 2011

Mrs Weymouth has been a member of the Federation Council since 1988 and Treasurer from 1990 to 2001 and held the position of President for two periods. She was the parent representative on the Catholic Education Commission of Western Australia for seven years until her term expired, and is presently a member of the CECWA Early Childhood Education Project Group.

TEACHER REPRESENTATIVES
The 10 elected teacher representatives who form the majority of the Board

Board Members

JACQUELINE VARRIS (Deputy Chair to 24/10/2011)
CHAIR OF THE BOARD (from 24/10/2011)
Elected by Government school teachers

Mrs Varris is currently Principal at Bassendean Primary School. She has taught at various primary schools throughout the Swan District and in difficult to staff metropolitan and country schools. She has also been a Getting it Right Literacy Specialist and a Deputy and A/Principal in a number of schools. Mrs Varris also held a posting at the Department of Education’s Swan District Office as a Curriculum Officer with a portfolio of Literacy, SAER, Cooperative Learning and The Arts. In 2010 Mrs Varris was a Panel Member for the Five Year Review of the School of Education at Edith Cowan University.
<table>
<thead>
<tr>
<th>Name</th>
<th>Elected By</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>GLYN PARRY</td>
<td>Government school teachers</td>
<td>Dr Glyn Parry is a senior teacher employed by the Department of Education. He is the author of several books for children and teenagers, as well as the celebrated novel Ocean Road. He has served on the State Library Board of Western Australia, the ABC National Advisory Council, and the Literature Board of the Australia Council for the Arts. Dr Parry is a keynote speaker at conferences and festivals throughout the country, and is invited to speak at numerous schools. His love of books is matched only by his passion for teaching.</td>
</tr>
<tr>
<td>PETER BOTHE</td>
<td>Catholic school teachers</td>
<td>Mr Bothe has had 30 years of experience as an educator in Western Australia and Victoria. He began his career as a school psychologist. He is currently principal of Sacred Heart College Sorrento and was formerly the principal St Luke’s College Karratha and Trinity College in East Perth and prior to that Catholic Agricultural College in Bindoon. Mr Bothe has formerly served as president of Catholic Secondary Principals’ Association.</td>
</tr>
<tr>
<td>SEAN BURKE</td>
<td>Government school teachers</td>
<td>Mr Burke is a sessional tutor with Curtin University and OUA, delivering units in the Education Faculty, and also gives occasional seminars and PD. He taught ESL for the previous four years, both in state IECs in Perth, and in Italy, having majored in Drama and ESL at Murdoch University in 2006. Previously he was a primary class teacher in two Steiner/Waldorf schools in Perth for a period of seven years.</td>
</tr>
<tr>
<td>PATRICIA DAGG</td>
<td>Government school teachers</td>
<td>Ms Patricia Dagg has been in primary education since the 1960s. She has experience as teacher, Deputy Principal and Principal. Retired in 2005, but returned to teach in Aboriginal education (ITAS) at East Kenwick.</td>
</tr>
<tr>
<td>JOHN FRY</td>
<td>Independent school teachers</td>
<td>Mr Fry has over 30 year experience in teaching in the area of Science, with a special interest in Chemistry. He has been teaching since 1978, having taught in New Zealand and Victoria in the Government school systems and Western Australia in the Catholic and Independent systems. Mr Fry graduated MSc (Hons) from the University of Waikato, New Zealand in 1977. He currently teaches Chemistry at Presbyterian Ladies College.</td>
</tr>
</tbody>
</table>
### DUNCAN MACPHAIL
Elected by Government school teachers

Mr Macphail has taught in country and metropolitan schools since 1988 including positions with ETAWA and SSTU. Wider experience includes over twelve years serving as a Melville City councillor and Deputy Mayor. He holds the Australian Institute of Company Directors diploma and has served on and chaired not-for-profit boards.

### LYNETTE VIRGONA
Elected by Government school teachers

Ms Lynette Virgona is a teacher with 25 years experience and works in classrooms giving non-evaluative feedback to primary and secondary teachers across all learning areas, in metropolitan and rural schools, and across all socio-economic areas. She has been an active Board and committee member since 2007.

### MARKO VOJKOVIC
Elected by Government school teachers

Mr Vojkovic has been teaching science in Department of Education schools since 1993. He is currently employed at Hale School. Before teaching he worked in the oil industry and ran his own business. He is an active SSTUWA member.

### TONY WALKER
Elected by Catholic school teachers

Mr Walker has a broad range of experience in the teaching profession having taught in State, Independent and Catholic school systems. Mr Walker currently teaches economics at Servite College. Prior to teaching, Mr Walker was a policy officer and staffer in Federal Politics and was a Federal Police Officer for 10 years.
Board Meetings

Held 1 April 2011 to 31 March 2012

Attendance by Board Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Attendance</th>
<th>Appointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lindberg Brian</td>
<td>7/7</td>
<td>16 Sept 2004 to 15 Sept 2013</td>
</tr>
<tr>
<td>Fry Robert</td>
<td>7/7</td>
<td>16 Sept 2004 to 15 Sept 2013</td>
</tr>
<tr>
<td>Gillam Cliff</td>
<td>6/7</td>
<td>23 Feb 2010 to 23 Feb 2013</td>
</tr>
<tr>
<td>Gorman Ron</td>
<td>6/7</td>
<td>15 Sept 2008 to 15 Sept 2013</td>
</tr>
<tr>
<td>Howe Theresa</td>
<td>7/7</td>
<td>16 Sept 2004 to 15 Sept 2013</td>
</tr>
<tr>
<td>Kissane Barry</td>
<td>5/7</td>
<td>23 June 2007 to 23 June 2012</td>
</tr>
<tr>
<td>O’Neill Michael</td>
<td>5/7</td>
<td>23 Feb 2010 to 23 Feb 2013</td>
</tr>
<tr>
<td>Somers Patricia</td>
<td>2/2</td>
<td>23 Feb 2010 to 1 April 2011</td>
</tr>
<tr>
<td>Weymouth Agnes</td>
<td>1/3</td>
<td>1 Oct 2011 to 23 Feb 2013</td>
</tr>
<tr>
<td>Wroughton Karen</td>
<td>3/6</td>
<td>16 Sept 2010 to 31 Jan 2012</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>Attendance</th>
<th>Appointment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bothe Peter</td>
<td>4/7</td>
<td>11 Dec 2007 to 24 Sept 2013</td>
</tr>
<tr>
<td>Burke Sean</td>
<td>6/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
<tr>
<td>Dagg Patricia</td>
<td>7/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
<tr>
<td>Fry John</td>
<td>7/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
<tr>
<td>Macphail Duncan</td>
<td>7/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
<tr>
<td>Parry Glyn</td>
<td>4/7</td>
<td>11 Dec 2007 to 24 Sept 2013</td>
</tr>
<tr>
<td>Varris Jacqueline</td>
<td>7/7</td>
<td>11 Dec 2007 to 24 Sept 2013</td>
</tr>
<tr>
<td>Virgona Lynette</td>
<td>5/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
<tr>
<td>Vojkovic Marko</td>
<td>6/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
<tr>
<td>Walker Tony</td>
<td>7/7</td>
<td>24 Sept 2010 to 24 Sept 2013</td>
</tr>
</tbody>
</table>
National Affiliation

The Western Australian College of Teaching is a member of the Australasian Teacher Regulatory Authorities (ATRA) which was incorporated in Victoria in February 2008.

During this reporting period the College, through ATRA, continued to work on national projects with the Ministerial Council for Education, Early Childhood Development and Youth Affairs. The national projects were coordinated by Australian Institute of Teaching and School Leadership (AITSL) and included the national consistency of teacher registration, the implementation of national accreditation of initial teacher education programs and the implementation of agreed National Professional Standards for Teachers. An agreement on national consistency in teacher registration was reached and amendments to policy in Western Australia were effected. Further measures for national consistency will require legislative change. Processes and procedures for national accreditation of initial teacher education were finalised and fifteen educators nominated by the Board were given training by AITSL in assessing applications submitted for national accreditation. AITSL funded a network of officers from each jurisdiction to advise on the further development of processes and standards and this group met regularly throughout the year.

ATRA’s Annual General Meeting was held in Alice Springs in September 2011 and was attended by the Chair of the Board and the Director with the additional attendance of the Corporate Services Manager. A second ATRA meeting was held in Hobart and again attended by the Chair of the Board and the Director. The Senior Registration Officers Network, facilitated by the Directors of WACOT and the Teacher Registration Board of South Australia, met in Adelaide in August 2011 and was attended by the Manager of Registration Services. The Legal Officers Network met in July 2011 and was attended by the Manager Legal Services. The Initial Teacher Education Officers’ Network met in Melbourne in January 2012 on funding provided by the Australian Institute of Teaching and School Leadership.

Management Team

Director – Suzanne Parry (PhD, BAHons, DipT)
Oversight of all operations, support to the Board, initial teacher education accreditation; and liaison with stakeholders.

Manager Registration Services – Daniel Sudlow (BPhyEd, GradDip)
Assessment of membership applications; renewal applications; customer service; conduct criminal record checks; maintenance of Register of Teachers.

Manager Corporate Services – Rob Donaldson (DipAcc)
Financial services; information and technological services; human resources.

Manager Legal Services – Lorraine Allen (BALLB)
In-house legal advice to the Board of Management and Director; Disciplinary functions required by the Act.
PUBLIC SECTOR ANNUAL REPORTING

FINANCIAL REPORT
Your Board submits the financial report of the Western Australian College of Teaching for the financial year ended 31 March 2012.

BOARD MEMBERS
The following persons formed the Board during the reporting period:

Mr Brian Lindberg (Chair until 24/10/11)  Mrs Jacqueline Varris (Deputy Chair until 21/10/11, Chair from 24/10/11)
Mr Peter Bothe (Deputy Chair from 24/10/11)
Mr Sean Burke
Mr Robert Fry
Mr Cliff Gillam
Ms Theresa Howe
Mr Duncan Macphall
Dr Glyn Parry
Ms Lynette Virgona
Mr Tony Walker
Ms Karen Wroughton (Resigned 31/1/12)

Ms Patricia Dagg
Mr John Fry
Mr Ron Gorman
Mr Barry Kissane
Prof. Michael O'Neill
Ms Patricia Somers (Resigned 1/4/11)
Mr Marko Vojkovic
Mrs Agnes Weymouth (Commenced 1/10/11)

PRINCIPAL ACTIVITIES
The principal activities of the College during the financial period were to recognise, promote and regulate the teaching profession in Western Australia. The College continued to administer the registration of Western Australian Teachers in compliance with the Act and with a high level of efficiency and public support.

SIGNIFICANT CHANGES
Legislative changes arising from the review of the Act were made public when, on 1st December 2011, the Minister for Education tabled in the Western Australian Parliament, the Teacher Registration Bill 2011. The Teacher Registration Bill 2011 provides for the dissolution of the Western Australian College of Teaching.
During the year the College further reduced its activities and services due to the $4 annual fee increase being insufficient for the College to commit to its full range of functions as provided for in the Act. The increase in fees were insufficient to cover real cost increases in administering the Act and, while they enabled the College to achieve a balanced budget for the 2011-12 year, the budget forecast for the following year indicates that a balanced budget cannot be sustained.

OPERATING RESULT
The profit (/loss) from ordinary activities amounted to $346,629 [2011: ($840,545)]

Signed in accordance with a resolution of the Members of the Board.

Jacqueline Varris
Chair of the Board

Peter Bothe
Deputy Chair of the Board

Dated this 6th day of July 2012
# Western Australian College of Teaching

## Statement of Comprehensive Income

### For the Year Ended 31 March 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Revenue</td>
<td>2</td>
<td>4,856,380</td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>(2,770,261)</td>
<td>(3,028,474)</td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>(221,964)</td>
<td>(323,676)</td>
</tr>
<tr>
<td>Seminars expense</td>
<td>3</td>
<td>(16,080)</td>
</tr>
<tr>
<td>Operating lease expense</td>
<td>3</td>
<td>26,560</td>
</tr>
<tr>
<td>Publication costs</td>
<td>3</td>
<td>(42,276)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>3</td>
<td>(1,563,183)</td>
</tr>
<tr>
<td>Finance costs</td>
<td>3</td>
<td>144,428</td>
</tr>
<tr>
<td>Net gain/(loss) on revaluation of Land &amp; Buildings</td>
<td>20</td>
<td>274,001</td>
</tr>
<tr>
<td>Profit/(Loss) before income tax</td>
<td></td>
<td>345,629</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>1b</td>
<td>-</td>
</tr>
<tr>
<td>Profit/(loss) for the year</td>
<td></td>
<td>345,629</td>
</tr>
</tbody>
</table>

### Other Comprehensive Income/(Loss) after Income Tax:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-</td>
</tr>
</tbody>
</table>

### Total Comprehensive Income/(Loss) for the Year:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>345,629</td>
</tr>
</tbody>
</table>

### Total Comprehensive Income/(Loss) attributable to members of the entity:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>345,629</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
**WESTERN AUSTRALIAN COLLEGE OF TEACHING**

**STATEMENT OF FINANCIAL POSITION**
**AS AT 31 MARCH 2012**

<table>
<thead>
<tr>
<th>Note</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**ASSETS**

**CURRENT ASSETS**
- Cash and cash equivalents 4 3,988,957 3,411,639
- Trade and other receivables 6 23,861 123,848
- Other current assets 7 8,268 2,104
**TOTAL CURRENT ASSETS** 4,031,176 3,537,591

**NON-CURRENT ASSETS**
- Property, plant and equipment 8 2,915,362 2,761,407
- Intangible assets 9 31,572 116,142
**TOTAL NON-CURRENT ASSETS** 2,946,934 2,877,549
**TOTAL ASSETS** 6,978,110 6,415,140

**LIABILITIES**

**CURRENT LIABILITIES**
- Trade and other payables 10 3,560,370 3,201,974
- Current provisions 11 643,363 581,479
- Borrowings 12 67,037 67,070
**TOTAL CURRENT LIABILITIES** 4,270,770 3,850,523

**NON CURRENT LIABILITIES**
- Trade and other payables 10 485,613 456,818
- Non current provisions 11 - 164,530
- Borrowings 12 1,117,135 1,164,296
**TOTAL NON CURRENT LIABILITIES** 1,602,748 1,805,644
**TOTAL LIABILITIES** 5,873,518 5,656,167

**NET ASSETS** 1,104,602 758,973

**EQUITY**
- Retained earnings 758,973 1,399,518
- Net profit/(loss) attributable to the entity 345,629 (640,545)
**TOTAL EQUITY** 1,104,602 758,973

The accompanying notes form part of these financial statements.
<table>
<thead>
<tr>
<th></th>
<th>Retained Earnings</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at 1 April 2010</strong></td>
<td>1,399,518</td>
<td>1,399,518</td>
</tr>
<tr>
<td>Profit / (loss) attributable to the entity</td>
<td>(640,545)</td>
<td>(640,545)</td>
</tr>
<tr>
<td>Total other comprehensive income for the year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Balance at 31 March 2011</strong></td>
<td>758,973</td>
<td>758,973</td>
</tr>
<tr>
<td>Profit / (loss) attributable to the entity</td>
<td>345,629</td>
<td>345,629</td>
</tr>
<tr>
<td>Total other comprehensive income for the year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Balance at 31 March 2012</strong></td>
<td>1,104,602</td>
<td>1,104,602</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>5,022,521</td>
<td>5,268,049</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(4,472,805)</td>
<td>(4,257,070)</td>
</tr>
<tr>
<td>Interest received</td>
<td>128,913</td>
<td>90,248</td>
</tr>
<tr>
<td>Net cash provided by operating activities</td>
<td>678,629</td>
<td>1,101,227</td>
</tr>
</tbody>
</table>

CASH FLOWS FROM INVESTING ACTIVITIES

| Proceeds from sale of property, plant and equipment | -         |
| Purchase of property, plant & equipment             | (12,927)  | (43,790)  |
| Payments for intangible assets                      | (11,190)  | (16,877)  |
| Net cash provided by/used in investing activities   | (24,117)  | (60,667)  |

CASH FLOWS FROM FINANCING ACTIVITIES

| Payments of borrowings                              | (67,194)  | (49,717)  |
| Net cash used in financing activities               | (67,194)  | (49,717)  |
| Net increase/(decrease) in cash held               | 587,318   | 990,843   |
| Cash and cash equivalents at beginning of the financial year | 3,411,639 | 2,420,796 |

Cash and cash equivalents at end of the financial year | 4 | 3,998,957 | 3,411,639 |

The accompanying notes form part of these financial statements.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2012

The financial statements cover the Western Australian College of Teaching as an individual entity. The Western Australian College of Teaching (the College) is a body corporate incorporated in Western Australia under the Western Australian College of Teaching Act 2004.

Note 1. Summary of significant accounting policies

Basis of preparation
The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, (including Australian Accounting Interpretations) and the requirements of the Western Australian College of Teaching Act 2004.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions to which they apply. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The financial statements were authorised for issue on 6th July 2012 by the members of the board.

Accounting Policies

a. Going Concern
The College has been unsuccessful in its requests to the Minister for appropriate funding increases to enable it to continue as a going concern. Legislative changes arising from the review of the Act were made public, on 1 December 2011, when the Minister for Education tabled in the Western Australian Parliament, the Teacher Registration Bill 2011. The Teacher Registration Bill 2011 provides for the dissolution of the Western Australian College of Teaching. According to the current draft of the Teacher Registration Bill 2011, on commencement day of the Teacher Registration Board, the assets, rights and liabilities of the College existing immediately before commencement day are transferred to, and vest, in the State and are to be administered in the Department of Education Services (DES). As soon as reasonably practicable after commencement day, the CEO of DES is to wind-up the affairs of the College and in particular, but without limiting what may be done to wind-up those affairs, the CEO is to (a) discharge the liabilities transferred to the State, and (b) cause (i) any assets which remain after the discharge of those liabilities, and (ii) monies derived from the winding-up of the affairs of the College, including any proceeds from the disposal of property, to be credited to the Teacher Registration Board’s account.

b. Income Tax
The College was established as a not for profit entity by an Act of Parliament, the “Western Australian College of Teaching Act 2004” and is exempt from income tax.
c. **Intangibles - Software**
Software is recorded at cost. Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and three years. It is assessed annually for impairment.

d. **Property, Plant and Equipment**
Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

**Plant and Equipment**
Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(g) for details of impairment).

The cost of fixed assets constructed by the College includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the college and the cost of the item can be measured reliably. All other repairs and maintenance are recognised in profit or loss during the financial period in which they are incurred.

**Property**
Freehold land and buildings are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings.

If the carrying amount increases or decreases as a result of a revaluation, the net revaluation increase or decrease shall be recognised in Profit or Loss. However, the net revaluation increase shall be recognised in profit or loss to the extent that it reverses a net revaluation decrease of the same class of asset previously recognised in profit or loss.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.
Note 1. Summary of significant accounting policies (cont'd)

Depreciation
The depreciable amount of all fixed assets including buildings and capitalised lease
assets, is depreciated on a straight-line basis over the asset’s useful life
commencing from the time the asset is available for use. Leasehold improvements
are depreciated over the shorter of either the unexpired period of the lease or the
estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable asset are:

<table>
<thead>
<tr>
<th>Class of Fixed Asset</th>
<th>Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>2.50%</td>
</tr>
<tr>
<td>Plant, furniture and office equipment</td>
<td>12.50% - 33.33%</td>
</tr>
<tr>
<td>Computer system</td>
<td>33.33%</td>
</tr>
</tbody>
</table>

The assets’ residual values and useful lives are reviewed and adjusted, if
appropriate, at the end of each reporting period.
Gains and losses on disposals are determined by comparing proceeds with the
carrying amount. These gains and losses are included in the statement of
comprehensive income. When re-valued assets are sold, amounts included in the
revaluation relating to that asset are transferred to retained earnings.

e. Leases
Leases of property, plant and equipment where substantially all the risks and
benefits incidental to the ownership of the asset (but not the legal ownership) are
transferred to the College are classified as finance leases.

Finance leases are capitalised by recognising an asset and a liability at the lower of
the amount equal to the fair value of the leased property or the present value of the
minimum lease payments, including any guaranteed residual values. Lease
payments are allocated between the reduction of the lease liability and the lease
interest expense for the period.
Leased assets are depreciated on a straight-line basis over their estimated useful
lives where it is likely that the College will obtain ownership of the asset or
ownership over the lease term.
Lease incentives under operating leases are recognised as expenses on a straight-
line basis over the lease term.
Lease incentives under operating leases are recognised as a liability and amortised
on a straight-line basis over the life of the lease term.
Note 1. Summary of significant accounting policies (cont'd)

f. Financial Instruments
   Initial recognition and measurement
   Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the College commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted). Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to the profit or loss immediately.

   Classification and subsequent measurement
   Financial instruments are subsequently measured at fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

   Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment and adjusted for any cumulative amortisation of the difference between that initial amount calculated using the effective interest method.

   The College does not designate any interests in subsidiaries, associates or joint venture entities as being subject to the requirements of Accounting Standards specifically applicable to financial instruments.

   (I)  Financial assets at fair value through profit or loss
   Financial assets are classified at 'fair value through profit or loss' when they are held for trading for the purpose of short-term profit taking, where they are derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in fair value being recognised in profit or loss.
Note 1. Summary of significant accounting policies (cont’d)

(ii) Loans and receivables
Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

(iii) Held-to-maturity investments
Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the College’s intention to hold these investments to maturity. They are subsequently measured at amortised cost using the effective interest method.

(iv) Available-for-sale financial assets
Available-for-sale financial assets are non-derivative financial assets that either do not meet the criteria for classification as any other type of financial asset or are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments. They are subsequently measured at fair value with changes in such fair value (i.e. gains or losses) recognised in other comprehensive income (except for impairment losses and foreign exchange gains and losses). When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is classified into profit or loss.

(v) Financial liabilities
Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Impairment
At the end of each reporting period, the College assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are immediately recognised in profit or loss. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified to profit or loss at this point.
Note 1. Summary of significant accounting policies (cont’d)

Derecognition
Financial assets are derecognised where the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset.

Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

g. Impairment of Assets
At the end of each reporting period, the College assesses whether there is any indication that an asset may have been impaired. The assessment will consider both external and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset’s fair value less costs to sell and its value in-use, to the asset’s carrying amount. Any excess of the asset’s carrying amount over its recoverable amount is immediately recognised in profit or loss. Where it is not possible to estimate the recoverable amount of an individual asset, the College estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for any goodwill and any intangible assets with indefinite lives.

h. Employee Benefits
Provision is made for the College’s liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. As the College is now aware, through the new Teacher Registration legislation, that all staff will be transferring across to the Department of Education Services, all employee benefits will be paid across to the Department. Therefore all employee entitlements are expected to be settled within the next financial year.

i. Cash and cash equivalents
Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.
Note 1. Summary of significant accounting policies (cont’d)

j. Revenue and Other Income
Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Membership fee revenue is brought to account and recognised on a straight line basis in the accounting period to which the membership relates. All revenue is stated net of the amount of goods and services tax (GST).

k. Borrowing Costs
Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take a substantial period of time to prepare for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. All other borrowing costs are recognised as expenses in the period in which they are incurred.

l. Goods and Services Tax (GST)
Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the Statement of Financial Position are shown inclusive of GST. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.
Note 1. Summary of significant accounting policies (cont'd)

m. **Comparative figures**
   When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year. Where the College has retrospectively applied an accounting policy, made a retrospective restatement or reclassified items in its financial statements, an additional statement of financial position as at the beginning of the earliest comparative period will be disclosed.

n. **Accounts Payable and Other Payables**
   Accounts and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the College during the reporting period, that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

o. **Provisions**
   Provisions are recognised when the College has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

p. **Key Estimates**
   (i) **Impairment - general**
   The College assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the College that may be indicative of impairment triggers.

   (ii) **Impairment - carbon price**
   There is presently uncertainty in relation to the impacts of the carbon pricing mechanism recently introduced by the Australian Government. The College has not incorporated the effect of any carbon price implementation in its impairment testing at 31 March 2012.
Note 1. Summary of significant accounting policies (cont’d)

q. Key Judgments
   Provision for impairment of receivables
   Included in trade receivables and other receivables at the end of the reporting
   period are amounts receivable from members in relation to unpaid membership
   fees for 2012-13 amounting to $732,414. Based on the historical payment trend of
   debtors and the ability of the Board to cancel the membership of a debtor and that
   such a cancellation would render the debtor unable to work as a teacher in the
   State, no provision for impairment has been made.

r. New Accounting Standards for Application in Future Periods
   The AASB has issued a number of new and amended Accounting Standards and
   Interpretations that have mandatory application dates for future reporting periods, some of
   which are relevant to the college. The College has decided not to early adopt any of the new
   and amended pronouncements. The colleges assessment of the new and amended
   pronouncements that are relevant to the college but applicable in future reporting periods is
   set out below.

   - AASB 9: Financial instruments (December 2010) and AASB 2010-7: Amendments to
     Australian Accounting Standards arising from AASB 9 (December 2010) (applicable for annual
     reporting periods commencing on or after 1 January 2013).
     These Standards are applicable retrospectively and include revised requirements for the
     classification and measurement of financial instruments, as well as recognition and
     derecognition requirements for financial instruments.
     The changes made to accounting requirements include:
     - simplifying the classifications of financial assets into those carried at amortised cost
       and those carried at fair value;
     - simplifying the requirements for embedded derivatives;
     - removing the tainting rules associated with held-to-maturity assets;
     - removing the requirements to separate and fair value embedded derivatives for
       financial assets carried at amortised cost;
     - allowing an irrevocable election on initial recognition to present gains and losses on
       investments in equity instruments that are not held for trading in other
       comprehensive income. Dividends in respect of these investments that are a return
       on investment can be recognised in profit or loss and there is no impairment or
       recycling on disposal of the instrument;
Note 1. Summary of significant accounting policies (cont’d)

- requiring financial assets to be reclassified where there is a change in an entity’s business model as they are initially classified based on: (a) the objective of the entity’s business model for managing the financial Assets; and (b) the characteristics of the contractual cash flows; and
- requiring an entity that chooses to measure a financial liability at fair value to present the portion of the change in its fair value due to changes in the entity’s own credit risk in other comprehensive income, except when that would create an accounting mismatch. If such a mismatch would be created or enlarged, the entity is required to present all changes in fair value (including the effects of changes in the credit risk of the liability) in profit or loss.

The College has not yet been able to reasonably estimate the impact of these pronouncements on its financial statements.


- AASB 1053 establishes a revised differential financial reporting framework consisting of two tiers of financial reporting requirements for those entities preparing general purpose financial statements:
  - Tier 1: Australian Accounting Standards; and
  - Tier 2: Australian Accounting Standards – Reduced Disclosure Requirements

- Tier 2 of the framework comprises the recognition, measurement and presentation requirements of Tier 1, but contains significantly fewer disclosure requirements.

- Management believes that the association qualifies for the reduced disclosure requirements for Tier 2 entities. However it is yet to decide whether to adopt the reduced disclosure requirements.
Note 1. Summary of significant accounting policies (cont'd)

- AASB 2010-8: Amendments to Australian Accounting Standards - Deferred Tax Recovery of Underlying Assets [AASB 112] (applies to periods beginning on or after 1 January 2012)
  This standard makes amendments to AASB 112: Income Taxes and incorporates interpretation 121 into AASB 112.
  Under the current AASB 112, the measurement of deferred tax liabilities and deferred tax assets depends on whether an entity expects to recover an asset by using it or selling it. The amendments introduce a presumption that an investment property is recovered entirely through sale. This presumption is rebutted if the investment property is held within a business model whose objective is to consume substantially all of the economic benefits embodied in the investment property over time, rather than through sale.
  The amendments are not expected to significantly affect the college.

  AASB 10 replaces parts of AASB 127: Consolidated and Separate Financial Statements (March 2008, as amended) and Interpretation 112: Consolidation - Special Purpose Entities. AASB 10 provides a revised definition of control and additional application guidance so that a single control model will apply to all investees. The College has not yet been able to reasonably estimate the impact of this Standard on its financial statements.
Note 1. Summary of significant accounting policies (cont’d)

- AASB 11 replaces AASB 131: Interests in Joint Ventures (July 2004, as amended). AASB 11 requires joint arrangements to be classified as either "joint operations" (whereby the parties that have joint control of the arrangement have rights to the assets and obligations for the liabilities) or "joint ventures" (where the parties that have joint control of the arrangement have rights to the net assets of the arrangement). Joint ventures are required to adopt the equity method of accounting (proportionate consolidation is no longer allowed).
AASB 12 contains the disclosure requirements applicable to entities that hold an interest in a subsidiary joint venture, joint operation or associate. AASB 12 also introduces the concept of a "structured entity" replacing the "special purpose entity" concept currently used in interpretation 112, and requires specific disclosures in respect of any investments in unconsolidated structured entities. This standard will affect disclosures only and is not expected to significantly impact the College.
To facilitate the application of AASB 10,11 and 12, revised versions of AASB 127 and AASB 128 have also been issued. These Standards are not expected to significantly impact the association.

- AASB 13; Fair Value Measurement and AASB 2011-8: Amendments to Australian Accounting Standards arising from AASB 13 (applicable for annual reporting periods commencing on or after 1 January 2013).
AASB 13 defines fair value, sets out in a single Standard a framework for measuring fair value, and requires disclosures about fair value measurements.
AASB 13 requires:

  - inputs to all fair value measurements to be categorised in accordance with a fair value hierarchy and
  - enhanced disclosures regarding all assets and liabilities (including but not limited to, financial assets and financial liabilities) measured at fair value.

These Standards are not expected to significantly impact the College.

- AASB 2011-9: Amendments to Australian Accounting Standards - Presentation of Items of Other Comprehensive Income (applicable for annual reporting periods commencing on or after 1 July 2012).
The main change arising from this Standard is the requirement for entities to group items presented in other comprehensive income (OCI) on the basis of whether they are potentially reclassifiable to profit or loss subsequently.
This standard affects presentation only and is therefore not expected to significantly impact the College.
Note 1. Summary of significant accounting policies (cont'd)

- AASB 119: Employee Benefits (September 2011) and AASB 2011-10: Amendments to Australian Accounting Standards arising from AASB 119 (applicable for annual reporting periods commencing on or after 1 January 2013). These Standards introduce a number of changes to accounting and presentation of defined benefit plans. The College does not have any defined benefit plan employees so it is not impacted by the amendment.

AASB 119 (September 2011) also includes changes to the accounting for termination benefits that require an entity to recognise an obligation for such benefits at the earlier of:

(i) for an offer that may be withdrawn - when the employee accepts
(ii) for an offer that cannot be withdrawn - when the offer is communicated to the affected employees and
(iii) where the termination is associated with a restructuring of activities under AASB 137: Provisions Contingent Liabilities and Contingent Assets, and if earlier than the first two conditions - when the related restructuring costs are recognised.

The College has not yet been able to reasonably estimate the impact of these changes to AASB 119.
WESTERN AUSTRALIAN COLLEGE OF TEACHING

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

NOTE 2: REVENUE AND OTHER INCOME

Sales Revenue
- Member Fees          4,038,632  3,650,996
- Criminal Record Checks 596,427   606,332
- Seminars             5,375     70,381

Other Revenue
- Interest received (on financial assets not at fair value through profit or loss) 128,913   90,248
- Other revenue         87,033    70,616

Total Revenue         4,856,380  4,488,573

NOTE 3: PROFIT FOR THE YEAR

a. Expenses:
   - Cost of sales:
     - Publication costs 42,276   52,731
   - Interest expense (on financial liabilities not at fair value through profit or loss) 144,428  108,848
   - Rental expense on operating leases:
     - Minimum lease payments 26,560   24,222
     - Contingent rentals   -         6,864
   - Total rental expense on operating 26,560   31,086
   - Cost of seminars to promote activities of the college 15,080   83,559

b. Significant Revenue & Expenses:
   The following expense items are relevant in explaining the financial performance:
   - Bank Fees 97,845   82,978
   - Board Election   -       52,093
   - Board Expenses 22,234   14,256
   - Computer Expenses 63,298   71,465
   - Criminal Record Checks 462,965  379,070
   - Insurance 55,311   30,744
   - Payroll Tax 488,725   -
   - Postage 101,009  125,795
   - Stationery 28,259   31,809
   - Telephone 49,282   48,800
   - Travel Expenses 15,467   9,208
   - Other Expenses 178,788  231,634

                                  1,563,183  1,077,852
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2012

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank and in hand</td>
<td>$398,957</td>
<td>$411,639</td>
</tr>
<tr>
<td>Short term bank deposits</td>
<td>$3,600,000</td>
<td>$3,000,000</td>
</tr>
<tr>
<td></td>
<td>$3,998,957</td>
<td>$3,411,639</td>
</tr>
</tbody>
</table>

The effective interest rate on short term bank deposits was between 4.0% and 5.2% [2011: 4.5%]. These deposits are "at call", 30 day and 60 day deposits.
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:
Cash and cash equivalents

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$3,998,957</td>
<td>$3,411,639</td>
</tr>
</tbody>
</table>

NOTE 5: AUDITORS’ REMUNERATION

Remuneration of auditor of the college for:
Auditing or reviewing the financial report

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$18,500</td>
<td>$15,000</td>
</tr>
<tr>
<td></td>
<td>$18,500</td>
<td>$15,000</td>
</tr>
</tbody>
</table>

NOTE 6: TRADE AND OTHER RECEIVABLES

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subscriptions receivable</td>
<td>$2,622</td>
<td>$13,119</td>
</tr>
<tr>
<td>GST Refund</td>
<td>$20,746</td>
<td>$15,074</td>
</tr>
<tr>
<td>Other Receivables</td>
<td>$593</td>
<td>$95,655</td>
</tr>
<tr>
<td>Total current trade and other receivables</td>
<td>$23,961</td>
<td>$123,848</td>
</tr>
</tbody>
</table>

Trade debtors relating to future financial year Annual Fees are included in Note 10 for reporting purposes and are offset against income received in advance.

Current trade receivables generally are receivable within 60 days. A provision for impairment is recognised against receivables where there is objective evidence that an individual trade receivable is impaired. No impairment was required at 31 March 2012.

Credit risk
The College has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 5. The main source of credit risk to the College is considered to relate to the class of assets described as Annual Fees receivable.

The following table details the College’s receivable exposure to credit risk with ageing analysis and impairment provided thereon. Amounts are considered as ‘past due’ when the debt has not been settled within the terms and conditions agreed between the College and the member or counterparty to the transaction. Receivables that are past due are assessed for impairment by ascertaining their willingness to pay and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the College.

The balances of receivables that remain within initial terms (as detailed in the table) are considered to be of high credit quality.
## Note 6. TRADE AND OTHER RECEIVABLES (cont’d.)

<table>
<thead>
<tr>
<th>Gross Amount</th>
<th>Past due and Impaired</th>
<th>Past due but not impaired (Days Overdue)</th>
<th>Within initial trade terms</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>&lt;30</td>
<td>31-60</td>
</tr>
<tr>
<td>Annual Fees</td>
<td>732,414</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>23,961</td>
<td>-</td>
<td>22,839</td>
</tr>
<tr>
<td>Total Receivable</td>
<td>756,375</td>
<td>-</td>
<td>755,253</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gross Amount</th>
<th>Past due and Impaired</th>
<th>Past due but not impaired (Days Overdue)</th>
<th>Within initial trade terms</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2011</td>
<td>&lt;30</td>
<td>31-60</td>
</tr>
<tr>
<td>Annual Fees</td>
<td>712,335</td>
<td>-</td>
<td>712,335</td>
</tr>
<tr>
<td>Other</td>
<td>123,848</td>
<td>-</td>
<td>16,625</td>
</tr>
<tr>
<td>Total Receivable</td>
<td>836,183</td>
<td>-</td>
<td>728,960</td>
</tr>
</tbody>
</table>

The College does not hold any financial assets whose terms have been renegotiated, but which would otherwise be past due or impaired.

*Collateral held as security*
No collateral is held as security for any of the trade or other receivable balances.

*Collateral pledged*
No collateral has been pledged for any of the trade or other receivable balances.

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepayments</td>
<td></td>
<td>4,940</td>
</tr>
<tr>
<td>Franking Machine balance</td>
<td></td>
<td>3,328</td>
</tr>
<tr>
<td></td>
<td>8,268</td>
<td>2,104</td>
</tr>
</tbody>
</table>

### NOTE 7: OTHER CURRENT ASSETS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>Land &amp; Buildings at Valuation</td>
<td>2,775,000</td>
</tr>
<tr>
<td></td>
<td>Accumulated depreciation</td>
<td>(143)</td>
</tr>
<tr>
<td></td>
<td>Total Land &amp; Buildings</td>
<td>2,774,857</td>
</tr>
<tr>
<td></td>
<td>Computer Equipment at Cost</td>
<td>262,864</td>
</tr>
<tr>
<td></td>
<td>Accumulated depreciation</td>
<td>(223,250)</td>
</tr>
<tr>
<td></td>
<td>Total Computer Equipment</td>
<td>39,614</td>
</tr>
<tr>
<td></td>
<td>Furniture &amp; Fittings at Cost</td>
<td>108,200</td>
</tr>
<tr>
<td></td>
<td>Accumulated depreciation</td>
<td>(50,402)</td>
</tr>
<tr>
<td></td>
<td>Total Furniture &amp; Fittings</td>
<td>57,798</td>
</tr>
<tr>
<td></td>
<td>Office Equipment at Cost</td>
<td>96,024</td>
</tr>
<tr>
<td></td>
<td>Accumulated depreciation</td>
<td>(52,931)</td>
</tr>
<tr>
<td></td>
<td>Total Office Equipment</td>
<td>43,093</td>
</tr>
<tr>
<td></td>
<td>Total Property plant and equipment</td>
<td>2,915,362</td>
</tr>
</tbody>
</table>

Land and Buildings are used as security against borrowings as per Note 12.

Movements in the carrying amounts for each class of property, plant and equipment between the

<table>
<thead>
<tr>
<th></th>
<th>Land &amp; Buildings</th>
<th>Computer Equipment</th>
<th>Furniture &amp; Fittings</th>
<th>Office Equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Balance at 1 April 2010</td>
<td>3,031,758</td>
<td>103,588</td>
<td>84,509</td>
<td>63,663</td>
<td>3,283,518</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>35,057</td>
<td>8,734</td>
<td>-</td>
<td>43,791</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Revaluation decrement</td>
<td>(422,892)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(422,892)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(60,388)</td>
<td>(57,637)</td>
<td>(14,512)</td>
<td>(10,473)</td>
<td>(143,010)</td>
</tr>
<tr>
<td>Balance at 1 April 2011</td>
<td>2,548,478</td>
<td>81,008</td>
<td>78,731</td>
<td>53,190</td>
<td>2,761,407</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>12,414</td>
<td>-</td>
<td>-</td>
<td>12,927</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>-</td>
<td>(6,769)</td>
<td>-</td>
<td>(6,769)</td>
</tr>
<tr>
<td>Revaluation decrement</td>
<td>274,001</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>274,001</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(47,622)</td>
<td>(53,808)</td>
<td>(14,677)</td>
<td>(10,097)</td>
<td>(126,204)</td>
</tr>
<tr>
<td>Balance at 31 March 2012</td>
<td>2,774,857</td>
<td>39,614</td>
<td>57,798</td>
<td>43,093</td>
<td>2,915,362</td>
</tr>
</tbody>
</table>
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**NOTE 9: INTANGIBLE ASSETS**

- Computer software — at cost
  - 605,925
- Accumulated amortisation
  - (574,253)

**Computer software**

- Balance at the beginning of the year
  - 116,142
- Additions
  - 11,190
- Disposals
  - -
- Amortisation charge
  - (95,760)

**NOTE 10: TRADE AND OTHER PAYABLES**

**CURRENT**

- Trade payables
  - 328,249
- Sundry Creditors
  - 19,935
- PAYG Withholding Liabilities
  - 39,198
- Income received in advance (i)
  - 3,172,988

**NON-CURRENT**

- Income received in advance (ii)
  - 485,613

(i)

*Income received in advance:*

From the year ended 31 March 2007, the College's practice is to bill in January/February each year all fees due and payable for the next year. In January 2012, all fees for the year ending 31 March 2013 were raised. They are not recognised in income for the year ended 31 March 2012. For the year ended 31 March 2012, the amount receivable in this regard is raised as a debtor and the amount representing income for the year ending 31 March 2013 is treated as a creditor in the Statement of Financial Position.

For reporting purposes, the debtor and corresponding creditor are offset in the College's Statement of Financial Position for the year ended 31 March 2012 as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Membership Fees invoiced</td>
<td>3,905,402</td>
<td>3,687,364</td>
</tr>
<tr>
<td>31 March</td>
<td>(732,414)</td>
<td>(712,335)</td>
</tr>
<tr>
<td>Income received in advance</td>
<td>3,172,988</td>
<td>2,975,029</td>
</tr>
</tbody>
</table>

(ii) The Non-Current portion of Income Received in Advance relates to Annual Fees paid in advance by at least two years from the current year.
## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td></td>
</tr>
</tbody>
</table>

### NOTE 11: PROVISIONS

**CURRENT**

- Audit Fees: 18,500
- Accrued Wages: 29,197
- Strata Fees: -

Employee benefits: 595,666

**NON CURRENT**

- Employee benefits: 164,530

<table>
<thead>
<tr>
<th>Number of employees at year end</th>
<th>by Head Count</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>37</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td></td>
<td>33.11</td>
<td>39.72</td>
</tr>
</tbody>
</table>

### NOTE 12: BORROWINGS

**CURRENT**

Bank Loans: 67,037

**NON CURRENT**

Bank Loan: 1,117,135

<table>
<thead>
<tr>
<th>Total Borrowings</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,184,172</td>
<td>1,251,366</td>
</tr>
</tbody>
</table>

The College has a Fixed 15 year Principle and Interest reducing loan at 8.65% for the Land and Buildings at Ascot that it uses as it premises. The Land and Buildings (Note 8) are used as security over the loan.
NOTE 13: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Estimates of the potential financial effect of contingent liabilities that may become payable:

a. The College’s appeal against pay-roll tax liability lodged with the Department of State Revenue during the previous reporting period was unsuccessful and a request for a review was lodged with the State Administrative Tribunal. This application was withdrawn following the tabling of the Teacher Registration Bill 2011 in the Western Australian Parliament as the new regulatory authority would not be liable for pay-roll tax. The College entered into an agreement to pay the outstanding taxes of $374,789 plus $29,035 in interest over an eighteen month period. The previously calculated penalty interest of $248,467 was negotiated as non-payable as a result of reaching agreement to pay the outstanding taxes and to not pursue the review in the State Administrative Tribunal.

Payroll Tax.  

- 623,256

b. Employee Disputes:

For the year ending 31 March 2011 the College was defending two outstanding litigation claims brought against the College by current and past employees in relation to their employment. The College has received legal advice that it has a strong case and should be able to successfully defend both cases. These matters have now both been settled, and no provision is required for the year ending 31 March 2012. There is one current claim pending assessment by RiskCover. No provision is being set aside for this claim at this time.

- 16,000
NOTE 14: EVENTS AFTER THE REPORTING PERIOD
The Teacher Registration Bill 2011 has progressed through the Western Australian Parliament on the following dates:

**Legislative Assembly:**
- Bill Introduced: 1 Dec 2011
- First Reading: 1 Dec 2011
- Second Reading: 1 Dec 2011
- Second Reading Agreed: 27 Mar 2012
- Amendments Adopted: 27 Mar 2012
- Consideration in Detail: 28 Mar 2012
- Third Reading: 1 May 2012

**Legislative Council:**
- Bill Introduced: 2 May 2012
- First Reading: 2 May 2012
- Second Reading: 2 May 2012
- Second Reading Agreed: 21 Jun 2012
- Committee of the Whole: 21 Jun 2012
- Third Reading: 21 Jun 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Note</td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

NOTE 15: CASH FLOW INFORMATION
Reconciliation of cash flow from operations with
Profit / (Loss) after income tax: 345,629 (640,545)
Cash flows excluded from profit:
Non-cash flows in profit:
- Depreciation: 8 126,204 143,010
- Amortisation: 9 95,760 180,667
- Loss on disposal of Property, Plant & Equipment: 8 6,769 -
Net gain on revaluation of Land & Buildings: 20 (274,001) 422,892

Changes in assets and liabilities
(Increase)/decrease in assets:
- Prepayments: 7 (6,164) (759)
- Trade and term debtors: 6 99,887 45,404

Increase/(decrease) in liabilities:
- Trade and other payables: 10 387,191 872,478
- Employee Benefits: 11 (107,770) 16,968
- Provisions: 11 5,124 61,112

Total: 678,629 1,101,227
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2012

Note $ $

16: CAPITAL AND LEASING COMMITMENTS
Operating Lease Commitments
Non-cancellable operating leases
Payable - minimum lease payments
- not later than 12 months 25,918 17,215
- between 12 months and 5 years 41,410 1,855

67,328 19,070

NOTE 17: FINANCIAL RISK MANAGEMENT
The College’s financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, and leases.

The Total for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

Financial assets
Cash and cash equivalents 4 3,998,957 3,411,639
Trade and other receivables 6 23,981 123,848
Total financial assets 4,022,938 3,535,487

Financial liabilities
Financial liabilities at amortised cost:
- trade and other payables 10 4,045,983 3,658,792
- borrowings 12 1,184,172 1,251,366
Total financial liabilities 5,230,155 4,910,158

Financial Risk Management Policies
The College’s Manager Corporate Services is responsible for, among other duties, monitoring and managing financial risk exposures of the College. The Manager Corporate Services monitors the College’s transactions and reviews the effectiveness of controls relating to credit risk, liquidity risk and market risk. Discussions on monitoring and managing financial risk exposures are held monthly and minuted by the Finance and Administration Committee.
The Manager Corporate Services’ overall risk management strategy seeks to ensure that the College meets its financial targets, whilst minimising potential adverse effects of cash flow shortfalls.

Specific Financial Risk Exposures and Management
The main risks the College is exposed to through its financial instruments are credit risk, liquidity risk and market risk relating to interest rate risk and equity price risk.
NOTE 17: FINANCIAL RISK MANAGEMENT (Cont.)

a. Credit risk
Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to the College. Credit risk is managed through maintaining procedures (such as the utilisation of systems for the approval, granting and removal of credit limits, regular monitoring of the financial stability of significant customers and counterparties) ensuring, to the extent possible, that members and counterparties to transactions are of sound credit worthiness. Risk is also minimised through investing surplus funds in financial institutions that maintain a high credit rating or in entities that the committee has otherwise cleared as being financially sound.

Credit risk exposures
The maximum exposure to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying amount and classification of those financial assets (net of any provisions) as presented in the statement of financial position. There is no collateral held by the College securing trade and other receivables. Trade and other receivables that are neither past due or impaired are considered to be of high credit quality. Aggregates of such amounts are as detailed at Note 6. The College has no significant concentration of credit risk with any single counterparty or group of counterparties. Details with respect to credit risk of trade and other receivables are provided in Note 6.

b. Liquidity risk
Liquidity risk arises from the possibility that the College might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The College manages this risk through the following mechanisms:
- preparing forward-looking cash flow analysis in relation to its operational, investing and financing activities; and
- only investing surplus cash with major financial institutions; and
- proactively monitoring the recovery of unpaid memberships.
The table over page reflects an undiscounted contractual maturity analysis for financial liabilities. Cash flows realised from financial assets reflect management's expectation as to the timing of realisation. Actual timing may therefore differ from that disclosed. The timing of cash flows presented in the table to settle financial liabilities reflects the earliest contractual settlement dates.

Financial assets pledged as collateral
No financial assets have been pledged as security for any financial liability.
NOTE 17: FINANCIAL RISK MANAGEMENT (Cont.)

Market risk
i.) Interest rate risk
Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period whereby a future change in interest rates will affect future cash flows. At 31 March 2012, approximately 100% of the College’s debt is fixed. It is the policy of the College to keep between 65% and 100% of the debt on fixed interest rates.

ii.) Price risk
Price risk relates to the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices of securities held. The College is not exposed to securities price risk on available-for-sale investments.

Sensitivity analysis
The following table illustrates sensitivities to the College’s exposures to changes in interest rates and equity prices. The table indicates the impact on how profit and equity values reported at the end of the reporting period would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of the other variables.

<table>
<thead>
<tr>
<th>Profit</th>
<th>Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Year ended 31 March 2012</td>
<td>€58,378</td>
</tr>
<tr>
<td>+/- 2% in interest rates</td>
<td>+/- 2% in interest rates</td>
</tr>
<tr>
<td>Year ended 31 March 2011</td>
<td>€45,576</td>
</tr>
</tbody>
</table>

No sensitivity analysis has been performed on foreign exchange risk, as the College is not exposed to currency risk.

Net Fair Values
Fair value estimation
The fair values of financial assets and financial liabilities are presented in the following table and can be compared to their carrying values as presented in the statement of financial position. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm’s length transaction.

Fair values derived may be based on information that is estimated or subject to judgment, where changes in assumptions may have a material impact on the amounts estimated. Areas of judgment and the assumptions have been detailed below. Where possible, valuation information used to calculate fair value is extracted from the market, with more reliable information available from markets that are actively traded. In this regard, fair values for listed securities are obtained from quoted market bid prices.
NOTE 17. FINANCIAL RISK MANAGEMENT (cont.)
Financial liability and financial asset maturity analysis

<table>
<thead>
<tr>
<th></th>
<th>Within 1 Year</th>
<th>1 to 5 Years</th>
<th>Over 5 Years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial liabilities due for payment</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Trade and other payables (excluding income received in advance)</td>
<td>387,382</td>
<td>226,945</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Bank loans</td>
<td>67,037</td>
<td>67,070</td>
<td>329,172</td>
<td>302,617</td>
</tr>
<tr>
<td>Total contractual outflows</td>
<td>454,419</td>
<td>294,015</td>
<td>329,172</td>
<td>302,617</td>
</tr>
<tr>
<td>Total expected outflows</td>
<td>454,419</td>
<td>294,015</td>
<td>329,172</td>
<td>302,617</td>
</tr>
</tbody>
</table>

Financial assets – cash flows realisable

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>3,998,957</td>
<td>3,411,639</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,998,957</td>
<td>3,411,639</td>
</tr>
<tr>
<td>Trade and other receivables (including Annual Fees)</td>
<td>756,375</td>
<td>836,183</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>756,375</td>
<td>836,183</td>
</tr>
<tr>
<td>Total anticipated inflows</td>
<td>4,755,332</td>
<td>4,247,822</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4,755,332</td>
<td>4,247,822</td>
</tr>
<tr>
<td>Net (outflows)/inflows on financial instruments</td>
<td>4,300,913</td>
<td>3,953,807</td>
<td>(329,172)</td>
<td>(302,617)</td>
<td>(787,963)</td>
<td>(881,679)</td>
<td>3,183,778</td>
<td>2,769,511</td>
</tr>
</tbody>
</table>
NOTE 17: FINANCIAL RISK MANAGEMENT (Cont.)

<table>
<thead>
<tr>
<th>Financial Assets</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>(i)</td>
<td></td>
</tr>
<tr>
<td>Carrying $</td>
<td>3,998,957</td>
<td>3,411,639</td>
</tr>
<tr>
<td>Fair Value $</td>
<td>3,998,957</td>
<td>3,411,639</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>(i)</td>
<td></td>
</tr>
<tr>
<td>Carrying $</td>
<td>756,375</td>
<td>836,183</td>
</tr>
<tr>
<td>Fair Value $</td>
<td>756,375</td>
<td>836,183</td>
</tr>
<tr>
<td><strong>Total financial assets</strong></td>
<td><strong>4,755,332</strong></td>
<td><strong>4,247,822</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Financial liabilities</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade and other payables</td>
<td>(i)</td>
<td></td>
</tr>
<tr>
<td>Carrying $</td>
<td>387,382</td>
<td>226,945</td>
</tr>
<tr>
<td>Fair Value $</td>
<td>387,382</td>
<td>226,945</td>
</tr>
<tr>
<td>Bank Loans</td>
<td>(ii)</td>
<td></td>
</tr>
<tr>
<td>Carrying $</td>
<td>1,184,172</td>
<td>1,251,366</td>
</tr>
<tr>
<td>Fair Value $</td>
<td>1,327,286</td>
<td>1,251,366</td>
</tr>
<tr>
<td><strong>Total financial liabilities</strong></td>
<td><strong>1,571,554</strong></td>
<td><strong>1,478,311</strong></td>
</tr>
</tbody>
</table>

The fair values disclosed in the table above have been determined based on the following methodologies:

(i) Cash and cash equivalents, trade and other receivables and trade and other payables are short-term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables exclude amounts relating to the provision of annual leave which is outside the scope of AASB 139, and membership fees received in advance, which are not considered as financial instruments.

(ii) Borrowings estimated future cashflow discounted by the current market interest rates applicable to liabilities with similar risk profiles.

NOTE 18: RESOURCES PROVIDED FREE OF CHARGE

In accordance with Treasurer’s Instruction 1101A and AAS29 “Financial Reporting by Government Departments”, the State Solicitors Office has advised that it has provided the following services free of charge to the College during the year ended 31 March 2012.

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Services provided free of charge</td>
<td>22,814</td>
<td>15,072</td>
</tr>
</tbody>
</table>
NOTE 19: RELATED PARTY TRANSACTIONS

Key Management Personnel
Any person(s) having authority and responsibility for planning, directing and controlling the activities of the College, directly or indirectly, including its board members, is considered key management personnel.

Key Management Personnel
Short-term employee benefits  575,391  517,303
Other Long-term benefits  209,008  246,593
Total compensation  874,399  763,896

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

NOTE 20: ASSET REVALUATION
The College conducts a formal revaluation of its property assets every three years. The College purchased its current premises in April 2008. The premises consist of four adjoining strata office units which have been internally linked and renovated to form two separate office spaces to suit the requirements of the operations of the College. By relocating the College outside the CBD, the College has gained 50% more floor space for no more annual cost than the rental expense incurred in 2008. The acquisition of the Ascot premises via a principal and interest reducing loan enabled the College to fix the annual cost of one of its largest expenses by eliminating annual rental increases.

The premises were appraised again by a licensed valuer in March 2012 for the purposes of establishing a Current Market Value prior to the transfer of control of the asset to the Department of Education Services. The valuation was conducted by LMW Hegney, National Property Valuers and Consultants, and was conducted on the basis of "Market Value 'as is' with vacant possession".

Land & Buildings - Balance as at 1 April 2010  3,134,512
Accumulated depreciation to 31 March 2010  (102,754)
Land & Buildings - Balance as at 31 March 2010  3,031,758
Depreciation to 8 February 2011  (53,866)
Land & Buildings - Balance as at 8 February 2011  2,977,892
Land & Buildings - Revaluation Decrement  (422,882)
Land & Buildings - Asset at Revaluation as at 8 February 2011  2,555,000
Depreciation to 31 March 2011  (6,522)
Land & Buildings - Balance as at 31 March 2011  2,548,478
Depreciation to 30th March 2012  (47,479)
Land & Buildings - Balance as at 30th March 2012  2,500,999
Land & Buildings Revaluation Increment/(Decrement)  274,001
Land & Buildings - Asset at Revaluation as at 30th March 2012  2,775,000
Depreciation to 31 March 2012  (143)
Land & Buildings - Balance as at 31 March 2012  2,774,857
NOTE 21: ORGANISATION DETAILS
The Registered Office and the principal place of business of the College is:

Western Australian College of Teaching
Unit 4, 398 Great Eastern Highway
ASCOT WA 6104.
In the opinion of the Board the financial report as set out on pages 24 to 57:

1. Presents a true and fair view of the financial position of Western Australian College of Teaching as at 31 March 2012 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.

2. At the date of this statement, there are reasonable grounds to believe that Western Australian College of Teaching will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

[Signature]

Jacqueline Varris
Chair of the Board

Dated this 6th day of July 2012
INDEPENDENT AUDITOR’S REPORT
TO THE MEMBERS OF
WESTERN AUSTRALIAN COLLEGE OF TEACHING

We have audited the accompanying financial report of Western Australian College of Teaching which comprises the Statement of Financial Position as at 31 March 2012, Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Statement by Members of the Board.

Management’s Responsibility for the Financial Report
Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the Western Australian College of Teaching Act 2004 and for such internal control as management determines is necessary to enable the preparation of the financial report which is free from material misstatement, whether due to fraud or error. In Note 1, management also states, in accordance with Accounting Standard AASB 101 Presentation of Financial Statements, that the financial statements comply with International Financial Reporting Standards.

Auditor’s Responsibility
Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial report 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 entity’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence
In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.
INDEPENDENT AUDITOR’S REPORT
TO THE MEMBERS OF
WESTERN AUSTRALIAN COLLEGE OF TEACHING (Continued)

Opinion
In our opinion:

(a) the financial report presents fairly, in all material respects, the financial position of the Western Australian College of Teaching as at 31 March 2012, and its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and the Western Australian College of Teaching Act 2004; and

(b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

Emphasis of Matter

Without qualifying our opinion, we draw attention to Note 1 (a) in the financial report, which describes the legislative changes in process for the dissolution of the Western Australian College of Teaching. This process will affect the College’s ability to continue as a going concern and whilst the current draft of the Teachers Registration Bill 2011 provide for the assets, rights and liabilities of the College existing immediately before commencement date to be transferred to, and vest, in the state, the College may be unable to realise its assets and discharge its liabilities in the normal course of business.

UHY HAINES NORTON
CHARTERED ACCOUNTANTS

Address: Perth, WA
Date: 16 July 2012

GREG GODWIN
PARTNER
Ministerial Directives

The College received no ministerial directives during the period under review.

Governance Disclosures

The College has no governance disclosures to declare during the period under review.

Advertising

<table>
<thead>
<tr>
<th>Type of advertising</th>
<th>Company</th>
<th>Item</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct mail</td>
<td></td>
<td></td>
<td>$ 0</td>
</tr>
<tr>
<td>Media advertising organisations</td>
<td></td>
<td></td>
<td>$ 0</td>
</tr>
<tr>
<td>Recruitment advertisements</td>
<td></td>
<td></td>
<td>$ 0</td>
</tr>
<tr>
<td>Recruitment advertisements</td>
<td></td>
<td></td>
<td>$ 0</td>
</tr>
</tbody>
</table>

Disability Access and Inclusion Plan

The College’s Disability Access and Inclusion Plan (DAIP) was reviewed to ensure compliance with the Disability Services Act 1993 and assess its relevance to the business of the College.

The College continues to support the application the DAIP and as such seeks opportunities to remove or reduce barriers to participation and activities of the College through the following areas: College information is provided in accessible formats for all readers; the College employs people with disabilities; the College seeks to consult with people with disabilities; and recognises people with disabilities are our customers.

Public Sector Standards and Ethical Codes

The Western Australian College of Teaching is required to report to the Office of Public Sector Standards, under s31 of the Public Sector Management Act 1994, each year regarding the extent of compliance with public sector standards. For the year 2011/12 the College reports as follows:

1. No compliance issues arose during the financial year 2011/12 regarding the Public Sector Standards.
2. No compliance issues arose during the financial year 2011/12 regarding the WA Code of Ethics.

Recordkeeping Plans

The Western Australian College of Teaching is required to submit a report to the State Records Commission outlining compliance with Standard 2, Principle 6 – Compliance of the State Records Act 2000.

1. The College’s Recordkeeping Plan and Systems were first implemented in 2005 following the College’s incorporation in 2004. In 2008, the College commenced a project to install an electronic recordkeeping program. As a result of this project the College’s Recordkeeping Plan and Systems were re-evaluated and updated. The College’s Retention and Disposal Schedule was reviewed and resubmitted to the State Records Office during 2011 as required every five years. The tabling of the Teacher Registration Bill 2011 indicated an intention that, if assented to, that teacher registration would be conducted by the Department of Education Services (DES), the Record Keeping Plan was updated and resubmitted to the State Records Office, to provide a practical assistance with transition plans.
2. The staff involved with the project of converting to the electronic recordkeeping system have conducted recordkeeping training and are developing the training and induction program for the remainder of staff. All staff received recordkeeping training by the end of December 2010 and record keeping awareness training is now included in the staff induction program.

3. The recordkeeping training includes an assessment questionnaire that staff are required to pass at the conclusion of the training.

Public Interest Disclosure
The Western Australian College of Teaching does not tolerate corrupt or other improper conduct, including mismanagement of public resources, in the exercise of its functions. The officers, employees and contractors of the Western Australian College of Teaching comply with its code of conduct at all times.

The Western Australian College of Teaching is committed to the aims and objectives of the Public Interest Disclosure Act 2003. The Western Australian College of Teaching has a Public Interest Disclosure Policy and has appointed PID officers.

There have been four (4) disclosures made during the current reporting period, none of which were determined as PIDs.

The contact details of the PID Officers are as follows:
Director
Dr Suzanne Parry
Unit 4, 398 Great Eastern Highway
ASCOT WA 6104
Telephone: 9230 0606
Facsimile: 9479 4004
Email: suzanne.parry@wacot.wa.edu.au

Manager of Legal Services
Ms Lorraine Allen
Unit 4, 398 Great Eastern Highway
ASCOT WA 6104
Telephone: 9230 0600
Facsimile: 9479 4022
Email: lorraine.allen@wacot.wa.edu.au

Occupational Safety, Health and Injury Management (OSH)
The College’s OSH Policy outlines its commitment to OSH in the workplace, and as such recognises and accepts its obligation to provide employees with the highest possible standards of safety.

The College’s comprehensive OSH programs continued during 2011/2012, including:
- Safety Inspections by elected OSH Representative
- Delivery of regular safety awareness raising workshops
- Review of Emergency Procedures and conducting an Evacuation Drill
- Implementation of a comprehensive Wellness Program including preventative health measures, corporate sporting activities and workplace giving opportunities
- Continued provision of an Employee Assistance Program and information sessions
- Ongoing provision of a First Aid Officer and first aid facilities
- Programmed Ergonomic Assessments for new and existing staff.
Compliance with the Injury Management Requirements of the Workers’ Compensation and Injury Management Act 1981

The College is committed to the continuous improvement of injury prevention and injury management programs with the goal of achieving the highest possible standards in the workplace. In the event of a work-related injury, the College will provide effective claims management and rehabilitation assistance aimed at supporting injured employees through their period of illness or injury and promoting optimal recovery and a safe return to work in accordance with the Workers’ Compensation and Injury Management Act 1981.

The employer and employees are required to be consulted and to share in the implementation of programs to achieve the best outcomes in injury prevention and injury management.

The table below details the College’s performance:

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Target 2011/12</th>
<th>Actual 2011/12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of fatalities</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lost time injury/diseases incident rate</td>
<td>Target 0 or 10% reduction on previous year</td>
<td>0%</td>
</tr>
<tr>
<td>Lost time injury severity rate</td>
<td>Target 0 or 10% improvement on previous year</td>
<td>0%</td>
</tr>
<tr>
<td>Return to work rate</td>
<td>100%</td>
<td>75%</td>
</tr>
<tr>
<td>Percentage of managers trained in OSH and injury management responsibilities</td>
<td>Target &gt; 50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Workers’ Compensation Claims

The College complies with the requirements of the Occupational Safety and Health Act 1984. There was one new incident report for workers’ compensation claim submitted during the reporting period that is still being assessed by RiskCover. There is one ongoing claim from a prior period.

Freedom of Information

The Western Australian College of Teaching received three (3) applications under the Freedom of Information Act 1992 during this reporting period.

Complaints

The College is committed to dealing with all complaints in a fair and equitable manner and through proper governance. In this reporting period, the College has responded to the one complaint lodged with the Ombudsman Western Australia and one at the Equal Opportunity Commission.