

TEQSA



# Annual Report 2021-22



Australian Government

Tertiary Education Quality and Standards Agency

## TEQSA Annual Report 2021-22

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5 October 2022

Hon Jason Clare MP  
Minister for Education  
Parliament House  
CANBERRA ACT 2600

Dear Minister,

**Subject: Tertiary Education Quality and Standards Agency Annual Report 2021-22**

As the accountable authority of the Tertiary Education Quality and Standards Agency (TEQSA), we have pleasure in presenting to you the Agency's annual report and annual performance statements for the year ended 30 June 2022.

TEQSA's annual report and annual performance statements have been prepared in accordance with the following requirements:

- Subsection 46(1) of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act) requires the accountable authority provide the responsible Minister with an annual report for presentation to Parliament.
- Paragraph 39(1)(a) of the PGPA Act requires the preparation and presentation of annual performance statements.

As the accountable authority of TEQSA, it is our opinion that the annual report and performance statements are based on properly maintained records, accurately reflect the performance of the entity, and are compliant with the requirements.

Furthermore, we certify that TEQSA:

- has prepared fraud risk assessments and fraud control plans
- has in place appropriate fraud prevention, detection, investigation and reporting mechanisms that meet the specific needs of the Agency
- has taken all reasonable measures to appropriately deal with fraud relating to the Agency.

This report describes the progress made over the course of 2021-22 to advance national action to assure the quality of higher education in Australia. This work continues through the staff of TEQSA and a range of stakeholders in the higher education sector.

Yours sincerely,

**Emeritus Professor Peter Coaldrake**  
Chief Commissioner

**Emeritus Professor Joan Cooper**  
Commissioner

**Ms Adrienne Nieuwenhuis**  
Commissioner

**Mr Stephen Somogyi**  
Commissioner

TEQSA

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## Acknowledgement of Country

-  The Tertiary Education Quality and Standards Agency acknowledges the Traditional Owners and Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to their cultures and Elders past, present and emerging.

# Introduction

 TEQSA's vision is to instil confidence in the excellence of Australian higher education, nationally and internationally.

The Tertiary Education Quality and Standards Agency (TEQSA) is responsible for the regulation and quality assurance of all providers offering higher education courses.

It was established under the *Tertiary Education Quality and Standards Agency Act 2011* (TEQSA Act) in response to recommendations of the Bradley Review of higher education in Australia.

Higher education consists of awards spanning the Australian Qualifications Framework (AQF) levels 5–10, which include: diplomas, advanced diplomas, associate degrees, bachelor degrees (including honours), graduate certificates, graduate diplomas, masters degrees, doctoral degrees and higher doctoral degrees.

For more information about higher education AQF levels, visit the [Australian Qualifications Framework](#).

This report is an account of TEQSA's performance for the past year against measures and targets set out in its [2021–22 Portfolio Budget Statements](#) and [2021–25 Corporate Plan](#).

# Highlights of 2021-22

TEQSA is working to STOP contract cheating



450 social media posts removed

2 websites blocked

## Student academic integrity resources accessed

67,787 times



66 Compliance assessments commenced



42 Compliance assessments closed



21 Unregistered entity cases finalised

Providers, students and the Australian public are engaging with TEQSA

Students accessed our resources 85,869 times



127,549 searches of the National Register

1.447 million page views on the TEQSA website

968 attendees at TEQSA Fifth annual conference

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# The year in review

**Higher education has continued to be significantly disrupted by the COVID-19 pandemic, which has accelerated changes to the sector that were already under way. These changes have seen a large proportion of international students choosing to remain offshore and access courses online.**

Currently, Australia's 190 providers of higher education offer a wide range of courses to more than 1.5 million students. Public universities continue to dominate the sector in terms of student numbers. However, significant growth is occurring in the independent higher education sector with new offerings and modes of delivery and emerging business models.

In the next 10 years, there will be a greater diversity of providers offering education in specialised fields and those fields that have traditionally been underserved by larger institutions. Online, offshore and third-party delivery of courses is challenging the more traditional face-to-face, on-campus learning. Based on 2020 figures, modelling commissioned by TEQSA in 2021 predicts that international student enrolments will fall 25 per cent by 2025<sup>1</sup>.

It is a volatile environment for our existing higher educational institutions and the financial impacts have yet to be fully realised. There are opportunities, but there are also challenges in maintaining the quality of courses offered and ensuring that the wellbeing of students is safeguarded.

During the pandemic, students reported experiencing disruptions on-campus, isolation from academic staff and other students, variable online teaching and assessment and a variable quality in support services.

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<sup>1</sup> [Forward impact of COVID-19 on Australian higher education report](#), November 2021

## Sector integrity

The higher education sector is also facing exacerbated integrity threats due to the nature and scale of academic (or contract) cheating services.

TEQSA's Higher Education Integrity Unit (HEIU) is leading work to combat commercial academic cheating services through three streams of action:

- **Detection** TEQSA has been investing in its capacity to detect commercial cheating service providers through building our web analytics capacity, gathering intelligence from the sector and working with experts nationally and internationally.
- **Education** We have developed new resources for providers, academics and students to help to build awareness and support a strong culture of academic integrity. We have also engaged with the media about this topic.
- **Enforcement** We successfully obtained a Federal Court injunction requiring 51 internet service providers to block access to 2 identified contract cheating websites. This is a significant milestone and we are continuing to investigate other websites and share information with providers and our international partners. We have begun to work with social media networks about removing advertisements that target students and have already had over 450 such posts removed.

In May 2022, TEQSA began rolling out a series of videos on social media and other digital channels to reinforce the importance of academic integrity and highlight the risks of engaging with commercial cheating services.

The new videos, which form part of our [Cheating is Never the Right Answer](#) campaign, aim to build awareness of academic integrity and the operation of Australia's anti-cheating laws. Our existing, [Understanding Academic Integrity](#), resources have been translated into Mandarin, Hindi, Portuguese and Malaysian, 4 of the most common languages spoken by students other than English.

The higher education sector has been highly engaged in the issue of academic integrity with an increase of 82 per cent in reports of concern about academic cheating to TEQSA. The higher education sector also faces threats to their cybersecurity and from foreign interference.

While the open nature of our universities and their global engagement is largely beneficial, there are some who may seek to influence such matters as course content and research directions and even student and staff actions. Breaches in cybersecurity may lead to research being compromised and intellectual property and commercial advantage lost.

The [Guidelines to Counter Foreign Interference in the Australian University Sector](#)<sup>2</sup> sets out a framework to help universities mitigate these threats. TEQSA's priorities in protecting the integrity of the higher education sector will be to continue to monitor, anticipate and mitigate risks while assuring that quality and standards are maintained and student wellbeing protected.

---

2 University Foreign Interference Taskforce Steering Group

## Compliance and enforcement

In 2021, TEQSA's Commission approved our [Compliance Monitoring Framework](#) and we released a new [Compliance and Enforcement Policy](#) that sets out TEQSA's function and powers and our risk-reflective approach to addressing noncompliance. We have continued to concentrate our efforts on ensuring academic quality, upholding student wellbeing and safety, protecting sector integrity, maintaining information security and monitoring financial standing.

In March 2022, TEQSA published the [TEQSA Compliance Report 2021](#), which summarised our compliance activities and identified other initiatives for 2022, including:

- a continued focus on contract cheating
- oversight of offshore third-party arrangements
- maintaining the quality of education and learning outcomes in the online environment
- establishing stronger data sharing arrangements
- implementing cost recovery for quality assurance and regulation.

We have begun updating our suite of guidance notes using a new, simpler template which will ultimately reduce the number of guidance notes and ensure that each one aligns with a section of the [Higher Education Standards Framework \(Threshold Standards\) 2021](#) (HES Framework). In May 2022, the first three guides in the revised suite were published on our website:

- [Guidance note: Admissions \(coursework\)](#)
- [Guidance note: Scholarship](#)
- [Guidance note: Work-integrated learning](#)

## Student wellbeing

TEQSA is concerned by the results of *Universities Australia's— 2021 National Student Safety Survey*, released in March 2022, which shows that students continue to experience systemic issues relating to sexual assault and sexual harassment.

TEQSA's primary focus on student wellbeing during the year was on building capacity in this area by supporting communities of practice and through our [Good Practice Note on preventing and responding to sexual assault and sexual harassment within Australian higher education](#).

The HES Framework requires that providers have systems, policies and procedures to prevent and respond to such allegations, reports or incidences. TEQSA's student-focused resources have proved popular and have been accessed more than 85,869 times since April 2021. Academic integrity resources proved to be of particular interest and were accessed 67,787 times.

## Registration and accreditation

The *Higher Education Standards Framework (Threshold Standards) 2021* (HES Framework) came into effect on 1 July 2021. Part A remained relatively unchanged, while Part B saw the replacement of the 6 previous provider categories with 4:

- Institute of Higher Education
- University College
- Australian University
- Overseas University.

TEQSA successfully completed the transition of providers to the new category standards during the year and 4 providers met the criteria for registration in a new category. Avondale University was registered as an Australian University while the National Institute of Dramatic Art, Moore Theological College and the Australian Film, Television and Radio School) were registered as University Colleges. The remaining registered providers were transitioned to an equivalent category under the revised standards.

TEQSA received a record number of accreditation applications during the year because of the introduction of the Australian Government's Higher Education Relief Package in 2020, which included fee relief for some assessment applications. These measures supported the creation of graduate and undergraduate certificates in specific areas of study that targeted workers displaced by the COVID-19 pandemic.

This has meant that processing times have extended into 2022 as there was no proportional increase in staff at TEQSA, to deal with the backlog. TEQSA staff are developing a strategy for streamlining course re-accreditations. However, due to an increase in the number of scheduled course re-accreditations it is unlikely this will significantly improve processing times before late 2023.

The Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) is the official Australian Government website that lists all Australian education providers that offer courses to people studying in Australia on student visas and the courses offered. TEQSA has established a working group with the Australian Skills Quality Authority (ASQA) to map CRICOS registration processes with the aim of streamlining them to reduce the administrative burden associated with CRICOS registrations for dual sector providers (providers of higher education and vocational education and training).

## Cost recovery

On 9 August 2021, the Australian Parliament passed [\*Tertiary Education Quality and Standards Agency Amendment \(Cost Recovery\) Act 2021\*](#) to transition the Agency to increased cost recovery arrangements. However, TEQSA will continue to waive fees and charges for most of TEQSA's regulatory services until 1 January 2023. Excluded from these relief measures are TEQSA fees related to:

- initial registration as a registered higher education provider



- initial registration under the [Education Services for Overseas Students Act 2000 \(ESOS Act\)](#)
- initial accreditation of a course, where the applicant is not a registered higher education provider.

We have also updated information on our website about the transition to increased cost recovery.

## Engagement

From February to May 2022, TEQSA held its annual meetings with higher education peak bodies including:

- Australian Technology Network
- English Australia
- Group of Eight
- Independent Higher Education Australia
- Innovative Research Universities
- Independent Tertiary Education Council of Australia
- Regional Universities Network
- TAFE Directors Australia
- Universities Australia.

These conversations provide us with feedback on emerging issues across the sector and help us set our strategic priorities for the year.

In addition to these meetings with our local counterparts, we are also connecting with international regulatory and quality assurance agencies that provide us with valuable insight into global trends. Many of our international counterparts are also very interested in TEQSA's work to combat commercial academic cheating services.

TEQSA continues to work closely with the Fair Work Ombudsman on the issue of large-scale underpayment of casual academic staff at several Australian universities.

The Fifth Annual TEQSA Conference: [Hard Lessons, Valuable Learnings, Heightened Expectations](#) was held on Thursday 25 November 2021 in a virtual format. Some 968 people from Australia and overseas attended the conference.

A diverse range of topics focused on the impact of the speed of change that the COVID-19 pandemic has precipitated, its effects on the quality of teaching and the student experience, the rise of contract cheating and the changing expectations of national and international students.

TEQSA's annual stakeholder consultation has been conducted each year since 2015–16 to gain insights into stakeholder views on the Agency, its regulatory output and approach to risk. This year's TEQSA Provider Survey shows that TEQSA's overall performance continues to be highly rated by higher education providers.

Key performance indicators (KPIs) are holding steady or improving with 76 per cent of providers rating TEQSA's performance against its KPIs as excellent or good. However, the report identified several areas where TEQSA could refocus its attention.

Respondents said that they value TEQSA's sector knowledge and while staff continue to be seen as professional in their interactions with providers, there was concern that the turnover of case managers in the previous year had led to some loss of knowledge.

Providers are also eager to resume in-person visits from TEQSA representatives and to be involved in discussions about the regulatory framework. Respondents want to discuss how innovation in education can be supported without imposing undue regulatory burdens.

Timeliness and respondents' perceptions of timeliness across a range of areas continues to be an issue that TEQSA needs to address. Examples cited by respondents included the time taken to provide feedback on an application and whether an organisation is meeting expected standards.

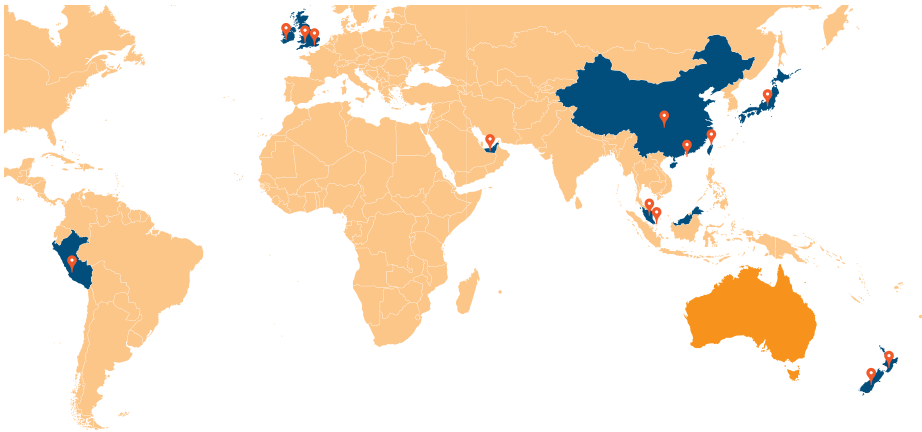
The annual survey is a valuable tool for TEQSA and will inform our strategic initiatives in relation to continuous improvement, sector-wide risk management and stakeholder engagement.

## TEQSA changes

TEQSA Commissioner and Emeritus Professor Cliff Walsh died in early July 2021. Commissioner Walsh made an important contribution to TEQSA over a sustained period.

During the year, Chief Commissioner Emeritus Professor Peter Coaldrake AO and Commissioner Emeritus Professor Joan Cooper welcomed the appointment of Adrienne Nieuwenhuis and Stephen Somogyi as Commissioners returning the Commission to 4 members.

TEQSA also welcomed a new Executive Director of Regulatory Operations, Dr Mary Russell, in early 2022. Dr Russell has extensive regulatory and higher education experience.



Map of TEQSA's international quality assurance partners, current as of 30 June 2022<sup>3</sup>

## In focus: international engagement

TEQSA protects the international reputation of Australia's higher education sector through its regulatory and assurance work and through engagement with its international quality assurance partners. It is a vital activity that protects this economically important sector while supporting and enhancing its international competitiveness and safeguarding the student experience.

Australia's strong global reputation, together with our regulatory environment, enabled TEQSA to continue to work closely with our international partner agencies during the pandemic. We maintained our networks of partnerships by making greater use of technology to support information sharing and cooperation.

We were able to facilitate transnational arrangements for higher education and promote confidence in the quality of the online learning being offered, regardless of the location or mode of delivery. To support the recovery of Australia's higher education sector, we sought to minimise the burden on providers by avoiding regulatory duplication.

The principal objectives of TEQSA's international engagement are:

- quality assuring Australian transnational higher education
- supporting Australian transnational higher education activity and innovation
- building networks and collaborating to ensure quality.

With the return of international students, it is vital that TEQSA continue this important engagement.

<sup>3</sup> Following the pandemic, TEQSA is currently in the process of reviewing its memorandums of understanding.

It is a volatile environment for our existing higher educational institutions and the financial impacts have yet to be fully realised. There are opportunities, but there are also challenges in maintaining the quality of courses

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# Overview

- △ What we do
- △ Our portfolio
- △ Accountable authority
- △ Our organisation
- △ In focus: improving guidance for providers
- △ In focus: understanding academic integrity

1

# What we do



- ▶▶ TEQSA's purpose is to deliver quality assurance that protects the reputation and standing of Australian higher education and the interests of its students

**The TEQSA Act outlines TEQSA's responsibilities for the regulation and quality assurance of all providers offering higher education courses.**

Our key activities include:

- registering regulated entities as higher education providers and accrediting courses of study
- conducting compliance and quality assessments
- conducting accreditation assessments of courses developed by providers without self-accrediting authority
- providing advice and making recommendations to the Minister responsible for higher education on matters relating to the quality and regulation of higher education providers
- cooperating with similar agencies in other countries
- collecting, analysing, interpreting and disseminating information relating to quality assurance practice and quality improvement in higher education.

TEQSA's core legislated role is to register all providers offering higher education qualifications in, or from, Australia. We also accredit their courses of study, except for those providers (mostly universities) that have an authority to accredit courses themselves.

TEQSA also has responsibilities under the ESOS Act for providers offering courses to overseas students, foundation programs (except those delivered by schools), and English Language Intensive Courses for Overseas Students (ELICOS) programs delivered by higher education providers.

The *National Code of Practice for Providers of Education and Training to Overseas Students 2018* (National Code) was also established under the ESOS Act to provide nationally consistent standards and procedures for registered providers of education and training.

TEQSA conducts risk and compliance and other assessments of individual providers and the sector more generally, against the HES Framework.

## Our portfolio



**TEQSA was part of the Education, Skills and Employment portfolio until a post-election machinery of government change took effect on 1 July 2022.**

The former Department of Education, Skills and Employment split into the Department of Education and the Department of Employment and Workplace Relations on 1 July 2022. TEQSA is now a portfolio agency attached to the Department of Education.

During the year under review, the Education, Skills and Employment portfolio comprised the Department of Education, Skills and Employment and the following entities:

- Australian Curriculum, Assessment and Reporting Authority
- Australian Institute of Teaching and School Leadership
- Australian Research Council
- Australian Skills Quality Authority
- Tertiary Education Quality and Standards Agency
- Australian National University<sup>4</sup>

The portfolio's purpose is to contribute to Australia's economic prosperity and social wellbeing by creating opportunities and driving better outcomes for people through education, skills and employment pathways.

Post-election also saw ministerial changes with the Hon Alan Tudge MP being replaced with The Hon Jason Clare MP, Minister for Education.

## Accountable authority



**TEQSA's governance is overseen by Commissioners appointed by the Minister for Education based on their expertise in higher education quality assurance and regulatory practice. Commissioners are responsible for making regulatory decisions, setting strategic directions, monitoring risk in the sector and deciding on matters relating to the development of our quality assurance and regulatory functions.**

The Commissioners are TEQSA's accountable authority and inform the higher education sector about our work and the responsibilities of higher education providers under the Australian Government's regulatory system.

<sup>4</sup> The Australian National University is not part of the general government sector or included in the Commonwealth general government sector fiscal estimates and does not have a chapter in the Portfolio Budget Statements.

Table 1. Details of accountable authority during 2021–22

Name	Position title	Date of commencement	Date of cessation
Emeritus Professor Peter Coaldrake AO	Chief Commissioner	1 March 2021	current
Emeritus Professor Joan Cooper	Commissioner	15 April 2019	current
Adrienne Nieuwenhuis	Commissioner	6 August 2021	current
Stephen Somogyi	Commissioner	2 September 2021	current

## Introducing our Commissioners

### Emeritus Professor Peter Coaldrake AO



Emeritus Professor Peter Coaldrake AO commenced as TEQSA Chief Commissioner on 1 March 2021. Prior to this, Professor Coaldrake completed an almost fifteen-year term as Vice-Chancellor and Chief Executive Officer (CEO) of Queensland University of Technology in December 2017.

He is a former Chair of the peak body Universities Australia and the governing board of the OECD’s Institutional Management in Higher Education.

Professor Coaldrake is currently the Chair of the Board of the Queensland Performing Arts Trust and a Board Member of the Queensland Community Foundation.

In October 2018 he was appointed to conduct a review into the Higher Education Provider Category Standards. In the same year he also undertook two separate reviews for the Queensland government: one on the Queensland public sector workforce and the other on the future of vocational education, training and skilling in central-western Queensland, focusing on the performance of the Agricultural Colleges.

A dual Fulbright scholar, Professor Coaldrake has authored and edited a number of books and monographs including, *Raising the Stakes: Gambling with the Future of Universities*<sup>5</sup>.

He was the recipient of a ‘Queensland Great’ award in 2017 and the Asia–Pacific Leadership Award by the Council for Advancement and Support of Education in 2016.

5 Co-authored with Dr Lawrence Stedman, UQP, 2013; 2nd ed. 2016



## Emeritus Professor Joan Cooper



Emeritus Professor Joan Cooper was previously a higher education consultant, a position she took on after retiring as Pro-Vice-Chancellor (Students) of the University of New South Wales (UNSW). Her other executive academic positions include Deputy Vice-Chancellor (Academic) at Flinders University and Dean of Informatics at the University of Wollongong where she served as Chair of the University Senate (Academic Board).

She has also held senior positions at two other Australian universities. Professor Cooper's most recent work involved delivering a variety of higher education consultancy services to higher education private providers in Australia. Her work included chairing governance committees;

reviews of operational areas and reviews for TEQSA registration, re-registration and accreditation.

She has chaired several governing councils and academic boards for private providers, including TAFE NSW. She was also a member of the TAFE NSW Commission Board.

Professor Cooper has wide-ranging experience both nationally and internationally in tertiary education accreditation and quality audits. In the last 10 years she has served on a number of accreditation/quality panels including chairing many panels in Australia, Asia and the Middle East. Professor Cooper also has experience of managing quality audits.

Professor Cooper completed her Bachelor of Mathematics (Honours) and Doctor of Philosophy at the University of Newcastle. She was the foundation Professor of Information Technology at Wollongong University, and the first female professor of IT in Australia.

In 2003 she was appointed an Emeritus Professor of Wollongong, a title conferred in recognition of her contribution to the University and in 2004 she was awarded the University of Newcastle's Convocation Medal for Professional Excellence. In April 2012 UNSW appointed her as an Emeritus Professor.

## Adrienne Nieuwenhuis



Before her appointment as a TEQSA Commissioner, Adrienne Nieuwenhuis was the Director of the Office of Vice-Chancellor at the University of South Australia. Prior to this, Adrienne was the Director Quality, Tertiary Education, Science and Research in the South Australian Department of Further Education, Employment, Science and Technology.

She provided strategic leadership, policy advice and investment direction to support tertiary education, science and research in South Australia. She was also responsible for the regulation of both higher education and vocational education and training (VET) in South Australia and

worked closely with the Australian Government in the establishment of the national regulatory systems for both higher education and VET.

Adrienne was an inaugural member of the Higher Education Standards Panel (2011–14) and the National Skills Standards Council (2011–13). Adrienne was reappointed to the Higher Education Standards Panel for a further three-year term in 2018.

Adrienne has been a member of the South Australian Skills Commission since 2013 and has held several roles within the Commission, including Deputy Chair of the Commission (2013–14; 2019–20) and Chair of the Commission's Traineeship and Apprenticeship subcommittee (2013 – present). Adrienne is also a member of the Australian Industry and Skills Committee.

Adrienne has over 30 years of experience in tertiary education and has been a member of various state and federal committees and working parties associated with tertiary education. She holds an honours degree in science and a master's degree in education policy and administration.

## Stephen Somogyi



Stephen Somogyi was appointed a TEQSA Commissioner in November 2021. He has extensive global experience in the financial services, health care, higher education and prudential regulation sectors and has chaired boards and audit and risk committees.

Previously, Stephen served as Strategic Adviser to Monash University, Victoria University, the University of Melbourne, the University of Adelaide, Siemens, Queensland Investment Corporation and the Australian Council of Education Research.

He has chaired complex projects including the Queen Street Precinct project to improve student experience in the City of Melbourne. He also helped create the Net Zero Program for Monash to achieve energy savings and zero

net carbon emissions by 2030 and developed a strategic approach to the Higher Education and Health Care sectors for the Siemens Smart Cities Business Unit.

He is a member of the Expert Review Group for Australian Council for Educational Research with regard to financial adviser exams.

Stephen formerly served 10 years as Chief Operating Officer at RMIT University and has held a range of senior roles in government and industry at the Australian Prudential Regulation Authority, Trowbridge Consulting, Mayne Nickless, Bonlac Foods, Capital Structure, the IOOF Board, the CPI Group, National Mutual, Benchmark Hospital Group and CGU Insurance.

His work on boards includes serving as a member of the Safety, Rehabilitation and Compensation Commission, Chair of Guild Group, Director of UniSuper including Chair of Audit, Risk and Compliance Committee, Chair of Higher Ed Services, Chair of Course Loop and Director of Study Loans.

Earning a Master of Science in High Energy Physics from the University of Melbourne and a Master of Science in Management (Sloan Fellow) from Massachusetts Institute of Technology, Stephen is a now fellow of the Institute of Actuaries of Australia, the Australian Institute of Company Directors and the Financial Services Institute of Australia.

## Our organisation

### Alistair Maclean Chief Executive Officer

Alistair Maclean commenced as CEO on



1 September 2020. Prior to his appointment at TEQSA, Alistair was the inaugural CEO of Victoria's Independent Broad-based Anti-Corruption Commission (IBAC) from 2013–20, where he was responsible for the management of IBAC's activities and functions.

From 2008–13, Alistair was General Manager (External Affairs) with PanAust Ltd, an ASX-listed gold and copper producer.

Alistair was previously an Australian diplomat, serving as Ambassador to Laos from 2004–07, with prior postings to Washington DC and Bangkok. In between, he fulfilled various roles in Canberra, including as a senior adviser to the Prime Minister.

He holds a Bachelor of Arts with Honours from the University of Melbourne and a Master of International Law degree from the Australian National University. Alistair is also a graduate of the Australian Institute of Company Directors.

## Our people

**The TEQSA Commission is supported by an Executive Leadership Team (ELT) composed of the CEO, the Executive Director Regulatory Operations, the General Counsel, the Director of Corporate Services, the Director of Policy, Research and Engagement, the Director, People and Capability and the Director, Higher Education Integrity Unit (HEIU).**

The ELT provides operational leadership for TEQSA, informs decisions in relation to our operational requirements and priorities, including staffing, business planning and the management of resources, and develops for the consideration and approval of the Commission as the accountable authority, our corporate plan, annual report and annual budget.

TEQSA's staff possess a high level of knowledge and expertise in regulation, quality assurance, risk management, the public sector and higher education. Staff members build on their knowledge and experience through regular interactions with providers, professional accreditation bodies, TEQSA experts and overseas quality assurance bodies.

TEQSA's staff come from diverse backgrounds, including regulation and government, higher education delivery, data collection, data analysis, risk management and financial analysis. They apply their specialist skills in assessing complex qualitative and quantitative information, with a focus on protecting the interests of students and the reputation of the higher education sector.

## Functional changes

An organisational realignment process was completed during the year to improve the efficiency and effectiveness of TEQSA's operations.

The realignment:

- streamlined the ELT to include the CEO, Executive Director Regulatory Operations, General Counsel, Director Corporate Services, Director Policy, Research and Engagement, Director People and Capability and Director HEIU
- integrated the compliance and regulatory risk functions
- re-invigorated and strengthened TEQSA's policy and research capabilities
- separated the regulatory assessment and assurance functions
- created a dedicated secretariat, working within the Corporate Services Group to support the Commission and its accountable authority functions
- moved the Audit and Risk Committee (ARC) secretariat to Legal, Risk and Quality Assurance Group.

The functional groups now comprise:

**Legal, Risk and Quality Assurance**

**Policy, Research and Engagement**

**Corporate Services**

**Higher Education Integrity Unit.**

**Regulatory Operations**

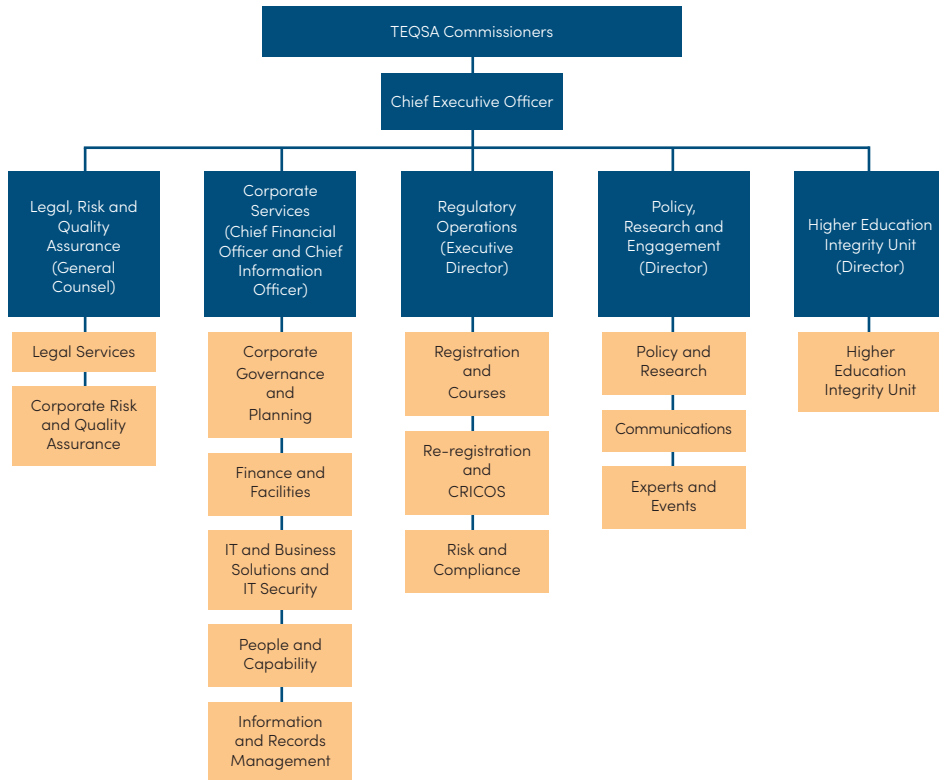


Figure 1. TEQSA organisation chart

## Legal, Risk and Quality Assurance

The Legal Risk and Quality Assurance Group, led by the General Counsel, comprises Corporate Risk and Quality Assurance and Legal Services.

The Corporate Risk and Quality Assurance team is responsible for TEQSA’s internal quality assurance, enterprise risk management and protective security frameworks. It also coordinates procurement and oversight of the Agency’s (outsourced) internal audit function and provides secretariat support to the ARC.

The Legal Services team is responsible for providing TEQSA staff with strategic legal advice and training on legal issues, managing claims by or against TEQSA and drafting and managing legislative instruments and delegations relevant to TEQSA’s regulatory and enabling functions.



Image credit: Goode, Emily 2017

## In focus: improving guidance for providers

TEQSA began work on its Enhancing Guidance Notes project during the year. Led by the Policy, Research and Engagement Group, the project forms part of TEQSA's ongoing work to improve the efficiency of our regulatory operations and support greater self-assurance within the higher education sector.

Due for completion in 2022–23, the project incorporates sector feedback from consultations held in 2021. As a result, a new, simpler template was developed. This will reduce the number of guidance notes from 32 to 28 and ensure that each one aligns with a section of the HES Framework.

The first 3 revised guidance notes were published on our website in May 2022:

- Guidance note: Admissions (coursework)
- Guidance note: Scholarship
- Guidance note: Work-integrated learning.

TEQSA's monthly e-News and our social media channels keep providers informed about progress in updating the guidance notes and opportunities to provide feedback.

## Corporate Services

The Corporate Services Group supports TEQSA through the provision of strategic advice and business governance and planning processes, financial management and reporting, procurement and contract management. It also encompasses human resource management, corporate communications, information, systems and technology support, as well as project and property management.

The Corporate Governance and Planning team provide secretariat support for the Commission, accountable authority and ELT. It also support the accountability and transparency of TEQSA's operations through preparation of TEQSA's contribution to the portfolio budget statements (PBS), maintaining and reviewing TEQSA's corporate plan and preparing and tabling TEQSA's annual reports. The team is also the liaison point for government and public service stakeholders and coordinates preparation for Senate Estimates appearances.

## Regulatory Operations

Regulatory Operations conducts all regulatory assessments and investigations of providers, including:

- accreditations and renewals of courses
- initial registrations and re-registrations of providers
- CRICOS assessments
- compliance investigations.

Regulatory Operations is composed of the Registration and Courses Group, the Re-registration and CRICOS Group, and the Risk and Compliance Group.

Regulatory Operations focuses on coordinating and delivering strategic projects to improve TEQSA's regulatory operational activities and performance. This includes strategies to streamline assessment activities, improve TEQSA's partnership approach and build the capabilities of assessment staff.

### Registration and Courses Group

The Initial Registration Assessment Team is responsible for assessing applications for initial provider registration and accreditation of new courses. The Courses Team assesses applications from registered providers for the accreditation of new courses, or to renew the accreditation of existing courses.

### Re-registration and CRICOS Group

The Re-registration Team assess applications under the TEQSA Act for renewal of registration, authority to self-accredit courses of study and changes to provider category. The ESOS/CRICOS team assesses applications for CRICOS registration and a range of other regulatory assessments under the ESOS Act and the National Code.

Established under the ESOS Act, the National Code provides consistent standards and procedures for all registered providers of higher education that teach international students in Australia. TEQSA is also the ESOS Agency for a small number of stand-alone foundation courses and some ELICOS providers.

[CRICOS](#) is a database managed by the Department of Education under the ESOS legislative framework. It is the official register of all Australian education providers approved to recruit, enrol and deliver education and training services to overseas students. It also contains details of the courses that they deliver.

TEQSA is responsible for assessing applications for inclusion in the CRICOS database and for approving the registration of CRICOS providers. The CRICOS database can be searched by course or provider name or number.

### **Risk and Compliance Group**

The Compliance and Investigations Team is responsible for managing provider non-compliance with regulatory requirements, including the HES Framework.

The team undertakes non-cyclical compliance assessments and investigations based on identified risks and sector-wide thematic analyses. It monitors and manages complaints about providers and monitors assurance action imposed on providers.

The Financial Advisory and Risk team is responsible for sourcing information and intelligence related to risk and undertaking quantitative and qualitative analyses to inform TEQSA's regulatory assessment and compliance activity. The work of the team is key to ensuring that TEQSA's regulatory and compliance activities are proportionate and reflect risk and regulatory necessity.

## **Policy, Research and Engagement**

The Policy, Research and Engagement Group provides strategic higher education regulation policy and sector engagement advice that supports TEQSA's outcomes and informs its future directions.

The Policy, Research and Engagement Group:

- leads and manages sector policy analysis and research capacity in support of TEQSA's regulatory role through intelligence gathering and analysis regarding sector trends in key and emerging risk areas
- designs, develops and disseminates resources for enhancing sector compliance with the HES Framework
- leads TEQSA's internal and external communication strategy, including media engagement, website presence, social media and internal communications
- ensures productive and responsible relationships between TEQSA and key external stakeholders including:
  - higher education peak bodies
  - regulatory beneficiaries (students, employers and the Australian public)
  - other regulators
  - industry professional bodies
  - government departments



- international quality assurance agencies
- manages TEQSA's Register of Experts to support the work of the Agency
- coordinates and manages events, such as speaking engagements and the TEQSA annual conference.

The **Communications team** is responsible for providing strategic advice about communications with TEQSA's diverse range of internal and external audiences. This includes media relations, issues management, communications strategy, website management, graphic design, managing the intranet, producing digital content such as webinars and podcasts and supporting internal communications.

The **Experts and Events team** ensures TEQSA's events, such as the annual TEQSA Conference and other stakeholder engagements, support the achievement of TEQSA's strategic goals. We also ensure TEQSA's register of experts is reviewed and managed.

The **Policy and Research team** supports the enhancement of TEQSA's outcomes and future direction through ongoing improvements to regulatory policy and quantitative and qualitative analysis. This work helps to identify emerging risks and trends to inform guidance to the sector and the Agency's regulatory function. The team also coordinates strategic projects, resources for the sector, policy development and submissions on behalf of the Agency.

## Higher Education Integrity Unit

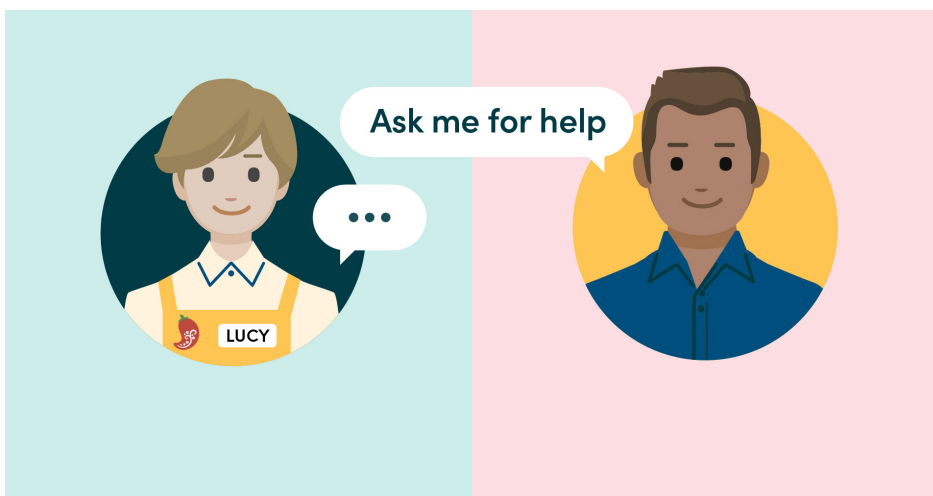
The HEIU, established in 2020, aims to address issues likely to impact the integrity of Australia's higher education sector. Areas of focus for the HEIU are developed and updated in response to sector trends and data analysis.

An early priority of the HEIU has been to lead the Agency's work in acting against commercial academic cheating services and on discharging TEQSA's responsibilities under amendments to the TEQSA Act that provide for deterrents to third-party academic cheating services in higher education. These enforcement activities are complemented by a program of educational activities that:

- inform students about the risks of engaging with cheating services
- ensure providers have access to up-to-date information about the commercial cheating industry through regular intelligence gathering and sharing exercises
- offer providers best practice examples of how to enhance the integrity of their awards.

The HEIU is also working with other government agencies to support Institutes of Higher Education to enhance their cybersecurity awareness and maturity.

Other areas likely to impact the integrity of the higher education sector are being examined and acted upon as need and opportunity arises, for example, the increase in online learning and offshore delivery through third-party arrangements, English language standards and admissions practices.



Still from one of four TEQSA videos discouraging students from academic cheating produced by Studio Binocular on behalf of TEQSA

## In focus: understanding academic integrity

Academic integrity is a cornerstone of Australian higher education and it must be protected so that our qualifications and institutions continue to enjoy national and international success.

TEQSA is supporting students to understand the risks posed by cheating service providers and helping them to make better decisions about how they undertake their studies.

TEQSA has produced a suite of resources freely available via our website to help educate students about academic integrity and commercial academic cheating. Our student academic integrity resources have been accessed 67,787 times and reaction from the sector has been overwhelmingly positive. These resources include four videos that were watched nearly 6000 times between May and 30 June 2022.

Building on this success, TEQSA plans to run a paid social media campaign during the 2022 second semester peak assessment period to ensure more students understand that 'cheating is never the right answer'.

The important messages about academic integrity are reinforced by posters, presentation slides that teachers can use in lectures and TEQSA's student-focused web pages, now translated into 8 languages. Some institutions are linking directly to TEQSA's download hub from their student pages, so their students always have access to the latest anti-cheating information and messages. We are also providing the sector with timely updates on integrity threats as they arise.

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# Performance review

- ▷ Statement of compliance
- ▷ Performance framework
- ▷ Objective 1: Promote good practice and support effective self-assurance
- ▷ Objective 2: Identify, analyse and respond to sector risks
- ▷ Objective 3: Ensure quality and compliance through effective and efficient regulation
- ▷ Other capability requirements

2

# Statement of compliance

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We, the TEQSA Commissioners, as the accountable authority of the Tertiary Education Quality and Standards Agency (TEQSA), present the 2021–22 annual performance statements for TEQSA, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In our opinion, these annual performance statements are based on properly maintained records, accurately present the performance of TEQSA, and comply with subsection 39(2) of the PGPA Act.

Emeritus Professor Peter Coaldrake AO  
Chief Commissioner

Emeritus Professor Joan Cooper  
Commissioner

Adrienne Nieuwenhuis  
Commissioner

Stephen Somogyi  
Commissioner

## The annual reporting cycle

TEQSA is required to include annual performance statements that review its non-financial performance in achieving its vision and purpose. The annual report and annual performance statements complete the cycle that commenced with the Portfolio Budget Statements (PBS) and corporate plan. The performance statements report the actual results achieved against the performance measures and targets set out in our corporate plan and PBS.



Figure 2. The reporting cycle

TEQSA's overarching vision and purpose is aligned under one outcome and program supported by three objectives.

### Outcome 1

Contribute to a high-quality higher education sector through:

- streamlined and nationally consistent higher education regulatory arrangements
- registration of higher education providers
- accreditation of higher education courses
- investigation, quality assurance and dissemination of higher education standards and performance.

#### Program 1.1 Regulation and Quality Assurance

TEQSA provides higher education regulation and quality assurance with reference to standards established under the TEQSA and ESOS Acts:

- **Objective 1:** Promote and support good practice and effective self-assurance across the sector

- **Objective 2:** Identify, analyse and respond to risks in the sector
- **Objective 3:** Ensure compliance with applicable legislation through effective and efficient regulation

Key activities include:

- registering regulated entities as higher education providers and accrediting courses of study
- conducting compliance assessments
- conducting accreditation assessments of courses developed by providers who do not have self-accrediting authority
- providing advice and making recommendations to the responsible Minister on matters relating to the quality and regulation of higher education providers
- cooperating with similar agencies in other countries
- collecting, analysing, interpreting and disseminating information relating to quality assurance practice and quality improvement in higher education.

These activities are underpinned by performance measures and qualitative and quantitative targets. The measures and targets help us to monitor our progress and determine whether we are effective in delivering on our purpose.

TEQSA aligns its key performance measures against the *Australian Government Principles of Regulator Best Practice Regulator Performance Guide (RPG)*, July 2021, which requires regulatory agencies to annually assess their performance and report in the annual report.

The principles are:

**RPG 1 Continuous improvement and building trust** TEQSA adopts a ‘whole-of-system’ perspective, continuously improving performance, capability and culture to build the trust and confidence of the higher education sector and other stakeholders in our regulatory settings.

**RPG 2 Risk-based and data driven** TEQSA responds to risks proportionately and maintains essential safeguards while minimising regulatory burden and leveraging data and digital technology to support higher education providers to comply and grow.

**RPG 3 Collaboration and engagement** TEQSA is a transparent and responsive communicator, regulating against the higher education standards in a modern and collaborative way.

## Operating environment

TEQSA’s operating environment is made up of 190 higher education providers across 4 provider registration categories:

- Institute of Higher Education

- University College
- Australian University
- Overseas University.

These providers offer a diverse range of courses of study to over 1.5 million higher education students. About 80 per cent of providers are registered to deliver higher education courses to international students. Approximately half of registered higher education providers also deliver VET courses (dual sector providers).

At 30 June 2022, Australia's higher education sector comprised 42 Australian Universities, 4 University Colleges, 143 Institutes of Higher Education and one Overseas University. The universities, mostly large and comprehensive in scope, account for some 90 per cent of Australia's higher education students. It is anticipated, however, that in the next decade significant growth will occur in the independent sector.

The authority to self-accredit courses of study is granted to universities and a small number of providers in other categories. Providers without self-accrediting authority are required to have their courses of study accredited by TEQSA. At 30 June 2022, TEQSA had accredited 1488 courses of study offered across 12 broad fields of education, principally in management and commerce, society and culture, health and education.

The previous rapid growth and diversification of the sector, in terms of provider and student profiles, has been profoundly disrupted by the COVID-19 pandemic. The high level of uncertainty has seen a sharp reduction in international student enrolments and changing patterns of students' on-campus engagement. Specifically, international student numbers declined somewhere between 5 and 17 per cent in 2021 compared with the same time in 2020.

In addition, the pressures associated with the pandemic have led to a marked acceleration in the pace of online course delivery. There are moves to diversify international student delivery away from on-campus and face-to-face learning to hybrid models that deliver of Australian higher education awards online, offshore and through third-party arrangements.

This transition presents the sector with opportunities as well as challenges in ensuring the quality of delivery and student experience. The impact of pandemic related pressures on student enrolments is a key risk to the sector, in particular to providers who have traditionally relied heavily on overseas students studying onshore.

Many experienced significant financial impacts because of border closures and this drove changes including changes to ownership, structure and offerings. These changes will continue to pose a challenge to the financial viability of some providers over the coming one to three years. Some providers may decide it is not financially viable to continue to deliver some courses or may not be able sustain their operations overall.

TEQSA's monitoring and regulatory activity has focused on the financial viability of providers and any impacts on the quality of their offerings that this may have.

## Resultant challenges

As Australia's higher education sector continues to evolve its response to the COVID-19 pandemic, the broad challenge for TEQSA will be in monitoring change, anticipating risks and ensuring our regulatory focus and methodology remain fit for purpose.

An important priority for the Agency is to support innovation in the sector, while also ensuring that quality is maintained and enhanced and the interests of students are protected. TEQSA's regulatory model will need to evolve to ensure it remains responsive, not just to developments in regulatory practice, but also dynamic changes in the sector.

This will require TEQSA to continuously improve regulatory practice and performance, be genuinely risk-based, develop capacity to use real time data to inform our work, be responsive to challenges to the sector and maintain trust with stakeholders.

We need to do this in the face of significant resource challenges, particularly for TEQSA's workforce, which has experienced high levels of attrition and changes in organisational leadership and culture.

## Priorities

TEQSA has identified a number of priorities in responding to the operating environment and addressing identified opportunities and challenges:

- reviewing and adapting TEQSA's regulatory model and practice, in keeping with established principles of regulatory best practice and reform, in close consultation with stakeholders
- maintaining a risk assessment focus on the financial viability of providers, particularly in relation to providers heavily reliant on overseas students
- building the HEIU program on academic or contract cheating, and collaboration with other agencies in relation to issues such as cyber security and foreign interference
- further developing TEQSA's risk and compliance focus in relation to student wellbeing, such as the issues of sexual assault and sexual harassment and mental health
- working closely with the Department of Education and the Higher Education Standards Panel on priority projects such as modes of delivery, admissions transparency and research quality
- implementing strategies to improve the timeliness and responsiveness of regulatory assessments and decisions, managing workloads in a manner that reflects risk and ensuring cost recovery arrangements are in place
- continued collaboration with ASQA to seek opportunities to align processes and reduce regulatory burden for dual sector providers
- finalising arrangements for the management of students' records in the event of provider closure



- investing in our workforce and enabling systems, to build and maintain a sustainable basis to TEQSA's regulatory practice and organisational capacity.

## TEQSA's key stakeholders

TEQSA engages with a range of stakeholders from the national and international higher education sector, government and related professions to achieve its purpose.

TEQSA's key stakeholders include:

- Department of Education
- Higher Education Standards Panel
- Australian Skills Quality Authority
- Educators Regulators and Immigration Committee
- Student Expert Advisory Group
- provider peak bodies
- industry professional bodies.

## Analysis of performance

Targets for TEQSA's performance measures are rated as:

- Achieved (100 per cent or qualitatively fulfilled)
- Mostly achieved (75 per cent or more or qualitatively substantial progress)
- Partly achieved (50 per cent or less or qualitatively only partial progress)
- Not achieved (0 per cent or no progress made).

TEQSA had a number of challenges to its regulatory and administrative capacity in 2021–22. The transitioning of existing providers to the new provider categories was a significant undertaking over several months in 2021.

TEQSA also received a record number of course accreditation applications during the year in part due to the introduction of the Australian Government's Higher Education Relief Package, which included waivers on fees for some assessment applications. Notably, this has meant that Target 9, 'a year-on-year improvement in median processing times,' for TEQSA's application-based registration and accreditation activity, was not achieved this year.

TEQSA has also experienced high rates of staff attrition and challenges in recruiting staff with the qualifications necessary to carry out its regulatory and assurance functions. This turnover, combined with increased workloads, has impacted our overall performance, especially in the regulatory operations area.

TEQSA is instituting a specific program of investments in capability to address this shortcoming in 2022–23.

Encouragingly, and despite the disappointing increase in median processing times, TEQSA met its legislative deadlines for application-based activity, namely preliminary assessments and substantive decisions on registration or providers or accreditation of course of study and decisions after review on appeals against decisions.

Of note also is that 69 per cent of respondents to the annual TEQSA Provider Survey rated TEQSA as good or excellent in reducing their administrative burden, up from 65 per cent in 2020-21.

TEQSA's stakeholders also continued to rate TEQSA's guidance materials highly and there was a large increase (717 per cent) in the number of students accessing resources on TEQSA's website. The most popular resource for students was *Understanding Academic Integrity*, demonstrating that the work of the newly established HEIU and TEQSA's success in blocking access to the websites of 2 commercial academic cheating services is having an impact.

Of the 10 other targets for TEQSA's 3 core objectives, 4 were achieved, 5 mostly achieved and one partly achieved. Those targets that were mostly or partly achieved were generally due to delays or deferrals in programs of work, for which completion is expected during the first half 2022-23.

## Capability requirements

Capability requirements refer to the range of enabling systems and activities that support TEQSA's regulatory and quality assurance work, improve TEQSA's operational efficiency and effectiveness and help keep pace with the rapid changes in the sector. The specific capability requirements referenced in this statement are those directly relevant to TEQSA's performance, as set out against its objectives published in its corporate plan, taking into account regulatory best practice principles.

TEQSA's priority capability requirements reflect the impacts of the COVID-19 pandemic and the operating environment, resultant challenges and priorities set out above. The requirements encompass TEQSA's regulatory practice, strategic projects to update core business systems, developing TEQSA's data analytics and related capacities, external communications, our risk management framework and organisational workforce planning.

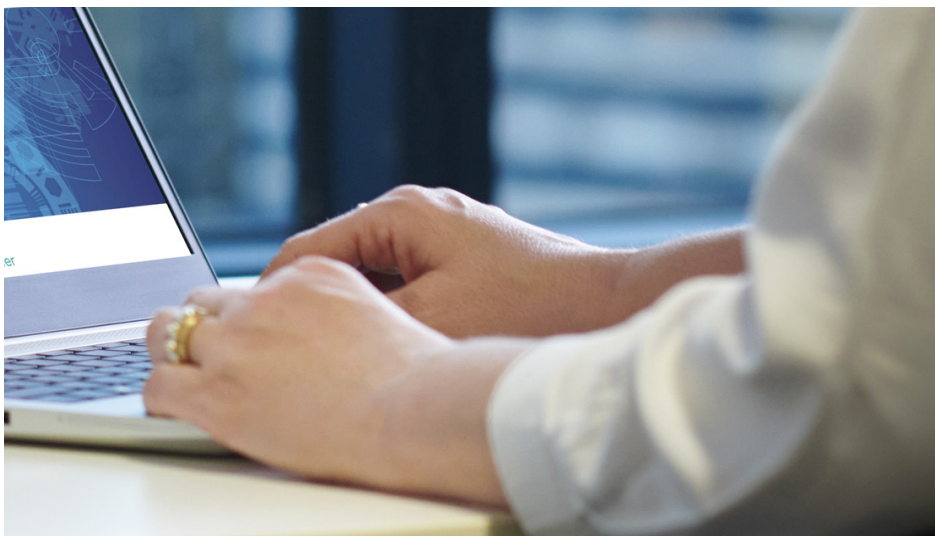


Image credit: XO Studios 2022

## In focus: contract cheating blocked

In October 2021, TEQSA was successful in obtaining a Federal Court order to block access to the websites of 2 commercial academic cheating services. This was the first test of TEQSA's powers to disrupt access to commercial academic cheating service websites.

TEQSA lodged the application in July 2021, seeking an injunction requiring 51 carriage service providers to take such steps as the Court considered reasonable to disable access to the website Assignmenthelp4you.com and its mirror site Assignmenthelp2you.com. The Federal Court determined the websites facilitated a contravention of section 114B of the TEQSA Act and ordered the 51 carriage service providers to block access.

TEQSA gained the power to apply for an injunction under the amendments made by the [\*Tertiary Education Quality and Standards Agency Amendment \(Prohibiting Academic Cheating Services\) Act 2020\*](#), which came into effect in September 2020.

TEQSA filed the injunction application under Section 127A of the TEQSA Act. To support this action, TEQSA's website was updated to include a list of all cheating websites the Agency has sought to block, along with information for redirected users about why access to the illegal sites has been blocked.

## Objective 1

### Promote and support good practice and effective self-assurance across the sector

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TEQSA offers education and guidance to help providers meet their obligations and to promote good practice that will enhance the quality of Australia's higher education sector. These include application guides, guidance notes, good practice notes, seminars, workshops and other tools.

TEQSA's annual conference brings these different strands together in an open and robust engagement with the sector. The agenda varies in response to identified needs.

TEQSA uses feedback from a range of sources such as providers, the Higher Education Standards Panel, peak bodies and students, as well as observations from our provider assessments, compliance activity and research on sector risks and trends to establish the areas and forms of support to be developed.

Table 2. Promote and support good practice and effective self-assurance across the sector

Key activities	Performance targets	Results 2020–21	Results 2021–22
<p>1.1 Education and guidance materials are developed in consultation with the sector and support provider self-assurance.</p> <p>Publish guidance notes, good practice notes and other support materials about quality based on identified needs in 2021–22.</p> <p><i>RPG 3 Collaboration and engagement</i></p>	<p><b>Target 1: Mostly achieved (&gt;75 per cent)</b></p> <p>Support material and initiatives are highly rated by providers.</p> <p><b>Target 2: Achieved (100 per cent)</b></p> <p>Resources developed to support providers are consistently accessed by them.</p>	<p>In TEQSA's annual provider survey, 81 per cent of stakeholders rated guidance materials good or excellent.<sup>6</sup></p> <p>Guidance notes were viewed more than 65,000 times.<sup>7</sup></p>	<p>88 per cent of stakeholders rated guidance materials good or excellent<sup>8</sup></p> <p>This represents ongoing progress in engaging providers with TEQSA's materials.</p> <p>Guidance notes were accessed 69,825 times on the TEQSA website in 2021–22, an increase of 7.42 per cent on the previous period.<sup>7</sup></p> <p>The most popular guidance materials related to academic integrity, scholarship and course design.</p> <p>Updating of guidance materials to reflect the 2021 Higher Education Standards Framework is ongoing.</p>

6 Source: [TEQSA Stakeholder Survey 2021](#)

7 Source: TEQSA website traffic

8 Source: TEQSA Provider Survey 2022 (in previous years known as TEQSA Stakeholder Survey)

Table 2 Continued

Key activities	Performance targets	Results 2020–21	Results 2021–22
<p>1.2 Consult a wide range of stakeholders in reviewing and implementing changes to legislation, instruments or regulatory policy.</p> <p>Undertake TEQSA conference and stakeholder survey</p> <p><i>RPG 1 Continuous improvement and building trust</i></p>	<p><b>Target 3: Mostly achieved (&gt;75 per cent)</b></p> <p>80 per cent or more of providers from across the sector participate annually in TEQSA engagement activities.</p> <p><b>Target 4: Achieved (&gt;100 per cent)</b></p> <p>The student section of the TEQSA website is increasingly accessed.</p>	<p>42 per cent of providers took part in the TEQSA survey</p> <p>No conference was held in 2020 owing to the COVID-19 Pandemic.</p> <p>Student section of the website viewed more than 10,500 times.<sup>7</sup></p>	<p>The TEQSA Conference was successfully delivered on 25 November 2021 with record attendance of 968 registrations.</p> <p>The Provider Survey was successfully delivered with response from 51 per cent of providers.</p> <p>The student section of TEQSA's website was accessed 85,869 times in 2021–22, an increase of 717 per cent on the previous period.<sup>7</sup></p>

## Objective 2

### Identify, analyse and respond to risks in the sector

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TEQSA undertakes an annual risk assessment of all registered higher education providers to inform TEQSA's policy development and regulatory operations focus. We use the outcomes to advise the sector and other stakeholders, in particular the government, about key trends and risks. Individual providers are also provided with information specific to their circumstances.

Over the last three years, TEQSA has worked with stakeholders to respond to sector risks such as academic integrity, transparency of admission processes, English language proficiency and sexual assault and sexual harassment.

TEQSA has continued to analyse and respond to these and other emerging sector-wide issues in collaboration with the sector and where necessary through regulation.

TEQSA's HEIU was successful in an injunction under provisions of the contract cheating legislation. The court made orders requiring 51 carriage service providers to block access to the websites Assignmenthelp4you.com and Assignmenthelp2u.com. This will continue to be an important tool in supporting providers to mitigate the threat posed by commercial cheating services

The annual compliance program and regulatory assessments also bring focus to identified areas of risk.

Table 3. Identify, analyse and respond to risks in the sector<sup>9</sup>

Key activities	Performance targets	Results 2020–21	Results 2021–22
<p>2.1 Enhance the risk monitoring capabilities of TEQSA by incorporating broader and more timely sources of information about providers.</p> <p><i>RPG 2 Risk-based and data driven</i></p>	<p><b>Target 5: Mostly achieved (&gt;75 per cent)</b></p> <p>Annual risk assessment of the sector is completed and key themes are shared with the sector.</p> <p><b>Target 6: Mostly achieved (&gt;75 per cent)</b></p> <p>TEQSA's risk monitoring activities contribute to the setting of its risk priorities.</p>	<p>TEQSA implemented its annual risk assessment cycle, including engagement with individual providers.</p> <p>Providers received their individual risk assessments in April 2021. As the risk assessment was based on pre-COVID-19 information, key themes will form part of a broader analysis of the sector's response to COVID-19.</p> <p>Approach to risk assessment agreed and published.</p> <p>Risk monitoring ongoing.</p> <p>TEQSA's risk identification and monitoring is drawn from its assessments, policy and research, compliance and investigations and Higher Education Integrity functions.</p>	<p>The 2021 risk assessment was undertaken for 168 providers and reports were issued in April 2022.</p> <p>Publication of key issues and themes emerging from the risk assessment cycle, however, was delayed and is expected in 2022-23.</p> <p>Risk monitoring, in particular in relation to financial viability, is ongoing.</p> <p>TEQSA is working with the Department of Education to improve access to data and with other stakeholders to increase information sources.</p> <p>TEQSA's risk identification and monitoring, through respective functions and business units, is the subject of structured agendas and decision points, of which the annual compliance report cycle is an example.</p>



Table 3. Continued

Key activities	Performance targets	Results 2020–21	Results 2021–22
<p>2.2 Develop and initiate projects to address academic integrity and contract cheating and cybersecurity.</p> <p><i>RPG 2 Risk-based and data driven</i></p>	<p><b>Target 7: Mostly achieved (&gt;75 per cent)</b></p> <p>An annual assessment of the progress and outcomes of projects is undertaken and the results are shared with stakeholders, students and other agencies.</p>	<p>TEQSA’s new Higher Education Integrity Unit was established and began developing and implementing project plans to address academic integrity and commercial academic cheating, foreign interference and cyber security and research integrity.</p> <p>The HEIU was established during the year. Initial focus was on staffing and identifying early priorities for the HEIU work program.</p>	<p>The HEIU has continued to refine its capacity to identify emerging or increasing threats to the integrity of higher education, through a horizon scanning function that collates articles and posts from research, the international regulatory community, media and social media.</p> <p>The horizon scan is presented quarterly to the Commission and in conjunction with other analyses will inform the work programs across TEQSA.</p> <p>The HEIU worked to develop a program to address identified thematic risks, including academic integrity and cybersecurity. Quarterly reports are considered by Commission, and annual meetings are held with peak bodies to keep them informed. The HEIU also interacts at least quarterly with other key government agencies including the Australian Cyber Security Centre, the Department of Education and the Department of Home Affairs.</p>

<sup>9</sup> Note: This table provides a summary of the risk monitoring activities

## Objective 3

### Ensure compliance with applicable legislation through effective regulation

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TEQSA's core functions are to register all providers that offer higher education qualifications in or from Australia. It also accredits their courses, except for universities and other select providers that have authority to accredit their own courses of study. TEQSA's core regulatory work includes:

- assessing applications for registration and re-registration as a higher education provider
- accrediting and re-accrediting courses offered by higher education providers
- registering and re-registering providers delivering higher education courses, foundation programs, and English language intensive courses to international students
- compliance monitoring and assessments, including routine monitoring and assessments in response to unexpected events, such as material change notifications from providers and complaints about providers
- ensuring that regulated academic awards are not offered by unregistered providers.

TEQSA's focus has been on reducing the administrative burden of regulation for higher education providers, particularly independent private providers that are subject to registration and course accreditation, including in the context of the impacts of the COVID-19 pandemic.

Table 4. Ensure compliance with applicable legislation through effective regulation

Key activities	Performance targets	Results 2020-21	Results 2021-22
<p>3.1 Implement and monitor the effectiveness of TESQA's compliance monitoring framework.</p> <p><i>RPG 1 Continuous improvement and building trust</i></p>	<p><b>Target 8: Mostly achieved (&gt;75 per cent)</b></p> <p>TEQSA takes action to ensure that serious non-compliance by registered and non-registered providers is disrupted and addressed.</p>	<p>TEQSA's compliance activity undertaken to disrupt and address non-compliance included:</p> <p>100 Compliance Assessments were finalised.</p> <p>33 conditions were imposed to ensure providers remained compliant with the HES Framework.</p> <p>78 assessments of provider condition reporting were completed.</p> <p>6 providers were re-registered for less than the maximum period.</p> <p>18 re-accreditations were approved for less than the maximum period.</p> <p>Enhanced quarterly reporting on trends in concerns and complaints was implemented.</p> <p>Process improvements for managing unregistered entities were developed and implemented with 18 active cases.</p>	<p>As part of the Compliance Monitoring Framework that was published in July 2021, TEQSA focused on providers' oversight of offshore third-party arrangements. The program has been delayed into 2022-23, with findings aggregated to feed into a transnational education and offshore delivery toolkit to support providers.</p> <p>In addition to the usual business activities:</p> <p>28 conditions were imposed to ensure providers remained compliant with the HES Framework.</p> <p>20 warning letters were issued to unregistered entities. This led to 9 unregistered entities taking remedial action and the publication of 4 unregistered entities on TEQSA's website</p> <p>38 cease and desist letters were issued to contract cheating websites.</p> <p>1 injunction was granted to block access to a contract cheating website.</p>

Table 4. Continued

Key activities	Performance targets	Results 2020–21	Results 2021–22
<p>3.2 Work in partnership with ASQA to reduce administrative burden associated with CRICOS registrations for dual sector providers.</p> <p>Assessment and compliance activities are streamlined and coordinated to ensure regulatory activity is efficient.</p> <p><i>RPG 1 Continuous improvement and building trust</i></p>	<p><b>Target 9: Not achieved (no progress made)</b></p> <p>The year-on-year trend in processing times demonstrates improvement.</p> <p><b>Target 10: Achieved (100 per cent)</b></p> <p>Increase in positive ratings from providers with regard to TEQSA's efforts to reduce administrative burden.</p>	<p>Median processing time in days:</p> <ul style="list-style-type: none"> <li>• registration: 248</li> <li>• re-registration: 315</li> <li>• course accreditation (all providers): 184</li> <li>• course accreditation (registered providers): 173</li> <li>• course re-accreditation: 208</li> <li>• course accreditation (proposed providers): 237</li> </ul> <p>65 per cent of respondents in the annual stakeholder survey rated TEQSA as good or excellent in reducing administrative burden<sup>10</sup>.</p>	<p>Median processing time in days:</p> <ul style="list-style-type: none"> <li>• registration: 272</li> <li>• re-registration: 330</li> <li>• course accreditation (all providers): 237</li> <li>• course accreditation (registered providers): 235</li> <li>• course re-accreditation: 252</li> <li>• course accreditation (proposed providers): 272</li> </ul> <p>For a number of reasons, both externally and internally related, TEQSA has not improved processing times. This is the subject of a specific spending initiative in 2022–23.</p> <p>While the results are reflected in provider commentary, 69 per cent of respondents still rate TEQSA as good or excellent in reducing their administrative burden<sup>11</sup>.</p>

Table 4. Continued

Key activities	Performance targets	Results 2020–21	Results 2021–22
<p>3.3 Establish and implement a program of outreach with providers to support ongoing compliance and address emerging issues early.</p> <p><i>RPG 3 Collaboration and engagement</i></p>	<p><b>Target 11: Achieved (100 per cent)</b></p> <p>TEQSA engages annually with all providers to address issues and assist providers in understanding their obligations.</p>	<p>TEQSA has engaged with all registered providers about our approach to the new Provider Category Standards including briefing sessions, website updates and direct engagement.</p>	<p>Through Annual Provider meetings, or through other forms of engagement, TEQSA has engaged with all providers during 2021–22 to identify their concerns and challenges, address issues, and assist them in understanding their obligations.</p>

10 Source: TEQSA Stakeholder Survey 2021

11 Source: TEQSA Provider Survey 2022

Table 5. TEQSA's performance against legislative timeframes in the TEQSA Act

Section and target	Results 2021–22
<b>Section 19</b> TEQSA must undertake a preliminary assessment of an application for registration within 30 days after an application is made.	10 of 10 preliminary assessments were completed within legislative timeframe.
<b>Section 21</b> TEQSA must make a decision on an application for registration within nine months of receiving it or, if TEQSA is satisfied for reasons beyond its control that a decision cannot be made within the nine months, TEQSA may determine a longer period not exceeding a further nine months, within which it must make a decision on the application.	7 substantive assessments were completed for decision: 4 within the legislative timeframe and 3 within the extended timeframe.
<b>Section 47</b> TEQSA must make a preliminary assessment of an application for a course of study to be accredited within 30 days after an application is made.	224 of 227 preliminary assessments were completed within the legislative timeframe.
<b>Section 49</b> TEQSA must make a decision on an application for accreditation of a course of study within nine months of receiving it, or if TEQSA is satisfied for reasons beyond its control that a decision cannot be made within nine months, TEQSA may determine a longer period not exceeding a further nine months, within which it must make a decision on the application.	196 substantive assessments were completed for decision, 186 within the legislative timeframe and 10 within the extended timeframe. <sup>12</sup>
<b>Section 186</b> TEQSA must make a decision on a reviewable decision within 90 days after receiving the application for review.	All reviewable decisions were made within legislative timeframe (2 in 2021–22).

<sup>12</sup> Timeframe extensions were approved by the TEQSA Commission where applicants asked for more time to respond to Notices of Proposed Decision (NoPD) or Requests for Further Information (RFI).

# Capability requirements



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This section relates to the development and implementation of capability requirements that support TEQSA's regulatory and quality assurance work and go to TEQSA's performance against its objectives and targets, namely:

- updating and revising regulatory practice to reflect TEQSA's resource base, sector developments and the regulatory performance framework
- replacing TEQSA's case management system, implementing a records management system and ensuring student records are available where providers cease operations
- integrating existing data systems and developing an analytics and predictive capacity for monitoring risks and trends across the sector, and in relation to specific providers
- upgrading the TEQSA website, including for improved accessibility and user experience, and to other external communications such as TEQSA mail newsletters
- updating TEQSA's risk culture, including through revised enterprise and supervisory risk frameworks and statements
- developing and implementing a comprehensive workforce strategy, including in relation to organisational culture.

Table 6. Capability requirements—regulatory practice

Key activities	Outcomes 2021–22
<p>Implementing a compliance monitoring framework</p>	<p>TEQSA published an overview of its Compliance Monitoring Framework in August 2021.</p> <p>The framework sets out the overarching principles and key elements to support TEQSA’s regulatory oversight of higher education providers’ compliance with their obligations, including:</p> <ul style="list-style-type: none"> <li>• a <b>Compliance and Enforcement Policy</b> published in July 2021, setting out TEQSA’s compliance function and enforcement powers and a risk-reflective approach to addressing non-compliance.</li> <li>• an <b>annual compliance program</b> for which the 2021–22 program focused on providers’ oversight of offshore third-party arrangements (TPA). The program assessed the measures taken by sampled providers during the pandemic to ensure that providers’ management of offshore TPA operations comply with the HES Framework. The program has been delayed into 2022–23, with findings aggregated to feed into a transnational education and offshore delivery toolkit to support providers.</li> <li>• an <b>annual (calendar year) compliance report</b> for which the 2021 report (published in March 2022) reported on TEQSA’s compliance activities and included learnings and case studies to highlight compliance risks and trends.</li> </ul>
<p>Ensure clear documentation and reporting of each stage of assessment processes</p>	<p>TEQSA has developed an enhanced assessment scheduling tool for initial registration and re-registration assessments. Resource constraints have delayed extending the tool to other assessment types, such as course accreditations.</p>
<p>Review and improve business processes to enhance clarity and efficiency and better target key risks.</p>	<p>10 business improvement projects have been implemented and completed. 4 projects are progressing slowly due to resource constraints and 2 projects remain on hold.</p>
<p>Strengthen relationships with providers</p>	<p>TEQSA has engaged with all providers in 2021–22, through a structured annual program.</p>



Table 7. Capability requirements—strategic data management projects, and analytics and related capacity

Key activities	Outcomes 2021–22
Integrating existing data systems	<p>Business intelligence reporting of TEQSA’s key metrics was implemented.</p> <p>Capabilities for predictive analytics and executive dashboards are being developed.</p> <p>A Centralised Data Management Environment was established and a data management framework was prepared. Streamlining data processing is in progress.</p>
Implementing a records management system for the agency and for students records for closed providers	<p>TEQSA has procured a records management solution and completed proof of concept for a Students Record Management System.</p> <p>The next phase of the projects is effective rollout and change management across the organisation, including through training, migration and adjustments. This work has commenced and will be completed in 2022–23.</p>
Replacement of the case management system	<p>A high-level design and requirements gathering exercise for new case management/provider management system has been completed.</p> <p>Review of two proof of concepts was performed to select a suitable solution that meets TEQSA’s needs.</p> <p>Procurement finalisation is currently due in the first quarter of 2022–23.</p> <p>Rollout and implementation of the system, including through business process design and training, will occur throughout 2022–23.</p>
Developing an analytics and predictive capacity for monitoring the sector	<p>TEQSA has developed a Sector Dashboards Data and Data Insights hub for its annual risk assessments and plans to extend access and information sharing across the organisation in 2022–23 and 2023–24. Project development has been slowed by a reliance on data held by the Department of Education.</p>

Table 8. Capability requirements—communications

Key activities	Outcomes 2021–22
Upgrading the website to the latest version of GovCMS	TEQSA's website renewal project, to enable improved accessibility and user experience is expected to be finalised by the end of 2022.
Investigate options to upgrade its email newsletter management system	TEQSA has completed a review of its email newsletter management systems and expects to implement improved efficiency, security and user experience by the end of 2022.

Table 9. Capability requirements— risk management

Key activities	Outcomes 2021–22
Revised Risk Management Policy and Enterprise Risk Register.	A Risk Management Policy and Enterprise Risk Register were approved in December 2021 and have been published.
Internal reporting and benchmarking.	Risk Owners and Managers are supported with a presentation from Comcover, workshops on the development of the Enterprise Risk Register, and specification of compulsory Comcover Training in Individual Performance Agreements.
Training for risk managers and owners.	
Internal publication of risk information for all staff access.	Tolerance range examples have been developed by Risk Managers.

Table 10. Capability requirements – workforce planning

Key activities	Outcomes 2021–22
<p>Formalising operational workforce planning</p>	<p>Business Group workforce plans were developed and approved in 2021, but without reference to an overarching strategic HR framework.</p> <p>The first stage of the framework, being a 5-year whole-of-organisation workforce plan, was developed for approval in Q1 2022-23.</p>
<p>Development of a comprehensive workforce strategy for 2021–25</p>	<p>Development of the strategy focused on three key areas:</p> <ul style="list-style-type: none"> <li>• attract, build and retain skills, expertise and talent</li> <li>• embrace data, technology and flexible and responsive workforce models</li> <li>• strengthen integrity and purposeful leadership.</li> </ul> <p>TEQSA is on target to complete the strategy in Q1 2022-23.</p>
<p>Development and implementation of an agency culture plan including anti-bullying and harassment strategies, plans and training</p>	<p>A Respectful Workplace: Anti-Bullying, Harassment, Assault, Discrimination and Sexual Misconduct Policy effective from February 2021 is due for review in February 2024.</p> <p>A Culture Plan was developed and effective from September 2021. It is due for review in September 2022.</p> <p>TEQSA's Australian Public Service (APS) census results for 2022 showed a decrease in reports of bullying and discrimination.</p>

## Financial review

For the 2021–22 financial year, TEQSA recorded a surplus of \$0.69 million compared with a surplus of \$2.78 million in 2020–21. This decline was largely a result of supplier costs being higher than expected during 2021–22 due to an increased use of contractors for projects and business operations.

The 2021–22 PBS estimated an operating deficit of \$0.94 million. This variance between the budgeted deficit and actual surplus reflects the fact that employee benefits were under budget due to staff departures and timing of recruitment activities.

In addition, lower revenue than budgeted was received as the 2021 TEQSA Conference was online and not in-person.

See Appendix A: Table 16 Entity resource statement 2021–22.

# TEQSA 2021

5<sup>th</sup> ANNUAL CONFERENCE

Thursday 25 November

Virtual

## In focus: TEQSA 2021 Conference

Our annual conference was cancelled in 2020 due to the COVID-19 pandemic but returned in 2021 with the theme: *Hard lessons, valuable learnings, heightened expectations*.


Delivered virtually for the first time, the program included a range of speakers who explored how the higher education sector could apply the learnings from 2020 and 2021 to rise above the challenges facing students, academics and institutions to forge an exceptional, vibrant brand for Australian higher education for the future.

Highlights of the event included an opening address from the Minister for Education and Youth, a segment on the promise of diversity and sculpting a changing sector and a stronger emphasis of the authentic student voice.

The one-day event on Thursday, 23 November 2021 attracted 968 attendees, a record attendance at a TEQSA Conference. Attendees were drawn from across the higher education sector and included 112 students and 19 international delegates.

Recordings of sessions from the conference were made available to attendees via a dedicated post-conference portal. Recordings were also posted to the TEQSA YouTube channel and shared via e-News with subscribers, attracting more than 1400 views by 30 June 2022.

Post-event feedback from attendees was highly positive, and lessons from the virtual conference are being incorporated into planning for the 6th Annual TEQSA Conference in November 2022, which is being delivered in-person and virtually.



As Australia's higher education sector continues to evolve its response to the COVID-19 pandemic, the broad challenge for TEQSA will be in monitoring change, anticipating risks and ensuring our regulatory focus and methodology remain fit for purpose.

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# Management and accountability

- ▢ Corporate governance
- ▢ Management of human resources
- ▢ Purchasing and asset management

3

# Corporate governance



TEQSA's *Governance, Performance and Compliance Framework* outlines the internal governance arrangements for the leadership and management of TEQSA including the responsibilities of the Commission, the CEO and the ELT. As well as being the accountable authority under the TEQSA Act, the Commission's high-level functions include:

- setting the strategic direction for the performance of TEQSA's functions including oversight of strategic projects
- approval of policies and procedures necessary for the performance of TEQSA's functions
- engagement in strategic relationships with key stakeholder groups, including international counterparts
- input into the reporting of performance in accordance with the principles of regulator best practice
- oversight of corporate planning and financial management, including annual reports, annual financial statements and annual performance statements
- approval of the charter of the ARC and appointment of its members
- oversight and monitoring of TEQSA's regulatory functions and risk management.

During 2021–22, the Commission met 28 times.

The [TEQSA Service Charter](#) sets out our commitment to everyone who deals with us. This includes higher education providers, current and prospective students at Australian higher education providers, members of the public, employers, government agencies, experts and peak bodies with responsibility for representing the sector we regulate.

## TEQSA experts

Expert advice helps us perform our regulatory functions and TEQSA maintains a register of external experts that can be called upon for specific tasks. While they do not make decisions, their independent advice contributes to assessments of applications for:

- registration as a higher education provider
- renewal of registration as a higher education provider
- accreditation of a course of study.



## Legal services

Our Legal Services team provides or arranges for legal services for all TEQSA's operations. The Legal Services team ensures that TEQSA complies with all directions, policies or rules, relevant to the provision of legal services. Where necessary the Legal Services team seeks advice from external legal experts.

## Planning and management

The functions of the CEO are derived from the TEQSA Act and the PS Act and delegations from the Commission. The CEO is responsible for overall management and administration of TEQSA, overseeing Agency performance, financial management, risk management, people management, security management, legislative compliance and the operational relationship with the Commission.

The ELT members have individual responsibilities and are jointly responsible for leadership and management of the Agency's operational performance including:

- recommending TEQSA strategic directions, priorities and objectives
- monitoring, reviewing and making recommendations on the Agency's operational performance and risk management
- reviewing and making recommendations regarding TEQSA's governance and assurance arrangements and frameworks
- staffing, business planning and the management of resources
- developing our corporate plan, annual report and annual budget for approval by the TEQSA Commission in its role as the accountable authority.

The elements of the annual planning process for TEQSA groups are as follows:

- budget planning
- business planning
- group workforce planning
- risk management planning.

## Fraud control

TEQSA's overarching corporate governance framework of fraud and anti-corruption controls comprises the:

- accountable authority and its instructions and delegations
- functions of the ARC
- responsibilities of the CEO and Director Corporate Services
- broader operational arrangements.

TEQSA also complies with the legislative requirements of section 10 of the *Public*

*Governance, Performance and Accountability Rule 2014* relating to fraud.

The TEQSA Fraud and Anti-Corruption Policy (previously Plan) has been updated. The policy includes TEQSA's approach to fraud and corruption risk management and internal controls. It is reviewed annually by TEQSA's ARC.

TEQSA's key initiatives relate to IT, payroll and finance. TEQSA has continued to enhance and protect against cyber security incidents in the ICT environment, which was subjected to an Information Security Registered Assessor Program (IRAP) assessment in 2021 and accredited as Official: Sensitive.

The assessment also identified several areas for improvement to enhance the maturity of TEQSA's security. A remediation action plan was developed to address identified gaps and implement the IRAP recommendations.

TEQSA's approach to preventing fraud and corrupt conduct is based on promoting ethical behaviour in the workplace, staff awareness and identifying and mitigating risks of fraud and corrupt conduct. TEQSA insists on high standards of ethical behaviour and employs a range of measures to ensure the effectiveness of its governance framework, including:

- mandatory and regular training in fraud and corruption awareness and prevention
- ensuring updates and changes to related policies are communicated to all staff
- appropriate written delegations and arrangements for financial authorisations
- provisions aimed at ensuring information security
- appropriate office security
- protective security
- guidance for staff on how to handle fraud cases that may arise
- conflict of interest awareness and training, including annual staff declarations of interest.

TEQSA staff are subject to a robust employment screening process. All ongoing staff commencing with TEQSA are required to undergo a Baseline national security clearance assessed by the Australian Government Security Vetting Agency, while the Commissioners and CEO are required to maintain a negative vetting level 1 clearance. Also, ongoing and non-ongoing staff are required to undergo an AFP National Police Criminal History Record assessment.

TEQSA complies with the Commonwealth Fraud Control Policy and contributes towards the collection of information by the Australian Institute of Technology.

TEQSA did not become aware of any incidents of fraud or corruption within the organisation in 2021–22.

## Audit and Risk Committee

TEQSA's Audit and Risk Committee is established in compliance with section 45 of the PGPA Act and operates under an ARC Charter, approved by the Commissioners as our accountable authority. The Legal Risk and Quality Assurance Group provides secretariat services for the ARC. TEQSA's ARC Charter is available at [www.teqsa.gov.au/our-governance](http://www.teqsa.gov.au/our-governance)

Table 11. Audit and risk committee membership 2021–22

Member name	Relevant qualifications and experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)	Additional information
Dr Len Gainsford, Chair	Dr Len Gainsford (B Econ Qld MBA Macq MA UNSW DBA Macq PFIIA CRMA GAICD) has 16 years as a PwC and a KPMG partner, nine years as Director Audit and Assurance in the Office of the Secretary of a large State Government Department, ten years chairing Government Audit and Risk Committees and nine years as a University Adjunct Research Fellow. His doctorate is in risk, compliance and compliance culture.	0/0	\$0	Dr Gainsford resigned as Chair of the Audit and Risk Committee with effect from 9 July 2021. The Committee did not meet during the period in which Dr Gainsford was Chair in 2021-22
Sally-Anne Pitt, Chair	Sally-Anne Pitt's areas of expertise includes internal audit and performance audit, audit quality, risk management and corporate governance and public policy development and review. She holds a Bachelor of Applied Science, a Master of Public Policy and post-graduate business studies from the Darden Business School, University of Virginia (USA). Ms Pitt is a Professional Fellow of the Institute of Internal Auditors and a Director of their Global Board, a Certified Internal Auditor, Certified Government Auditing Professional and is qualified as a Quality Assessment Reviewer by the Institute of Internal Auditors.	4/4	\$20,000	

Table 11.Continued

Member name	Relevant qualifications and experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)	Additional information
Brandon Mack, Member	Brandon Mack has been a senior executive in a large state government department. As a member of its leadership group, he was also the lead executive in risk management, occupational health and safety and portfolio performance, reporting and oversight. His fields of expertise also include influencing organisational performance and outcomes in areas spanning major transport projects, transport and planning policy, social policy, corporate governance, corporate planning, procurement, business systems and processes, IT and internal audit. Mr Mack holds a Bachelor of Arts (Hons) degree from Monash University	4/4	\$10,120	

Table 11. Continued

Member name	Relevant qualifications and experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inc.)	Additional information
Claire Hamilton, Member	Claire Hamilton is an experienced leader who has held executive roles in publicly listed and government-owned entities. Her areas of expertise include risk and compliance management, finance, audit and corporate governance. Ms Hamilton holds a Bachelor of Arts (Hons) degree in Business Studies from the University of Sheffield (UK) and is a Chartered Accountant, Chartered Secretary, Certified Internal Auditor and Professional Member of the Institute of Internal Auditors.	4/4	\$10,120	
Darren Box, Member	Darren Box is a highly experienced senior executive with over 30 years of experience spanning national social service to national security across the Commonwealth and United Kingdom. Darren has extensive financial management, organisational reform, governance, and audit experience, is committed to driving organisational change and building capability. Darren holds a Bachelor of Business (Acc) from Charles Sturt University, is a Fellow of CPA Australia and has qualifications in Professional Coaching from IECL.	4/4	\$10,120	

## External scrutiny

On 7 October 2021, the Federal Court made orders requiring 51 carriage service providers to block access to the websites Assignmenthelp4you.com and Assignmenthelp2u.com. TEQSA applied for those orders under Section 127A of the TEQSA Act. This was the first time TEQSA exercised its power to apply for an injunction under the amendments made by the *Tertiary Education Quality and Standards Agency Amendment (Prohibiting Academic Cheating Services) Act 2020*.

In her reasons, Justice Abraham noted that ‘there is an obvious public interest in granting the injunction.’

The decision supports TEQSA’s ongoing work to reduce the risk posed by commercial academic cheating services to student interests and the reputation and standing of Australian higher education.

There were no other decisions by courts, tribunals or the Information Commissioner during 2021–22 which had, or may have, a significant effect on TEQSA’s operations.

## Information technology

The *ICT Strategy* sets out the TEQSA’s vision for ICT solutions and services from 2021 to 2024. The ICT vision for TEQSA is to provide modern, scalable and sustainable solutions that strengthen TEQSA’s capability in achieving its business objectives. TEQSA plans to become a data and intelligence lead regulator through:

- the development of data analytics capabilities
- maximising the value of information
- providing timely and appropriate data for:
  - proactive management of sector risk
  - quality assurance and regulatory activities.

The ICT team contributes to enhancing service delivery by providing ICT solutions that are fit for purpose, user-centred, secure and scalable enough to keep pace with innovations in technology.

## Information Publication Scheme

Pursuant to Part II of the *Freedom of Information Act 1982* (FOI Act), TEQSA is required to publish information as part of the Information Publication Scheme requirements. These requirements impose an obligation on TEQSA to publish a range of information, including information about what we do and how we do it.

Our Agency plan indicating published information is accessible from [TEQSA’s website](#).



Image credit: XO Studios 2022

## In focus: safeguarding students

TEQSA continues to work with the higher education sector to improve how it identifies and responds to sexual assault and sexual harassment in the sector. TEQSA invited all peak bodies and quality networks to collaborate in the creation of a community of practice for the prevention and response to sexual assault and sexual harassment.

The Higher Education Private Provider – Quality Network and Independent Higher Education Australia responded and the resulting collaboration has been evaluated as helpful, relevant and effective by the 48 participating providers. Both groups intend to keep going after TEQSA's initial involvement.

In response to the Australian Human Rights Commissioner's *Respect @ Work* report, TEQSA worked with the Department of Education to review newly created resources to support the education sector's efforts to reduce sexual harassment at work.

TEQSA has continued to offer support to providers through such resources as the [\*Good Practice Note: Preventing and responding to sexual assault and sexual harassment in the Australian higher education sector.\*](#)

In the next financial year, TEQSA will add student mental health to its student wellbeing focus. This is in response to reported declines in student mental health due to the isolation caused by repeated lockdowns and the rise in online course delivery during the ongoing COVID-19 pandemic.

This new project aims to identify gaps in sector practice and provide guidance to ensure that the sector has the capacity to deal with student mental health issues.



# Management of human resources



The COVID-19 pandemic continued to present many challenges in relation to working safely and effectively. TEQSA implemented a variety of measures to support staff, including:

- timely and tailored communication of lockdown arrangements and TEQSA's COVID-safe plan, including safety instructions for staff working remotely, in the office, and travelling between the office and home
- enabling remote working arrangements for all staff and ensuring staff have the appropriate equipment and workspace to be able to do so safely and effectively
- virtual ergonomic assessments of home workspaces for all staff
- a contactless sign-in app to enable staff and visitors to check-in effortlessly and securely when they work in the office
- an online desk booking system to ensure TEQSA can control the number of staff in the office and the number of available desks for booking during restricted periods
- provision of a range of health, safety and wellbeing resources, with a particular focus on mental health and wellbeing.

## Workplace consultative arrangements

The Staff Consultative Committee is one of the key forums for consulting with employees about proposed changes to any policies, procedures and guidelines that are in place to support the operation of the TEQSA Enterprise Agreement. Membership of the Committee includes representatives from staff, management and the union. The Committee meets quarterly.

TEQSA also consulted with staff through regular newsletters and meetings, providing staff with updates on a range of management and operational matters. Each business group within the Agency held regular meetings to raise matters and put forward ideas for improving the work environment.

## Our Culture Plan

In September 2021, TEQSA published its Culture Plan addressing the significant cultural challenges identified by staff in the 2020 and 2021 APS Census and 2020 Workplace Climate Review.

In developing the plan, TEQSA engaged with staff to explore the desired values and behaviours needed to define and shape our workplace culture. This engagement included a series of workshops, discussions and feedback which resulted in the identification of a core set of values: Trust, Respect, Collaboration and Accountability.

Our Culture Plan forms a key component of TEQSA's people and culture strategy, including the operational workforce plans of each business group and the role of individual performance agreements.

## Professional development

Our workforce consists of specialist regulatory operations staff, as well as staff working in a range of functions that support our core regulation capability and operations. These functions include policy and sector analysis, legal advice, risk analysis, information management, communications, stakeholder liaison, governance, information and communication technology, human resources and finance.

TEQSA recognises the value of a capable and high performing workforce and provides staff with learning and development opportunities to develop skills and knowledge for current and future roles and responsibilities. The TEQSA Learning Committee promotes and encourages continuous improvement and development of staff through its internal and external speaker program. The program focuses on sharing information about strategic and emerging issues in the higher education sector.

In 2021–22, TEQSA's Learning Committee facilitated 6 interactive sessions for staff with presenters from other regulators, peak bodies, international agencies as well as TEQSA experts. TEQSA also provided staff with the following professional development opportunities:

- executive coaching
- respectful workplace behaviours
- management and leadership skills, including strategic leadership
- rehabilitation case management skills
- work health and safety including Health & Safety Representative, First Aid Officer and Warden training
- higher duties, internal and external temporary transfers/secondments to other APS agencies
- external conferences and seminars such as:
  - regulatory reform
  - risk management
  - finance fundamentals, and finance for non-finance managers
  - report writing in the APS and writing briefs for decision-makers
  - Cert IV in Government Investigations
  - Microsoft Project
  - public sector data analytics and Chief Data and Analytics Officer conferences.

As part of its commitment to capability development TEQSA also provides access to professional development and study assistance to all staff. This support includes reimbursement of up to \$3000 for the cost of relevant professional development and/or study leave of up to 8 hours per week.

In 2021–22, seven staff accessed study assistance and study leave and 69 days of study leave was approved.

## Performance assessment

TEQSA has a formal performance management system in place for staff. This helps to:

- clarify individual employee work tasks, responsibilities and performance
- set performance expectations and provide feedback
- improve communication between managers and their staff (through performance appraisals)
- provide a basis for determining salary advancement within classifications, identify learning and professional development needs and opportunities and manage under-performance.

## Workplace health and safety

TEQSA is committed to safeguarding the health, safety and welfare of staff and visitors and to preventing occupational injury. TEQSA has a Workplace Health and Safety Committee that includes representatives from management and staff.

TEQSA provides staff with access to an Employee Assistance Program, annual flu vaccinations, a range of health and wellbeing resources and initiatives and a network of First Aid and Mental Health First Aid Officers.

No reportable health and safety incidents occurred during 2021–22 and TEQSA was not required to give any notices under the *Work Health and Safety Act 2011*.

## Disability reporting

The *Australian Public Service Disability Employment Strategy 2020–25* is an important part of the Australian Government’s ongoing commitment to improving the employment outcomes for people with disability. Continuing the momentum from the previous APS disability employment strategy, this strategy sets out a comprehensive plan to improve the employment outcomes for people with disability.

TEQSA reported on measures of success against this strategy by publicly reporting progress in the annual [State of the Service Report](#) and the APS Employment Database.

## Staffing statistics

At 30 June 2022, TEQSA employed 5 office holders, one Senior Executive Service (SES) officer, 28 executive-level staff and 59 APS staff. Ninety-four per cent of TEQSA employees are located in Victoria.

For more detailed information on TEQSA's staffing profile see:

Appendix B Employee profiles

Appendix C Employees by APS classification and gender

Appendix D Employment type by full-time and part-time status

Appendix E Employment type by location

Appendix F Indigenous employment

Appendix G Employment arrangements of SES and non-SES employees.

## Remuneration and other terms and conditions

TEQSA's Commissioners, including the Chief Commissioner, are appointed by the Minister pursuant to section 138 of the TEQSA Act and are paid the remuneration determined by the Remuneration Tribunal. The CEO of TEQSA is also appointed by the Minister and the CEO's remuneration is also determined by the Remuneration Tribunal.

The conditions of employment for APS and executive-level employees are set out in the:

- TEQSA Enterprise Agreement 2018–2021
- Public Service (Subsection 24(1)—Tertiary Education Quality and Standards Agency Non-SES Employees) Determination 2021/1.

The Enterprise Agreement and Public Service Determination offer competitive terms and conditions of employment, including financial assistance for relevant professional development as previously discussed. For information on remuneration, see:

Appendix H: Salary ranges by classification

Appendix I: Executive remuneration.

### Non-salary benefits

Non-salary benefits provided by the Agency to employees include superannuation, home-based computer access, professional development and study assistance and flexible work options.

### Performance pay

TEQSA's enterprise agreement does not include provision for performance pay.

## Payroll services

TEQSA has maintained a shared-services arrangement with the Productivity Commission for payroll services for the last 10 years. This arrangement ceased on 30 June 2022.

Much of the second half of the 2021–22 year saw TEQSA, the Productivity Commission and Aurion working together to build the new Aurion payroll system platform and transitioning the existing employee payroll information from the Productivity Commission to the new payroll system, which commenced on 1 July 2022.



Image credit: XO Studios 2022

## In focus: revised categories for higher education providers

In July 2021, TEQSA completed the transition of all higher education providers to the new category standards. The changes followed commencement of the revised HES Framework 2021. The revised framework incorporated the recommendations of the 2019 review of Provider Category Standards. The revised framework simplifies and enhances the categorisation of higher education providers, ensuring the category standards remain fit for purpose.

To facilitate the transition, TEQSA undertook comprehensive and thorough approach to ensuring the revised category standards were fairly and consistently applied. Following TEQSA's assessment, Avondale University College was registered as an Australian University on 1 July 2021.

TEQSA also registered the National Institute of Dramatic Arts, Moore Theological College and the Australian Film, Television and Radio School in the new University College category on the first day the updated standards came into effect. In January 2022, Alphacrucis College was registered as Australia's fourth University College after the presentation of new evidence to TEQSA.

TEQSA expects the reforms to provider categories will support greater provider diversity, with a focus on embedding excellence across Australia's evolving higher education landscape.

TEQSA's website and the National Register were also updated to reflect the transition to the new categories and standards.

# Purchasing and assets management

All contracts adhered to the core policies and principles of the Commonwealth Procurement Rules throughout the reporting period. An appropriate approach to market was made for all procurements covered by the Commonwealth Procurement Rules. Asset management was not a significant part of the entity's activities during the 2021–22 financial year.

## Competitive tendering and contracting

TEQSA's Accountable Authority Instructions and Procurement Manual require compliance with the Commonwealth Procurement Rules. All contracts with a value of \$10,000 or more (inclusive of GST) entered into by TEQSA in 2021–22 were lodged on AusTender.

Table 12. Expenditure on reportable consultancy contracts 2021–22

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	8	\$496,386
Ongoing contracts entered into during a previous reporting period	1	\$4,343
<b>Total</b>	<b>9</b>	<b>\$500,729</b>

Table 13. Expenditure on reportable non-consultancy contracts 2021–22

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	78	\$6,997,757
Ongoing contracts entered into during a previous reporting period	28	\$3,377,567
<b>Total</b>	<b>106</b>	<b>\$10,375,324</b>

Table 14. Organisations receiving a share of reportable consultancy contract expenditure 2021–22

Name of organisation	Expenditure \$'000 (GST inc.)
Resolution Consulting Services Pty Ltd (ABN: 64 081 965 648)	\$125,167
Resolution Consulting Services Pty Ltd (ABN: 64 081 965 648)	\$82,368
Flinders University (ABN: 65 542 596 200)	\$80,756
Wambinya Buwanha Pty Ltd (ABN: 85 642 780 961)	\$80,000
McGrathNicol Advisory Partnership (ABN: 34 824 776 937)	\$59,400

Table 15. Organisations receiving a share of reportable non-consultancy contract expenditure 2021–22

Name of organisation	Expenditure \$'000 (GST inc.)
Australian Government Solicitor (ABN: 69 405 937 639)	\$251,274
Data#3 Limited (ABN: 31 010 545 267)	\$890,638
Deloitte Consulting Pty Ltd (ABN: 86 611 750 648)	\$496,478
GPT Funds Management 2 Pty Ltd (ABN: 27 107 426 504)	\$1,930,533
IA Group Pty Ltd (ABN: 29 075 871 813)	\$1,784,416

### Australian National Audit Office Access Clauses

No contracts were let during the year for \$100,000 or more (inclusive of GST) with provisions to exempt Australian National Audit Office access to contractors' premises.



## Exempt contracts

TEQSA had no contracts in excess of \$10,000 (inclusive of GST) that were exempted by the CEO from being published on AusTender because it would disclose exempt matters under the FOI Act.

## Notes on Competitive tendering and contracting

Decisions to engage consultants during 2021–22 were made in accordance with the PGPA Act and related regulations including the Commonwealth Procurement Rules and relevant internal policies. Consultants are engaged through a procurement process, using open tender, limited tender or an established panel arrangement. All consultants are evaluated and selected in accordance with the Commonwealth Procurement Rules, various procurement-related legislations and relevant internal policies.

TEQSA uses consultancy services to obtain specialist expertise or independent advice to investigate or diagnose a defined issue or problem, carry out defined reviews or evaluations, and provide creative solutions to assist in the agency's decision making. During 2021–22, eight new consultant contracts were entered into, involving total actual expenditure of \$496,386. In addition, one ongoing reportable consultancy contract was active during the period, involving total actual expenditure of \$4,343. Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website at [www.tenders.gov.au](http://www.tenders.gov.au).

## Advertising and market research

TEQSA did not conduct any advertising campaigns during 2021–22.

## Grants

TEQSA does not administer any discretionary grants programs.

## Small business

TEQSA supports small business participation in the Commonwealth Government procurement market. Small and medium enterprises (SMEs) and Small Enterprise participation statistics are available on through the Department of Finance, [Statistics on Australian Government Procurement Contracts](#) webpage.

TEQSA uses a number of procurement practices to support SMEs including:

- use of the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000
- applying the Small Business Engagement Principles to effectively engage and communicate with small businesses
- seeking opportunities to engage Aboriginal and Torres Strait Islander businesses
- use of electronic payment systems to facilitate on time payments.

## Ecologically sustainable development and environmental performance

The information provided is in accordance with section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*.

TEQSA is committed to progressing towards a sustainable future and continued improvement in reducing negative impacts on the environment. In 2021–22, TEQSA continued the achievement of 5.5-star NABERS rating within the tenancy.

These ongoing favourable ratings are due to low energy consumption because of continued lockdowns or work from home directions as a result of the continuing COVID-19 restrictions. The number of staff in the office has been maintained at low levels as TEQSA integrated social distancing in the office and required staff to operate from home as directed.

At TEQSA, we have participated in recycling initiatives offered by the 530 Collins Street building management and run staff awareness programs. There has also been a very heavy focus on consolidation and digitising the older files in preparation for the relocation to our new home at 452 Flinders Street

We continue to encourage staff and teams to recycle/reuse paper and cardboard and use the base building co-mingled organic matter and hard waste recycling, e-waste recycling and battery recycling. TEQSA is committed to reducing contamination of waste streams and reducing its general waste stream.

TEQSA also continued its commitments to other alternative recycling initiatives which have not been provided by building management including printer toner, waste cartridge recycling and secure destruction and recycling of all confidential matter.

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# Financial report

- ▷ Independent auditor's report
- ▷ Statement by accountable authority and CFO
- ▷ Financial statements

4



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Education

#### Opinion

In my opinion, the financial statements of the Tertiary Education Quality and Standards Agency (the Entity) for the year ended 30 June 2022:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2022 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2022 and for the year then ended:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to and forming part of the financial statements, comprising a summary of significant accounting policies and other explanatory information.

#### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Commissioners are responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Commissioners are also responsible for such internal control as the Commissioners determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

GPO Box 707, Canberra ACT 2601  
38 Sydney Avenue, Forrest ACT 2603  
Phone (02) 6203 7300

In preparing the financial statements, the Commissioners are responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Commissioners are also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

### **Auditor's responsibilities for the audit of the financial statements**

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

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

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

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

Australian National Audit Office

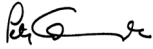


Rahul Tejani  
Executive Director  
Delegate of the Auditor-General  
Canberra  
08 September 2022

**STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER**

In our opinion, the attached financial statements for the year ended 30 June 2022 comply with subsection 42(2) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Tertiary Education Quality and Standards Agency will be able to pay its debts as and when they fall due.



**Professor Peter Coaldrake AO**  
Chief Commissioner  
on behalf of the Accountable Authority

5 September 2022



**Robert Oliphant**  
Chief Financial Officer

5 September 2022

**Tertiary Education Quality and Standards Agency**  
**STATEMENT OF COMPREHENSIVE INCOME**  
*for the period ended 30 June 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget <sup>1</sup> \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	10,481	11,369	12,727
Suppliers	1.1B	7,376	5,098	6,914
Depreciation and amortisation	3.2A	1,936	2,006	2,301
Finance costs		4	19	129
Impairment loss on financial instruments	7.2B	-	178	-
Losses from asset disposals		-	5	-
Other expenses	1.1C	64	-	-
<b>Total expenses</b>		<b>19,861</b>	<b>18,675</b>	<b>22,071</b>
<b>Own-Source Income</b>				
<b>Own-source revenue</b>				
Revenue from contracts with customers	1.2A	181	358	700
Rental income	1.2B	127	249	181
Resources received free of charge	1.2C	46	46	53
<b>Total own-source revenue</b>		<b>354</b>	<b>653</b>	<b>934</b>
<b>Net (cost of)/contribution by services</b>		<b>(19,507)</b>	<b>(18,022)</b>	<b>(21,137)</b>
Revenue from Government	1.2D	20,198	20,800	20,198
<b>Surplus/(Deficit) attributable to the Australian Government</b>		<b>691</b>	<b>2,778</b>	<b>(939)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation reserve		-	1	-
<b>Total comprehensive income/(loss)</b>		<b>691</b>	<b>2,779</b>	<b>(939)</b>

The above statement should be read in conjunction with the accompanying notes.

<sup>1</sup> Original Budget reflects the figures in the 2021-22 Portfolio Budget Statements (PBS).

**Tertiary Education Quality and Standards Agency**  
**STATEMENT OF COMPREHENSIVE INCOME**  
*for the period ended 30 June 2022*

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**Budget Variances Commentary**  
**Statement of Comprehensive Income**

<b>Affected line items</b>	<b>Explanation of major variances</b>
<i>Employee benefits</i>	Employee benefits are under budget due to staff departures and timing of recruitment activities.
<i>Suppliers</i>	Suppliers are higher than budget due to an increased use of contractors for projects and business operations.
<i>Finance costs</i>	The variance in finance costs is primarily due to unwinding of discount for makegood provision, which was less than budget.
<i>Revenue from contracts with customers</i>	Variance is due to lower revenue as the 2021 TEQSA conference was on line and not in person.
<i>Resources received free of charge</i>	Variance in resources received free of charge is due to lower than anticipated cost of external audit fees.
<i>Rental Income</i>	Variance is due to the termination of a sub-lease.



Tertiary Education Quality and Standards Agency  
**STATEMENT OF FINANCIAL POSITION**  
*as at 30 June 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget <sup>1</sup> \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents	3.1A	563	222	207
Trade and other receivables	3.1B	12,308	11,091	11,512
<b>Total financial assets</b>		<b>12,871</b>	<b>11,313</b>	<b>11,719</b>
<b>Non-financial assets<sup>2</sup></b>				
Buildings	3.2A	1,622	1,177	21,130
Plant and equipment	3.2A	280	169	874
Intangibles - computer software	3.2A	1,464	1,458	2,600
Other non-financial assets	3.2B	435	230	153
<b>Total non-financial assets</b>		<b>3,801</b>	<b>3,034</b>	<b>24,757</b>
<b>Total assets</b>		<b>16,672</b>	<b>14,347</b>	<b>36,476</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	3.3A	1,931	516	603
Other payables	3.3B	255	239	113
<b>Total payables</b>		<b>2,186</b>	<b>755</b>	<b>716</b>
<b>Interest bearing liabilities</b>				
Leases	3.4A	-	978	20,648
<b>Total interest bearing liabilities</b>		<b>-</b>	<b>978</b>	<b>20,648</b>
<b>Provisions</b>				
Employee provisions	6.1A	1,931	2,769	2,484
Other provisions	3.5B	605	541	518
<b>Total provisions</b>		<b>2,536</b>	<b>3,310</b>	<b>3,002</b>
<b>Total liabilities</b>		<b>4,722</b>	<b>5,043</b>	<b>24,366</b>
<b>Net assets</b>		<b>11,950</b>	<b>9,304</b>	<b>12,110</b>
<b>EQUITY</b>				
Contributed equity		14,852	12,897	16,498
Reserves		17	17	16
Retained surplus/(Accumulated deficit)		(2,919)	(3,610)	(4,404)
<b>Total equity</b>		<b>11,950</b>	<b>9,304</b>	<b>12,110</b>

The above statement should be read in conjunction with the accompanying notes.

<sup>1</sup> Original Budget reflects the figures in the 2021-22 Portfolio Budget Statements (PBS).

<sup>2</sup> Right-of-use assets are included in "Buildings" line item.

**Tertiary Education Quality and Standards Agency**

**STATEMENT OF FINANCIAL POSITION**

as at 30 June 2022

**Budget Variances Commentary  
Statement of Financial Position**

<b>Affected line items</b>	<b>Explanation of major variances</b>
<i>Trade and other receivables</i>	The variance in trade and receivables is due to an increase in the appropriation receivable.
<i>Plant and equipment</i>	The variation in plant and equipment is due to works for new office accommodation.
<i>Intangibles - computer software</i>	The variation in intangibles are due to the changes in timing of the IT projects.
<i>Other non-financial assets</i>	Increase due to lease prepayment.
<i>Suppliers</i>	Supplier payables are higher than budget due to timing of invoices received and cash payments at close of the reporting period.
<i>Other payables</i>	The variance in other payables is mainly due to lesser number of days accrued for salaries and superannuation in the budget.
<i>Employee provisions</i>	Employee provisions is reduced due to staff departures during 2021-22.

Tertiary Education Quality and Standards Agency  
**STATEMENT OF CHANGES IN EQUITY**  
*for the period ended 30 June 2022*

	2022 \$'000	2021 \$'000	Original Budget <sup>1</sup> \$'000
<b>CONTRIBUTED EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	12,897	13,287	14,543
<b>Transactions with owners</b>			
<b>Distribution to owners</b>			
Departmental equity returns	-	(1,646)	-
<b>Contributions by owners</b>			
Departmental capital budget	1,955	1,256	1,955
<b>Total transactions with owners</b>	<u>1,955</u>	<u>(390)</u>	<u>1,955</u>
<b>Closing balance as at 30 June</b>	<u>14,852</u>	<u>12,897</u>	<u>16,498</u>
<b>RETAINED EARNINGS</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	(3,610)	(6,388)	(3,465)
<b>Adjusted opening balance</b>	<u>(3,610)</u>	<u>(6,388)</u>	<u>(3,465)</u>
<b>Comprehensive income</b>			
Surplus/(Deficit) for the period	691	2,778	(939)
<b>Total comprehensive income</b>	<u>691</u>	<u>2,778</u>	<u>(939)</u>
<b>Closing balance as at 30 June</b>	<u>(2,919)</u>	<u>(3,610)</u>	<u>(4,404)</u>
<b>ASSET REVALUATION RESERVE</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	17	16	16
<b>Comprehensive income</b>			
Other comprehensive income	-	1	-
<b>Total comprehensive income</b>	<u>-</u>	<u>1</u>	<u>-</u>
<b>Closing balance as at 30 June</b>	<u>17</u>	<u>17</u>	<u>16</u>
<b>TOTAL EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	9,304	6,915	11,094
<b>Adjusted opening balance</b>	<u>9,304</u>	<u>6,915</u>	<u>11,094</u>
<b>Comprehensive income</b>			
Surplus/(Deficit) for the period	691	2,778	(939)
Other comprehensive income	-	1	-
<b>Total comprehensive income</b>	<u>691</u>	<u>2,779</u>	<u>(939)</u>
<b>Transactions with owners</b>			
<b>Distribution to owners</b>			
Departmental equity returns	-	(1,646)	-
<b>Contributions by owners</b>			
Departmental capital budget	1,955	1,256	1,955
<b>Total transactions with owners</b>	<u>1,955</u>	<u>(390)</u>	<u>1,955</u>
<b>Closing balance as at 30 June</b>	<u>11,950</u>	<u>9,304</u>	<u>12,110</u>

The above statement should be read in conjunction with the accompanying notes.

<sup>1</sup> Original Budget reflects the figures in the 2021-22 Portfolio Budget Statements (PBS).

**Tertiary Education Quality and Standards Agency**  
**STATEMENT OF CHANGES IN EQUITY**  
*for the period ended 30 June 2022*

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**Accounting Policy**

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Restructuring of Administrative Arrangements

Net assets received from or relinquished to another Government entity under a restructuring of administrative arrangements are adjusted at their book value directly against contributed equity.

Other Distributions to Owners

The FRR require that distributions to owners be debited to contributed equity unless it is in the nature of a dividend.

**Budget Variances Commentary**

**Statement of Changes in Equity**

Major budget variances for balances contained in the Statement of Changes in Equity have been included in the budget variances commentary for the Statement of Comprehensive Income and the Statement of Financial Position.

**Tertiary Education Quality and Standards Agency**  
**CASH FLOW STATEMENT**  
*for the period ended 30 June 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget <sup>1</sup> \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Appropriations		21,448	18,250	20,752
Rendering of services		176	314	881
GST received		739	599	559
Other		215	166	28
<b>Total cash received</b>		<b>22,578</b>	<b>19,329</b>	<b>22,220</b>
<b>Cash used</b>				
Employees		11,302	11,013	12,667
Suppliers		7,956	5,811	6,906
Interest payments on lease liabilities		4	16	29
GST paid		2	2	563
Section 74 receipts transferred to OPA		1,245	1,328	90
<b>Total cash used</b>		<b>20,509</b>	<b>18,170</b>	<b>20,255</b>
<b>Net cash from/(used by) operating activities</b>		<b>2,069</b>	<b>1,159</b>	<b>1,965</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash used</b>				
Purchase of plant, equipment and intangibles		1,498	623	2,558
<b>Total cash used</b>		<b>1,498</b>	<b>623</b>	<b>2,558</b>
<b>Net cash from/(used by) investing activities</b>		<b>(1,498)</b>	<b>(623)</b>	<b>(2,558)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity		750	732	1,955
<b>Total cash received</b>		<b>750</b>	<b>732</b>	<b>1,955</b>
<b>Cash used</b>				
Principal payments of lease liabilities		978	1,253	1,362
<b>Total cash used</b>		<b>978</b>	<b>1,253</b>	<b>1,362</b>
<b>Net cash from/(used by) financing activities</b>		<b>(228)</b>	<b>(521)</b>	<b>593</b>

The above statement should be read in conjunction with the accompanying notes.

<sup>1</sup> Original Budget reflects the figures in the 2021-22 Portfolio Budget Statements (PBS).

**Tertiary Education Quality and Standards Agency**

**CASH FLOW STATEMENT**

for the period ended 30 June 2022

**Budget Variances Commentary**

**Cash Flow Statement**

<b>Affected line items</b>	<b>Explanation of major variances</b>
<i>Operating activities</i> <i>Appropriations (cash received)</i>	Appropriations is higher than budget due to reclassification of FY 2020-21 S74 receipts.
<i>Operating activities</i> <i>Rendering of services</i>	Cash from rendering of services is less than budget due to the termination of a rental sub-lease to AASB, and TEQSA conference ticket sales expensed against other income.
<i>Operating activities</i> <i>Other</i>	Other cash received is higher than budget due to TEQSA conference ticket sales revenue that was included in the budget for rendering of services.
<i>Operating activities</i> <i>GST received</i>	GST received is higher than budget due to a increase in supplier expenses.
<i>Operating activities</i> <i>Employees</i>	Payments to employees is below budget due to staff departures and the timing of recruitment activities.
<i>Operating activities</i> <i>Suppliers</i>	GST paid is lower than budget due to a TEQSA ticket sales coded against Other revenue instead of Rendering of Services.
<i>Operating activities</i> <i>Section 74 receipts transferred to OPA</i>	Section 74 receipts is higher than budget due to increase in miscellaneous receipts, mainly ATO BAS refunds.
<i>Financing activities</i> <i>Contributed equity</i>	Lease principal repayments is less than budget due to revised timing for the commencement of the new office.
<i>Financing activities</i> <i>Principal payments of lease liabilities</i>	Principal repayments of lease liabilities is less than budget as the result of revised timing for the commencement of the new office.

**Tertiary Education Quality and Standards Agency**  
**ADMINISTERED SCHEDULE OF COMPREHENSIVE INCOME**  
*for the period ended 30 June 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget <sup>1</sup> \$'000
<b>NET COST OF SERVICES</b>				
<b>Income</b>				
<b>Revenue</b>				
<b>Non-taxation revenue</b>				
Fees	2.2A	399	353	-
<b>Total non-taxation revenue</b>		<b>399</b>	<b>353</b>	<b>-</b>
<b>Total revenue</b>		<b>399</b>	<b>353</b>	<b>-</b>
<b>Total income</b>		<b>399</b>	<b>353</b>	<b>-</b>

The above schedule should be read in conjunction with the accompanying notes.

<sup>1</sup> Original Budget reflects the figures in the 2021-22 Portfolio Budget Statements (PBS).

**Budget Variances Commentary**

**Administered Schedule of Comprehensive Income**

Affected line items	Explanation of major variances
<i>Fees</i>	The revenue reflects regulatory charges collected from providers who were not eligible for fee relief under the government's COVID-19 Higher Education Relief Package.

**Tertiary Education Quality and Standards Agency**  
**ADMINISTERED SCHEDULE OF ASSETS AND LIABILITIES**  
*as at 30 June 2022*

	Notes	2022 \$'000	2021 \$'000	Original Budget <sup>1</sup> \$'000
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	4.2A	-	-	-
<b>Total payables</b>		-	-	-
<b>Total liabilities administered on behalf of Government</b>		-	-	-
<b>Net assets/(liabilities)</b>		-	-	-

The above schedule should be read in conjunction with the accompanying notes.

<sup>1</sup> Original Budget reflects the figures in the 2021-22 Portfolio Budget Statements (PBS).



**Tertiary Education Quality and Standards Agency**  
**ADMINISTERED RECONCILIATION SCHEDULE**  
*for the period ended 30 June 2022*

	Notes	2022 \$'000	2021 \$'000
<b>Opening assets less liabilities as at 1 July</b>		-	(52)
<b>Net contribution by services</b>			
Income		399	353
<b>Transfers (to)/from the Australian Government</b>			
Appropriation transfers from Official Public Account			
Special appropriations (unlimited)			
Payments to entities other than corporate Commonwealth entities		4	70
Appropriation transfers to OPA			
Transfers to OPA		(403)	(371)
<b>Closing assets less liabilities as at 30 June</b>		-	-

The above schedule should be read in conjunction with the accompanying notes.

**Accounting Policy**

*Administered Cash Transfers to and from the Official Public Account*

Revenue collected by TEQSA for use by the Government rather than TEQSA is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.

**Tertiary Education Quality and Standards Agency**  
**ADMINISTERED CASH FLOW STATEMENT**  
*for the period ended 30 June 2022*

	2022	2021
	\$'000	\$'000
<b>OPERATING ACTIVITIES</b>		
<b>Cash received</b>		
Fees	403	371
<b>Total cash received</b>	<u>403</u>	<u>371</u>
<b>Cash used</b>		
Refunds to higher education providers	4	70
<b>Total cash used</b>	<u>4</u>	<u>70</u>
<b>Net cash from/(used by) operating activities</b>	<u>399</u>	<u>301</u>
<b>Cash from Official Public Account</b>		
Appropriations	4	70
<b>Total cash from official public account</b>	<u>4</u>	<u>70</u>
<b>Cash to Official Public Account</b>		
Appropriations	(403)	(371)
<b>Total cash to official public account</b>	<u>(403)</u>	<u>(371)</u>

This schedule should be read in conjunction with the accompanying notes.

## Overview

### Objectives of the Entity

The Tertiary Education Quality and Standards Agency (TEQSA) is an Australian Government controlled entity. It is a not-for-profit entity. TEQSA is located at Level 14, 530 Collins Street, Melbourne.

TEQSA is Australia's independent national quality assurance and regulatory agency for higher education. The objective of TEQSA is to protect student interests and the reputation of Australia's higher education sector through a proportionate, risk-reflective approach to quality assurance that supports diversity, innovation and excellence.

### The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

### New Accounting Standards

No accounting standard has been adopted earlier than the application date as stated in the standard. All new, revised, amending standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on TEQSA's financial statements.

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities	AASB 1060 applies to annual reporting periods beginning on or after 1 July 2021 and replaces the reduced disclosure requirements (RDR) framework.  The application of AASB 1060 involves some reduction in disclosure compared to the RDR with no impact on the reported financial position, financial performance and cash flows of the entity.

### Taxation

TEQSA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

### Reporting of Administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

**Events After the Reporting Period**

**Departmental**

There were no subsequent events that had the potential to significantly affect the ongoing structure and financial activities of TEQSA.

**Administered**

There were no subsequent events that had the potential to significantly affect the ongoing structure and financial activities of TEQSA.

## 1. Financial Performance

This section analyses the financial performance of the Tertiary Education Quality and Standards Agency for the year ended 2022.

### 1.1 Expenses

	2022 \$'000	2021 \$'000
<b>1.1A: Employee Benefits</b>		
Wages and salaries	8,556	8,950
Superannuation		
Defined contribution plans	1,129	1,099
Defined benefit plans	324	414
Leave and other entitlements	472	906
<b>Total employee benefits</b>	<b>10,481</b>	<b>11,369</b>

#### Accounting Policy

Accounting policies for employee related expenses is contained in the People and Relationships section.

### 1.1B: Suppliers

#### Goods and services supplied or rendered

Consultants	555	279
Contractors	2,616	1,411
Travel	42	47
IT services	1,093	1,077
Expert fees	488	434
Legal fees	399	385
Recruitment and training	329	280
Property operating expenses	552	556
MOU costs	135	223
Event costs	135	1
Other	702	336
<b>Total goods and services supplied or rendered</b>	<b>7,046</b>	<b>5,029</b>

#### Goods and services supplied or rendered

Goods supplied	420	285
Services rendered	6,626	4,744
<b>Total goods and services supplied or rendered</b>	<b>7,046</b>	<b>5,029</b>

#### Other suppliers

Workers compensation expenses	112	69
Operating lease rentals <sup>1</sup>	218	-
<b>Total other suppliers</b>	<b>330</b>	<b>69</b>
<b>Total suppliers</b>	<b>7,376</b>	<b>5,098</b>

<sup>1</sup>TEQSA has short term lease commitments of \$109,123 monthly as at 30 June 2022.

#### Accounting Policy

##### *Short-term leases and leases of low-value assets*

TEQSA has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000). TEQSA recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Tertiary Education Quality and Standards Agency  
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

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	2022 \$'000	2021 \$'000
<b>1.1C: Other expenses</b>		
Makegood	<u>64</u>	<u>-</u>
<b>Total other expenses</b>	<u>64</u>	<u>-</u>

Tertiary Education Quality and Standards Agency  
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

**1.2 Own-Source Revenue and gains**

	2022	2021
	\$'000	\$'000
<b>Own-Source Revenue</b>		
<b><u>1.2A: Revenue from contracts with customers</u></b>		
Rendering of services	181	358
<b>Total revenue from contracts with customers</b>	<b>181</b>	<b>358</b>
<b>Disaggregation of revenue from contracts with customers</b>		
Service category:		
TEQSA Conference	148	-
Miscellaneous / Other	33	358
	<b>181</b>	<b>358</b>
Type of customer:		
Australian Government entities (related parties)	-	127
Non-government entities	181	231
	<b>181</b>	<b>358</b>
Timing of transfer of goods and services:		
Over time	-	-
Point in time	181	358
	<b>181</b>	<b>358</b>

**Accounting Policy**

Revenue from the sale of goods is recognised when control has been transferred to the buyer.

TEQSA is a not-for-profit, non-corporate Commonwealth entity. TEQSA collects minor miscellaneous fees from freedom of information requests and reimbursements of staff costs to attend sector-based events. TEQSA generates ticket sales revenue associated with the annual TEQSA Conference. Revenue is recognised upon receipt, or at the conclusion of the event.

The transaction price is the total amount of consideration to which the TEQSA expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

Receivables for goods and services, which have 30 day terms (2021: 30 days), are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

**Tertiary Education Quality and Standards Agency**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**

	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
<b>1.2B: Rental income</b>		
Subleasing right-of-use assets	<u>127</u>	<u>249</u>
<b>Total rental income</b>	<u>127</u>	<u>249</u>

**Subleasing right-of-use assets**

TEQSA in its capacity as a lessor sublets office accommodation. The sublease commenced on 21 September 2015 and expired on 28 February 2022.

**Maturity analysis of operating lease income receivables:**

Within 1 year	<u>-</u>	<u>221</u>
<b>Total undiscounted lease payments receivable</b>	<u>-</u>	<u>221</u>

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 3.2A and 3.4A.

Note: the total undiscounted lease payments receivable is GST inclusive where relevant.

**1.2C: Other revenue**

Resources received free of charge		
Remuneration of auditors	<u>46</u>	<u>46</u>
<b>Total other revenue</b>	<u>46</u>	<u>46</u>

**Accounting Policy**

Resources received free of charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

**1.2D: Revenue from Government**

Appropriations		
Departmental appropriations	<u>20,198</u>	<u>20,800</u>
<b>Total revenue from Government</b>	<u>20,198</u>	<u>20,800</u>

**Accounting Policy**

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when TEQSA gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts.



## 2. Income and Expenses Administered on behalf of Government

This section analyses the activities that the Tertiary Education Quality and Standards Agency does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

### 2.1 Administered - Expenses

For the year ended 30 June 2022, no administered expenses had been incurred by TEQSA (2021: Nil).

### 2.2 Administered - Income

	2022	2021
	\$'000	\$'000
<b>Revenue</b>		
<b>Non-Taxation Revenue</b>		
<b>2.2A: Fees</b>		
Fees from regulatory services	399	353
<b>Total fees</b>	<u>399</u>	<u>353</u>

#### Accounting Policy

All administered revenues are revenues relating to ordinary activities performed by TEQSA on behalf of the Australian Government.

Revenue is generated from partial cost recovery arrangements for specific services to higher education providers. Fees are charged on registration and re-registration of providers, accreditation and re-accreditation of courses, and major variations to registrations and accreditations. Administered revenue is recognised on receipt of applications from the higher education providers.

#### Higher Education Relief Package

In response to the COVID-19 pandemic, the Australian Government have implemented a range of relief measures to lift the financial pressures on higher education providers. The measures include:

- extended waiver of fees and charges for eligible providers that have been invoiced since 1 January 2020 until 31 December 2022; and
- a 12-month delay to the commencement of a phased transition to increased cost recovery.

Administered revenue reported for the period is net of refunds made during the year.

### 3. Financial Position

This section analyses the Tertiary Education Quality and Standards Agency assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

#### 3.1 Financial Assets

	2022 \$'000	2021 \$'000
<b>3.1A: Cash and cash equivalents</b>		
Cash at bank	558	222
Cash - third party accounts	<u>5</u>	<u>-</u>
<b>Total cash and cash equivalents</b>	<u>563</u>	<u>222</u>

#### Accounting Policy

##### Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- a) cash on hand;
- b) demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value; and
- c) cash in special accounts.

#### 3.1B: Trade and other receivables

##### Goods and services receivables

Goods and services	26	58
<b>Total goods and services receivables</b>	<u>26</u>	<u>58</u>

##### Appropriation receivables

Appropriation receivable	12,018	10,817
<b>Total appropriation receivables</b>	<u>12,018</u>	<u>10,817</u>

##### Other receivables

GST receivable from the Australian Taxation Office	261	166
Sublease incentive	-	18
Operating sublease receivable	-	30
Other	<u>3</u>	<u>2</u>
<b>Total other receivables</b>	<u>264</u>	<u>216</u>

<b>Total trade and other receivables (net)</b>	<u>12,308</u>	<u>11,091</u>
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Credit terms for goods and services were within 30 days (2021: 30 days).

#### Accounting Policy

##### Financial assets

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Tertiary Education Quality and Standards Agency  
 NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

**3.2 Non-Financial Assets**

**3.2A: Reconciliation of the Opening & Closing Balances of Property, Plant & Equipment and Intangibles<sup>1</sup>**

	Buildings <sup>1</sup>	Plant and equipment	Intangibles - computer software	Total
	\$'000	\$'000	\$'000	\$'000
<b>As at 1 July 2021</b>				
Gross book value	3,985	534	4,696	9,215
Accumulated depreciation, amortisation and impairment	(2,808)	(365)	(3,238)	(6,411)
<b>Total as at 1 July 2021</b>	<b>1,177</b>	<b>169</b>	<b>1,458</b>	<b>2,804</b>
Additions				
Purchase or Internally developed	1,622	230	658	2,510
Depreciation and amortisation	(230)	(108)	(652)	(990)
Depreciation on right-of-use assets	(947)	-	-	(947)
Disposals	-	(11)	-	(11)
<b>Total as at 30 June 2022</b>	<b>1,622</b>	<b>280</b>	<b>1,464</b>	<b>3,366</b>
<b>Total as at 30 June 2022 represented by</b>				
Gross book value	2,384	753	5,354	8,491
Accumulated depreciation, amortisation and impairment	(762)	(473)	(3,890)	(5,125)
<b>Total as at 30 June 2022</b>	<b>1,622</b>	<b>280</b>	<b>1,464</b>	<b>3,366</b>
Carrying amount of right-of-use assets	-	-	-	-

<sup>1</sup> Buildings include leasehold improvements.

No property, plant and equipment or intangibles are expected to be sold or disposed of within the next 12 months.

**Revaluations of non-financial assets and intangible assets**

All revaluations were conducted in accordance with the revaluation policy stated at Note 3.2A. On 30 June 2019, an independent valuer conducted the revaluations. Sample inspections of selected assets have been undertaken to develop the valuation result. All items not sighted are in fair to good operational condition with no asset impairment.

**Contractual commitments for the acquisition of property, plant, equipment and intangible assets**

As at 30 June 2022, TEQSA has contractual commitments for the acquisition of a student records management solution, a records management solution and TEQSA's office fitout. The capital commitments for the acquisition is \$599,414, \$114,367 and \$1,590,356 GST inclusive respectively.

### Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate. Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

#### Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000 which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by TEQSA where obligation exists to restore the property to its original condition. These costs are included in the value of TEQSA's leasehold improvements with a corresponding provision for the 'make good' recognised.

#### Lease Right-of-Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16, TEQSA has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, GGS and Whole of Government financial statements.

#### Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

TEQSA's leasehold improvements and property, plant and equipment are stated at their revalued amounts, being the fair value at the date of revaluation, less any subsequent accumulated depreciation. The fair value measurements of TEQSA's leasehold improvements and plant and equipment was last performed by Jones Lang LaSalle (JLL) in the 2018-19 financial year. JLL have appropriate experience in the fair value measurement of similar assets in the Government sector.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset, and the asset is restated to the revalued amount.

**Accounting Policy (continued)**

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the entity using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

<b>Asset Class</b>	<b>2022</b>	<b>2021</b>
Buildings	Lease term	Lease term
Plant and equipment	3 to 10 years	3 to 10 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for impairment at 30 June 2022. Where indications of impairment exist, the assets' recoverable amount is estimated and an impairment adjustment made if the assets' recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if TEQSA were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Fair Value

Leasehold improvements and plant and equipment are measured at their estimated fair value in the statement of financial position. Leasehold improvements and plant and equipment held by TEQSA are categorised under Levels 3 and 2 respectively, in accordance with the hierarchies listed in AASB 13. TEQSA's policy is to recognise transfers into and out of the fair value hierarchy levels as at the end of the reporting period.

Level 2 measurements use inputs other than quoted or market prices that are observable for the asset directly or indirectly. Level 3 measurements use inputs to estimate fair value where there are no observable market prices for the assets being valued.

The future economic benefits of TEQSA's leasehold improvements and property, plant and equipment are not primarily dependent on their ability to generate cash flows. TEQSA has not disclosed quantitative information about the significant unobservable inputs for the levels 2 and 3 measurements in these classes.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

TEQSA's intangibles comprise of internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses. Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of TEQSA's software are 3 to 5 years (2021: 3 to 5 years).

All software assets were assessed for indications of impairment as at 30 June 2022.

**Accounting Judgements and Estimates**

The estimated fair value of leasehold improvements, plant and equipment was last determined by an independent valuer in 2019, and is subject to management assessment on an annual basis.

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	2022	2021
	\$'000	\$'000
<b>3.2B: Other non-financial assets</b>		
Property operating prepayments	150	38
Goods and services prepayments	<u>285</u>	<u>192</u>
<b>Total other non-financial assets</b>	<u>435</u>	<u>230</u>

No indicators of impairment were found for other non-financial assets.

**Accounting Policy**

Other non-financial assets

Other non-financial assets consist of prepayments which are expected to be consumed within the next 12 months.

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**3.3 Payables**

	2022	2021
	\$'000	\$'000

**3.3A: Suppliers**

Trade creditors and accruals	1,931	516
<b>Total suppliers</b>	<b>1,931</b>	<b>516</b>

Settlement is usually made within 20 days (2020: 20 days).

**3.3B: Other payables**

Salaries and wages	213	195
Superannuation	33	34
Other	9	10
<b>Total other payables</b>	<b>255</b>	<b>239</b>

**Accounting Policy**

Accounting policies for payables is contained in the Managing Uncertainties section.

**3.4 Interest Bearing Liabilities**

	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
<b>3.4A: Leases</b>		
Lease liabilities	-	978
<b>Total leases</b>	<b>-</b>	<b>978</b>

The cash outflow for leases for the year ended 30 June 2022 was \$982,112 (2021: \$1,269,444).

**Maturity analysis - contractual undiscounted cash flows**

Within 1 year	-	1,091
<b>Total leases</b>	<b>-</b>	<b>1,091</b>

TEQSA in its capacity as a lessee has two contracts for office accommodation in Melbourne. One of the lease contracts extends to 7 September 2022. Another lease contract will commence on 3 September 2022 and expires on 2 September 2030. Lease payments are subject to annual fixed percentage increases in accordance with the lease agreement.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.2B and 3.2A.

**Accounting Policy**

For all new contracts entered into, TEQSA considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.



### 3.5 Other Provisions

#### 3.5A: Competitive neutrality liabilities

As at 30 June 2022, TEQSA has no activity to which competitive neutrality policy applies (2021: Nil).

#### 3.5B: Other provisions

	Provision for restoration <sup>1</sup> \$'000	Total \$'000
<b>As at 1 July 2021</b>	<b>541</b>	<b>541</b>
Additional provisions made	64	64
Amounts used	-	-
Amounts reversed	-	-
Unwinding of discount or change in discount rate	-	-
<b>Total as at 30 June 2022</b>	<b>605</b>	<b>605</b>

TEQSA's business operation provided no guarantee in 2021-22.

<sup>1</sup> For additional provisions made, the amount of any expected reimbursement is \$Nil and the amount of any asset that has been recognised for that expected reimbursement is \$Nil.

#### Accounting Judgements and Estimates

In 2019-20, the initial recognition entries recorded a makegood provision on the Statement of Financial Position for the accommodation lease at Level 14, 530 Collins St, Melbourne. The lease term ended 30 April 2022. As at 30 June 2022, TEQSA is under negotiation of the settlement options for make-good cost and additional provision is made related to the lease contract.

#### **4. Assets and Liabilities Administered on behalf of Government**

This section analyses assets used to conduct operations and the operating liabilities incurred as a result the Tertiary Education Quality and Standards Agency does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

##### **4.1 Administered - Assets**

As at 30 June 2022, TEQSA held no administered assets (2021: Nil).

##### **4.2 Administered - Liabilities**

As at 30 June 2022, TEQSA held no administered liabilities (2021: Nil).

## 5. Funding

This section identifies the Tertiary Education Quality and Standards Agency funding structure.

### 5.1 Appropriations

#### 5.1A: Annual Appropriations ('recoverable GST exclusive')

##### Annual Appropriations for 2022

	Annual Appropriation <sup>1</sup>	Adjustments to appropriation <sup>2</sup>	Total appropriation	Appropriation applied in 2022 (current and prior years)	Variance <sup>3</sup>
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Departmental</b>					
Ordinary annual services	20,198	1,245	21,443	21,448	(5)
Capital Budget <sup>4</sup>	1,955	-	1,955	750	1,205
Other services					
Equity Injections	-	-	-	-	-
<b>Total departmental</b>	<b>22,153</b>	<b>1,245</b>	<b>23,398</b>	<b>22,198</b>	<b>1,200</b>

<sup>1</sup> In 2021-22, there were no appropriations which have been withheld (under section 51 of the PGPA Act) or quarantined for administration purposes.

<sup>2</sup> In 2021-22, adjustments to appropriations includes adjustments to current year annual appropriations including Advance to the Finance Minister (AFM), PGPA Act section 74 receipts and PGPA Act section 75 transfers. Adjustments to appropriation comprises of \$1.245 million of PGPA Act Section 74 receipts.

<sup>3</sup> In 2021-22, the variance between total appropriation and appropriation applied in 2022 for capital budget relates to the changes in timing of the capital projects.

<sup>4</sup> Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

##### Annual Appropriations for 2021

	Annual Appropriation	Adjustments to appropriation <sup>1</sup>	Total appropriation	Appropriation applied in 2020 (current and prior years)	Variance <sup>2</sup>
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Departmental</b>					
Ordinary annual services	20,800	1,328	22,128	18,250	3,878
Capital Budget <sup>3</sup>	1,256	-	1,256	732	524
Other services					
Equity Injections	-	-	-	-	-
<b>Total departmental</b>	<b>22,056</b>	<b>1,328</b>	<b>23,384</b>	<b>18,982</b>	<b>4,402</b>

<sup>1</sup> In 2020-21, adjustments to appropriations includes adjustments to prior year annual appropriations including Advance to the Finance Minister (AFM), PGPA Act section 74 receipts and PGPA Act section 75 transfers. Adjustments to appropriation comprises of \$1.328 million of PGPA Act Section 74 receipts.

<sup>2</sup> In 2020-21, the variance between total appropriation and appropriation applied in 2021 for ordinary annual services relates to payments funded from unspent prior year appropriation items.

<sup>3</sup> In 2020-21, Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

**Tertiary Education Quality and Standards Agency**  
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	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
<b>5.1B: Unspent Annual Appropriations ('recoverable GST exclusive')</b>		
<b>Departmental</b>		
Appropriation Act (No. 1) - Capital Budget (DCB) 2018-2019 <sup>1</sup>	-	1,200
Appropriation Act (No. 1) - Capital Budget (DCB) 2019-2020 <sup>1</sup>	-	446
Appropriation Act (No. 1) - Operating 2020-2021	-	9,866
Appropriation Act (No. 1) - Capital Budget (DCB) 2020-2021	<b>423</b>	760
Supply Act (No. 1) - Capital Budget (DCB) 2020-2021	-	413
Appropriation Act (No. 1) - Operating 2021-2022	<b>10,202</b>	-
Appropriation Act (No. 1) - Capital Budget (DCB) 2021-2022	<b>1,955</b>	-
<b>Total departmental</b>	<b>12,580</b>	12,685

<sup>1</sup> These amounts have been formally withheld under the direction s. 51 of the *Public Governance, Performance and Accountability (PGPA) Act*.

**5.1C: Special Appropriations ('recoverable GST exclusive')**

Authority	Type	Purpose	Appropriation Applied	
			2022	2021
			\$'000	\$'000
<i>Public Governance, Performance and Accountability Act 2013</i>	Refund	To provide for payments under s.77 of the PGPA Act. All transactions under this Act are recognised as Administered items.	4	70
<b>Total special appropriations applied</b>			<b>4</b>	<b>70</b>

**5.2 Regulatory Charging Summary**

**Amounts applied**

Departmental		
Annual appropriations	<b>19,096</b>	15,459
<b>Total amounts applied</b>	<b>19,096</b>	15,459

**Expenses**

Departmental	<b>15,960</b>	14,120
<b>Total expenses</b>	<b>15,960</b>	14,120

**External revenue**

Administered	<b>399</b>	353
<b>Total external revenue</b>	<b>399</b>	353

**Regulatory charging activities**

TEQSA has in place partial regulatory charging for specified services to higher education providers including: registration and re-registration of providers; accreditation and re-accreditation of courses; and major variations to registrations and accreditations.

All fee revenue from regulatory charging activities is administered revenue and is returned to the Consolidated Revenue Fund. TEQSA does not have any administered expenses.

Documentation (Cost Recovery Implementation Statement) for the above activities is available at <https://www.teqsa.gov.au/fees>.

## 6. People and Relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

### 6.1 Employee Provisions

	2022	2021
	\$'000	\$'000
<b>6.1A: Employee Provisions</b>		
Leave	<u>1,931</u>	<u>2,769</u>
<b>Total employee provisions</b>	<u>1,931</u>	<u>2,769</u>

#### Accounting Policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts. Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

#### Leave

The liability for employee benefits includes provision for annual leave and long service leave. The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR) 24.1(a) using the shorthand method. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

#### Superannuation

TEQSA's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government. The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

TEQSA makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. TEQSA accounts for the contributions as if they were contributions to defined contribution plans. The liability for superannuation recognised as at 30 June represents outstanding contributions.

#### Termination Benefits

TEQSA has no obligation to pay termination benefits as at 30 June 2022 (2021: Nil).

#### Defined Benefit Plan

TEQSA has no defined benefit plan as at 30 June 2022 (2021: Nil).

**6.2 Key Management Personnel Remuneration**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of TEQSA, directly or indirectly, including any director (whether executive or otherwise) of TEQSA.

TEQSA has determined the key management personnel to be the Chief Commissioner, Commissioners and the Chief Executive Officer. Key management personnel remuneration is reported in the table below:

	<b>2022</b>	2021
	<b>\$'000</b>	\$'000
Short-term employee benefits	<b>667</b>	754
Post-employment benefits	<b>82</b>	84
Other long-term employee benefits	<b>6</b>	3
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b>755</b>	841

The total number of key management personnel that are included in the above table is 6 (2021: 5).

<sup>1</sup> The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by TEQSA.

During the financial year, TEQSA identified payments in the amount of \$9,639 relating to travel time between the office holders' home bases and Melbourne (where TEQSA is based) in the period 2016 to 2021. Also identified during the financial year were payments of \$933 arising from errors in the calculation of those payments whereby an office holder was paid for time claimed on two days in July 2021 after they had already been paid a daily fee for those instances. The payments were identified following an internal review of office holder entitlements and were in breach of section 7(9) of the Remuneration Tribunal Act 1973 (RT Act). TEQSA is putting in place improvements to its internal controls to prevent a reoccurrence of such payments.

These payments were established as debts to the Commonwealth under section 16A of the RT Act. Of the total \$10,572: TEQSA has recovered the amount of \$1,752 and determined that the amount of \$1051 is not economical to pursue (pursuant to r11(a) of the Public Governance, Performance and Accountability Rule 2014). TEQSA will continue to seek recovery of \$7,770.

In accordance with section 16C of the RT Act, TEQSA reports that:

- 1 payment, totalling \$1,098, were made under subsection 16A(1) of the RT Act in 2016-17.
- 2 payments, totalling \$1,792, were made under subsection 16A(1) of the RT Act in 2017-18.
- 1 payment, totalling \$914, were made under subsection 16A(1) of the RT Act in 2018-19.
- 6 payments, totalling \$4,608, were made under subsection 16A(1) of the RT Act in 2019-20.
- 2 payments, totalling \$1,227, were made under subsection 16A(1) of the RT Act in 2020-21.
- 2 payments, totalling \$933, were made under subsection 16A(1) of the RT Act in 2021-22.

### 6.3 Related Party Disclosures

#### **Related party relationships**

The parent entity to TEQSA is the Australian Government. TEQSA is an Australian Government controlled entity. Related parties to TEQSA are those identified as key management personnel including the Portfolio Minister.

#### **Transactions with related parties**

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the entity, it has been determined that there are no related party transactions to be separately disclosed (2021: Nil).

## 7. Managing Uncertainties

This section analyses how the Tertiary Education Quality and Standards Agency manages financial risks within its operating environment.

### 7.1 Contingent Assets and Liabilities

#### 7.1A: Contingent Assets and Liabilities

TEQSA had no departmental contingent assets or liabilities at 30 June 2022 (2021: Nil).

#### 7.1B: Administered - Contingent Assets and Liabilities

TEQSA had no administered contingent assets or liabilities at 30 June 2022 (2021: Nil).

### 7.2 Financial Instruments

	2022	2021
	<b>\$'000</b>	<b>\$'000</b>

#### 7.2A: Categories of financial instruments

##### Financial assets

##### Financial assets at amortised cost

Cash and cash equivalents	563	222
Trade and other receivables - goods and services	29	60
<b>Total financial assets at amortised cost</b>	<b>592</b>	<b>282</b>
<b>Total financial assets</b>	<b>592</b>	<b>282</b>

##### Financial liabilities

##### Financial liabilities measured at amortised cost

Trade creditors and accruals	1,931	516
<b>Total financial liabilities measured at amortised cost</b>	<b>1,931</b>	<b>516</b>
<b>Total financial liabilities</b>	<b>1,931</b>	<b>516</b>

#### Accounting Policy

##### Financial assets

In accordance with AASB 9 *Financial Instruments*, TEQSA classifies its financial assets in the following category:

- financial assets measured at amortised cost.

The classification depends on both TEQSA's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when TEQSA becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

##### Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

- (1) the financial asset is held in order to collect the contractual cash flows; and
- (2) the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using effective interest method.



**7.2A: Categories of Financial Instruments - continued**

**Accounting Policy (continued)**

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

2022	2021
\$'000	\$'000

**7.2B: Impairment loss on financial assets**

**Financial assets at amortised cost**

Impairment	-	178
<b>Loss on financial assets at amortised cost</b>	-	178

## 8. Other Information

### 8.1 Current/non-current distinction for assets and liabilities

	2022	2021
	\$'000	\$'000
<b>8.1A: Current/non-current distinction for assets and liabilities</b>		
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	563	222
Trade and other receivables	12,308	11,091
Buildings	-	1,177
Prepayments	435	230
<b>Total no more than 12 months</b>	<b>13,306</b>	<b>12,720</b>
<b>More than 12 months</b>		
Buildings	1,622	-
Plant and equipment	280	169
Intangibles - computer software	1,464	1,458
<b>Total more than 12 months</b>	<b>3,366</b>	<b>1,627</b>
<b>Total assets</b>	<b>16,672</b>	<b>14,347</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	1,931	516
Other payables	255	239
Leases	-	978
Employee provisions	747	820
Other provisions	605	541
<b>Total no more than 12 months</b>	<b>3,538</b>	<b>3,094</b>
<b>More than 12 months</b>		
Employee provisions	1,184	1,949
<b>Total more than 12 months</b>	<b>1,184</b>	<b>1,949</b>
<b>Total liabilities</b>	<b>4,722</b>	<b>5,043</b>

### 8.1B: Administered - current/non-current distinction for assets and liabilities

As at 30 June 2022, TEQSA held no administered current and non-current liabilities (2021: Nil).

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# Appendices

- ▷ Appendix A Summary of resources
- ▷ Appendix B Employee profiles
- ▷ Appendix C Employees by APS classification and gender
- ▷ Appendix D Employment type by full-time and part-time status
- ▷ Appendix E Employment type by location
- ▷ Appendix F Indigenous employment
- ▷ Appendix G Employment arrangements of SES and non-SES employees
- ▷ Appendix H Salary ranges by classification
- ▷ Appendix I Executive remuneration
- ▷ Glossary of abbreviations, acronyms and definitions
- ▷ Compliance index
- ▷ Alphabetical index

## Appendix A: Summary of resources

Table 16. Entity resource statement 2021–22

	Actual available appropriation - current year (a)	Payments made (b)	Balance remaining (a)-(b)
	\$'000	\$'000	\$'000
<b>Departmental</b>			
Annual appropriations - ordinary annual services	36,083	23,503	12,580
Annual appropriations - other services - non-operating	-	-	-
<b>Total departmental annual appropriations</b>	<b>36,083</b>	<b>23,503</b>	<b>12,580</b>
Departmental special appropriations	-	-	-
<b>Total special appropriations</b>	<b>-</b>	<b>-</b>	<b>-</b>
Special accounts	-	-	-
<b>Total special accounts</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>less departmental appropriations drawn from annual/special appropriations and credited to special accounts</i>	-	-	-
<b>Total departmental resourcing</b>	<b>36,083</b>	<b>23,503</b>	<b>12,580</b>
<b>Administered</b>			
Annual appropriations - ordinary annual services <sup>1</sup>	-	-	-

Table 16. Continued

	Actual available appropriation - current year (a)	Payments made (b)	Balance remaining (a)-(b)
	\$'000	\$'000	\$'000
Annual appropriations - other services - non-operating	-	-	-
Annual appropriations - other services - specific payments to States, ACT, NT and local government	-	-	-
Annual appropriations - other services - new administered expenses	-	-	-
<b>Total administered annual appropriations</b>	-	-	-
Administered special appropriations	-	-	-
<b>Total administered special appropriations</b>	-	-	-
Special accounts <sup>3</sup>	-	-	-
Total special accounts receipts	-	-	-
<i>less administered appropriations drawn from annual/special appropriations and credited to special accounts</i>	-	-	-
<i>less payments to corporate entities from annual/special appropriations</i>	-	4	-4
<b>Total administered resourcing</b>	-	4	-4
<b>Total resourcing and payments for TEQSA</b>	36,083	23,507	12,576

Table 17. Expenses by outcome 2021–22

Outcome 1	Budget*	Actual expenses	Variation
Contribute to a high-quality, higher education sector through:	2021–22	2021–22	2021–22
	\$'000	\$'000	\$'000
<ul style="list-style-type: none"> <li>streamlined and nationally consistent higher education regulatory arrangements</li> <li>registration of higher education providers</li> <li>accreditation of higher education courses</li> <li>investigation, quality assurance and dissemination of higher education standards and performance.</li> </ul>	(a)	(b)	(a) – (b)
<b>Program 1.1: Regulatory and Quality Assurance</b>			
Administered expenses	-	-	-
Ordinary annual services (Appropriation Act No. 1)	-	-	-
Other services (Appropriation Act Nos. 2, 4 and 6)	-	-	-
s74 External Revenue	-	-	-
Special appropriations	-	-	-
Special accounts	-	-	-
Payments to corporate entities	-	-	-
Expenses not requiring appropriation in the Budget year	-	-	-
<b>Administered total</b>			
Departmental expenses	19,717	17,815	1,902
Departmental appropriation	-	-	-
s74 External Revenue	-	-	-
Special appropriations	-	-	-
Special accounts	-	-	-
Expenses not requiring appropriation in the Budget year	2,354	2,046	308
<b>Departmental total</b>			
<b>Total expenses for Program 1.1</b>	<b>22,071</b>	<b>19,861</b>	<b>2,210</b>

Table 18. Ongoing employees 2021–22

Location	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
NSW	-	-	-	-	-	-	-	-	-	-
Qld	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	24	1	25	42	8	50	-	-	-	75
WA	-	-	-	1	-	1	-	-	-	1
ACT	-	-	-	-	-	-	-	-	-	-
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	24	1	25	43	8	51	-	-	-	76

Table 19. Non-ongoing employees 2021–22

Location	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
NSW	1	-	1	-	1	1	-	-	-	2
Qld	1	1	2	-	-	-	-	-	-	2
SA	-	-	-	-	1	1	-	-	-	1
Tas	-	-	-	-	-	-	-	-	-	-
Vic	5	1	6	5	1	6	-	-	-	12
WA	-	-	-	-	-	-	-	-	-	-
ACT	-	-	-	-	-	-	-	-	-	-
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	7	2	9	5	3	8	-	-	-	17





Table 20. Ongoing employees 2020–21

Location	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
NSW	-	-	-	-	-	-	-	-	-	-
Qld	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	25	-	25	52	8	60	-	-	-	85
WA	-	-	-	-	-	-	-	-	-	-
ACT	-	-	-	-	-	-	-	-	-	-
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	25	-	25	52	8	60	-	-	-	85

Table 21. Non-ongoing employees 2020–21

Location	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
NSW	-	-	-	-	-	-	-	-	-	-
Qld	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
Tas	-	-	-	-	-	-	-	-	-	-
Vic	3	2	5	8	1	9	-	-	-	14
WA	-	-	-	-	-	-	-	-	-	-
ACT	-	-	-	-	-	-	-	-	-	-
NT	-	-	-	-	-	-	-	-	-	-
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	3	2	5	8	1	9	-	-	-	14

Table 22. APS Act ongoing employees 2021-22

	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
SES 3	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	-	-	-	-	-	-	-
EL 2	4	-	4	4	-	4	-	-	-	8
EL 1	7	1	8	9	1	10	-	-	-	18
APS 6	9	-	9	23	4	27	-	-	-	36
APS 5	3	-	3	6	2	8	-	-	-	11
APS 4	1	-	1	1	1	2	-	-	-	3
APS 3	-	-	-	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	24	1	25	43	8	51	-	-	-	76

Table 23. APS Act non-ongoing employees 2021–22

	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
SES 3	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	1	-	1	-	-	-	1
EL 2	-	-	-	-	1	1	-	-	-	1
EL 1	-	1	1	-	-	-	-	-	-	1
APS 6	2	-	2	1	-	1	-	-	-	3
APS 5	3	-	3	2	-	2	-	-	-	5
APS 4	-	-	-	1	-	1	-	-	-	1
APS 3	-	-	-	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	5	1	6	5	1	6	-	-	-	12

Table 24. APS Act ongoing employees 2020-21

	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
SES 3	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	1	-	1	-	-	-	1
EL 2	3	-	3	4	-	4	-	-	-	7
EL 1	7	-	7	13	1	14	-	-	-	21
APS 6	8	-	8	28	5	33	-	-	-	41
APS 5	6	-	6	5	1	6	-	-	-	12
APS 4	1	-	1	1	1	2	-	-	-	3
APS 3	-	-	-	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	25	-	25	52	8	60	-	-	-	85

Table 25. APS Act non-ongoing employees 2020–21

	Male			Female			Indeterminate			Total
	Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total indeterminate	
SES 3	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	-	-	-	-	-	-	-
EL 2	-	-	-	-	-	-	-	-	-	-
EL 1	-	-	-	1	-	1	-	-	-	1
APS 6	-	-	-	3	-	3	-	-	-	3
APS 5	2	-	2	2	-	2	-	-	-	4
APS 4	-	-	-	2	-	2	-	-	-	2
APS 3	-	-	-	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	2	-	2	8	-	8	-	-	-	10

## Appendix D – Employment type by full-time and part-time status

Table 26. APS Act employees by full-time and part-time status 2021–22

	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing	
SES 3	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-
SES 1	-	-	-	1	-	1	1
EL 2	8	-	8	-	1	1	9
EL 1	16	2	18	1	-	1	19
APS 6	32	4	36	3	-	3	39
APS 5	9	2	11	5	-	5	16
APS 4	2	1	3	1	-	1	4
APS 3	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
Total	67	9	76	11	1	12	88

Table 27. APS Act employees by full-time and part-time status 2020–21

	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing	
SES 3	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-
SES 1	1	-	1	-	-	-	1
EL 2	7	-	7	-	-	-	7
EL 1	20	1	21	1	-	1	22
APS 6	36	5	41	3	-	3	44
APS 5	11	1	12	4	-	4	16
APS 4	2	1	3	2	-	2	5
APS 3	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
Total	77	8	85	10	-	10	95



## Appendix E – Employment type by location

Table 28. APS Act employment type by location 2021–22<sup>13</sup>

Location	Ongoing	Non-ongoing	Total
NSW	-	1	1
Qld	-	1	1
SA	-	-	-
Tas	-	-	-
Vic	75	10	85
WA	1	-	1
ACT	-	-	-
NT	-	-	-
External Territories	-	-	-
Overseas	-	-	-
Total	76	12	88

<sup>13</sup> The 2021–22 figures represent the agency's decision to support remote working arrangements outside Victoria (TEQSA's primary office location).

Table 29. APS Act employment type by location 2020–21

Location	Ongoing	Non-ongoing	Total
NSW	-	-	-
Qld	-	-	-
SA	-	-	-
Tas	-	-	-
Vic	85	10	95
WA	-	-	-
ACT	-	-	-
NT	-	-	-
External Territories	-	-	-
Overseas	-	-	-
Total	85	10	95

## Appendix F – Indigenous employment

Table 30. APS Indigenous employment 2021–22 and 2020–21

	Total 2020–21	Total 2021–22
Ongoing	1	0
Non-ongoing	-	0
Total	1	0

## Appendix G – Employment Arrangements of SES and Non-SES employees

Table 31. APS Act employment arrangements 2021–22

	SES	Non-SES	Total
Section 24(1) determination	1	-	1
Enterprise Arrangement	-	87	87
<b>Total</b>	<b>1</b>	<b>87</b>	<b>88</b>

## Appendix H – Salary ranges by classification level

Table 32. APS Act employment salary ranges by classification level (minimum/maximum) 2021–22

	Minimum Salary	Maximum Salary
SES 3	-	-
SES 2	-	-
SES 1	210,000	234,163
EL 2	127,615	153,186
EL 1	108,446	119,859
APS 6	88,192	96,982
APS 5	78,449	83,868
APS 4	71,046	75,986
APS 3	65,317	68,034
APS 2	58,487	62,326
APS 1	49,796	54,447
Other	29,877	45,317
<b>Minimum/maximum range</b>	<b>29,877</b>	<b>234,163</b>

## Appendix I – Executive remuneration

Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2.3 of the Rule.

Table 33. Information about remuneration for key management personnel

Name	Position	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances \$	Superannuation contributions	Long service leave	Other long-term benefits		
Peter Coaldrake	Chief Commissioner <sup>14 15</sup>	\$128,027	-	-	\$12,869	-	-	-	\$140,896
Joan Cooper	Commissioner <sup>14</sup>	\$106,522	-	-	\$10,683	-	-	-	\$117,205
Adrienne Nieuwenhuis	Commissioner <sup>14</sup>	\$54,838	-	-	\$5,484	-	-	-	\$60,322
Stephen Somogyi	Commissioner <sup>14</sup>	\$48,881	-	-	\$4,888	-	-	-	\$53,769
Cliff Walsh	Commissioner <sup>14</sup>	-	-	-	-	-	-	-	-
Alistair Maclean	CEO <sup>16</sup>	\$328,582	-	-	\$48,049	\$5,653	-	-	\$382,284

14 No leave entitlements are paid or accrued for the Chief Commissioner and Commissioners.

15 Commenced as Chief Commissioner effective 1 March 2021.

16 Commenced as Chief Executive Officer effective 1 September 2020.

Table 34. Information about remuneration for senior executives

Total remuneration	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$0-\$220,000	1 <sup>17</sup>	\$216,638	\$0	\$0	\$33,362	\$5,416	0	0	\$254,153

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17 Commenced on 2 March 2022

## Glossary of abbreviations, acronyms and definitions

Item	Definition
AA	accountable authority
AFP	Australian Federal Police
APS	Australian Public Service
AQF	Australian Qualifications Framework
ASL	Average Staffing Level
ASQA	Australian Skills Quality Authority
CEO	Chief Executive Officer
CRICOS	Commonwealth Register of Institutions and Courses for Overseas Students
ELICOS	English Language Intensive Courses for Overseas Students
ELT	Executive Leadership Team
ESOS	Education Services for Overseas Students
ESOS Act	<i>Education Services for Overseas Students Act 2000</i>
FOI Act	<i>Freedom of Information Act 1982</i>
HEIMS	Higher Education Information Management System
HES Framework	<i>Higher Education Standards Framework (Threshold Standards) 2021</i>
HESP	Higher Education Standards Panel
HEIU	Higher Education Integrity Panel
IBAC	Independent Broad-based Anti-Corruption Commission
IPS	Information Publication Scheme
IRAP	Information Security Registered Assessor Program
MoU	Memorandum of Understanding
PBS	Portfolio Budget Statements

## Glossary Continued

PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
RPG	Regulator Performance Guide
SAA	Self-accrediting authority
SES	Senior Executive Service
SME	Small and Medium Enterprises
TAFE	Technical and Further Education
TEQSA	Tertiary Education Quality and Standards Agency
TEQSA Act	<i>Tertiary Education Quality and Standards Agency Act 2011</i>
TPA	Third-party arrangements
UNSW	University of New South Wales
VET	Vocational education and training
WHS	Workplace Health and Safety



## Compliance index

Section	Page	Description/link	Requirement
17AD(g)	I	Letter of Transmittal	
Enterprise Arrangement	I	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)		Aids to Access	
17AJ(a)	II-V	Table of contents (print only).	Mandatory
17AJ(b)	145-147	Alphabetical index (print only).	Mandatory
17AJ(c)	133-134	Glossary of abbreviations and acronyms	Mandatory
17AJ(d)	135-143	List of requirements.	Mandatory
17AJ(e)	inner cover	Details of contact officer.	Mandatory
17AJ(f)	inner cover	Entity's website address.	Mandatory
17AJ(g)	inner cover	Electronic address of report.	Mandatory
17AD(a)	3-8	Review by Accountable Authority	
17AD(a)	3-8	A review by the accountable authority of the entity.	Mandatory
17AD(b)	12-23	Overview of the Entity	
17AE(1)(a)(i)	12-23	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	19	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	27-29	A description of the outcomes and programs administered by the entity.	Mandatory

Section	Page	Description/link	Requirement
17AE(1)(a)(iv)	12	A description of the purposes of the entity as included in the corporate plan.	Mandatory
17AE(1)(aa)(i)	13-17	Name of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(ii)	13-17	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	13-17	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory
17AE(1)(b)	13	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory
17AE(2)	NA	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	34-49	Report on the Performance of the Entity	
		<i>Annual performance Statements</i>	
17AD(c)(i); 16F	34-49	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	50	<i>Report on Financial Performance</i>	
17AF(1)(a)	50	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	114-116	A table summarising the total resources and total payments of the entity.	Mandatory

Section	Page	Description/link	Requirement
17AF(2)	NA	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory
17AD(d)	part 3	Management and Accountability	
		<i>Corporate Governance</i>	Mandatory
17AG(2)(a)	55-56	Information on compliance with section 10 (fraud systems)	Mandatory
17AG(2)(b)(i)	I	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	I	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	I	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
17AG(2)(c)	54-61	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	NA	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to noncompliance with Finance law and action taken to remedy noncompliance.	If applicable, Mandatory

Section	Page	Description/link	Requirement
<i>Audit Committee</i>			
17AG(2A)(a)	57-60	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	57-60	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	57-60	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	57-60	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	57-60	The remuneration of each member of the entity's audit committee.	Mandatory
<i>External Scrutiny</i>			
17AG(3)	61	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	61	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	NA	Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	NA	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
<i>Management of Human Resources</i>			
17AG(4)(a)	63-67	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory

Section	Page	Description/link	Requirement
17AG(4)(aa)	117-120	<p>Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following:</p> <ul style="list-style-type: none"> <li>(a) statistics on full-time employees</li> <li>(b) statistics on part-time employees</li> <li>(c) statistics on gender</li> <li>(d) statistics on staff location.</li> </ul>	Mandatory
17AG(4)(b)	121-128	<p>Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following:</p> <ul style="list-style-type: none"> <li>Statistics on staffing classification level</li> <li>Statistics on full-time employees</li> <li>Statistics on part-time employees</li> <li>Statistics on gender</li> <li>Statistics on staff location</li> <li>statistics on employees who identify as Indigenous.</li> </ul>	Mandatory
17AG(4)(c)	66	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common-law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory
17AG(4)(c)(i)	129	Information on the number of SES and non-SES employees covered by agreements etc. identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	129	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	66	A description of non-salary benefits provided to employees.	Mandatory

Section	Page	Description/link	Requirement
17AG(4)(d)(i)	NA	Information on the number of employees at each classification level who received performance pay.	If applicable, mandatory
17AG(4)(d)(ii)	NA	Information on aggregate amounts of performance pay at each classification level.	If applicable, mandatory
17AG(4)(d)(iii)	NA	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, mandatory
17AG(4)(d)(iv)	NA	Information on aggregate amount of performance payments.	If applicable, mandatory
Assets Management			
17AG(5)	NA	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory
Purchasing			
17AG(6)	69	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	69-71	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory

Section	Page	Description/link	Requirement
17AG(7)(b)	69-71	A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory
17AG(7)(c)	71	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	71	A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."</i>	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	69-71	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	69	A statement that <i>"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."</i>	Mandatory
17AD(daa)	70	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts	

Section	Page	Description/link	Requirement
17AGA	70	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	NA	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
Exempt contracts			
17AG(9)	70-71	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	70-71	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. SME and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory
17AG(10)(b)	71	An outline of the ways in which the procurement practices of the entity support SMEs.	Mandatory



Section	Page	Description/link	Requirement
17AG(10)(c)	71	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory
Financial Statements			
17AD(e)	74-112	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive remuneration			
17AD(da)	130-132	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2 3 of the Rule.	Mandatory
Other Mandatory Information			
17AH(1)(a)(i)	NA	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory
17AH(1)(a)(ii)	71	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	71	A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory
17AH(1)(c)	65	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory

Section	Page	Description/link	Requirement
17AH(1)(d)	61	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	NA	Correction of material errors in previous annual report	If applicable, Mandatory
17AH(2)	12	Information required by other legislation	Mandatory

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# TEQSA

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