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**Teachers
Registration Board**
OF SOUTH AUSTRALIA



**Government
of South Australia**

TEACHERS REGISTRATION BOARD OF SOUTH AUSTRALIA

2020-21 Annual Report

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2020-21 ANNUAL REPORT for the Teachers Registration Board of South Australia

To:

Hon John Gardner, MP

Minister for Education and Child Development

This annual report will be presented to Parliament to meet the statutory reporting requirements of *Public Sector Act 2009* and *Public Finance and Audit Act 1987* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

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

Submitted on behalf of the Teachers Registration Board of South Australia by:

Dr Jane Lomax-Smith

Presiding Member

Date 15th October 2021 Signature 

Report provided late to the Minister for Education on 15 October 2021 arising from commencement of the new agency Finance Officer at a critical stage of the audit process and delayed co-ordination of the external audit.

From the Presiding Member



The 2020-21 year has been one of transformation for the Teachers Registration Board. This was the first full year of engagement of our new Registrar and included the finalising of changes to the *Teachers Registration and Standards Act 2004* and the drafting of new Regulations after consultation with the employment sectors, unions, teachers and the wider community.

Up until October of 2020, in my role as Presiding Member, together with the Minister for Education, I was engaged in ensuring the best possible legislation passed the SA Parliament. After exhaustive consultation to achieve a Bill agreed by all parties, this will now transform the way registration is offered; for a five-year period, post 1 July 2021, with setting and introduction of annual fees.

A clear focus over the last 12 months was in ensuring an adaptable business system to accommodate these new changes to registration and embedding child safety focussed measures in our systems. Improving the teacher experience during the renewal process for the first group of teachers renewing by January 2022 has been a priority.

By ensuring the best possible regulatory procedures were prepared to support the new five-year term, the Registrar and staff have been energised and supported by the Board in this clear focus on improved customer service and operational capacity. Throughout the past year, active engagement with the profession and the community in multiple ways has continued in response to teacher needs through changes to our website, our publications and through significant outreach to teachers and preservice teachers – including explaining the new fee structure.

Covid-19 continued to provide challenges to the way the Board was able to function but through remote application and flexible arrangements all staff contributed diligently to this period of transformation. The Board has been inspired by the way teachers have continued to rise to the challenges of the pandemic. Our higher education providers worked with the Board to ensure final year practicum placements were undertaken so preservice teachers could graduate on schedule.

Although the year posed significant pressures to deliver five-year registration by 1 July 2021, the Board's steady commitment, reflected through membership of long-standing members, undoubtedly enabled this. Upon departure of Mardi Barry in 2020 and welcoming a new member Lisa Dwiar, an undoubted strength to allow these transformative changes was the consistent, experienced, collective voice of our Board. I thank each one of the Board members for their contributions, noting a new Board composition began on 1 July 2021.

Faced with new challenges, and together with the staff, the past year has required a vision of new regulatory purpose, enhanced registration practices, collective efficacies and a shared sense of purpose. This would not have been possible without the inspired leadership of our Registrar, who has worked through a period of change, disruption and reform whilst always supporting the staff and Board members.

Dr Jane Lomax-Smith
Presiding Member
Teachers Registration Board of South Australia

From the Registrar



The Teachers Registration Board made great strides toward improving the way the teaching profession is regulated in South Australia during the 2020-21 financial year. The Board has worked to ensure teachers are supported through uncertain times, the integrity of the profession is upheld and the best interests of children are protected.

I would like to acknowledge the work of the 35,000 registered teachers in SA and the profound impact they have on the lives of young people in our state. The TRB works to assist them by promoting respect and regard for the profession and ensuring they are supported to educate learners and develop their own professional practice. The *Teachers Registration and Standards Act 2004* (the Act) allows us to verify that all teachers are qualified and competent, while providing the means to suspend and disqualify those who fall short of the standards expected of teachers, or who are deemed not fit and proper persons to have the care of children.

Much of the 2020-21 financial year was dedicated to preparing for a raft of changes brought about by amendments to the Act and updated regulations (*Teachers Registration and Standards Regulations 2021*). These changes were designed to provide greater flexibility in the registration process, increase support for the profession and to enhance the safety of the 300,000 learners in the care of registered teachers in SA. Staff have undertaken a great deal of work to update our systems and processes and to communicate with teachers and stakeholders in readiness for these changes.

Automatic Mutual Recognition is another important change for teacher regulatory authorities and will require further innovation to ensure child safety where cross-border teacher movement, absent further approval, is permitted. The TRB also took on an expanded role in promoting quality teaching through recognition of Highly Accomplished and Lead Teachers - introducing annotation on certificates and the register of teachers. I also had the pleasure of meeting some of those who achieved the honour when I was MC for the HALT Awards in March.

Despite disruptions caused by Covid, the secretariat proved both dynamic and adaptable in making sure teachers were provided with uninterrupted service in a safe and reliable manner.

Finally, I would like to acknowledge and thank our Board members for their service during the past term and welcome those new members who will carry on that exemplary work.

Leonie Paulson

Registrar

Teachers Registration Board of South Australia

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Overview: about the agency

Our strategic focus

Our purpose

The Teachers Registration Board (the Board) regulates the teaching profession in South Australia. The Board maintains, in the public interest, a teacher registration system and professional standards to ensure members are competent, and fit and proper persons to have the care of children.

Our vision

- Registered teachers who are qualified, capable, well-prepared and supported, who practise at a consistently high standard and engage in continuous professional learning.
- A connected, skilled and productive workforce.
- Engaged and informed stakeholders.

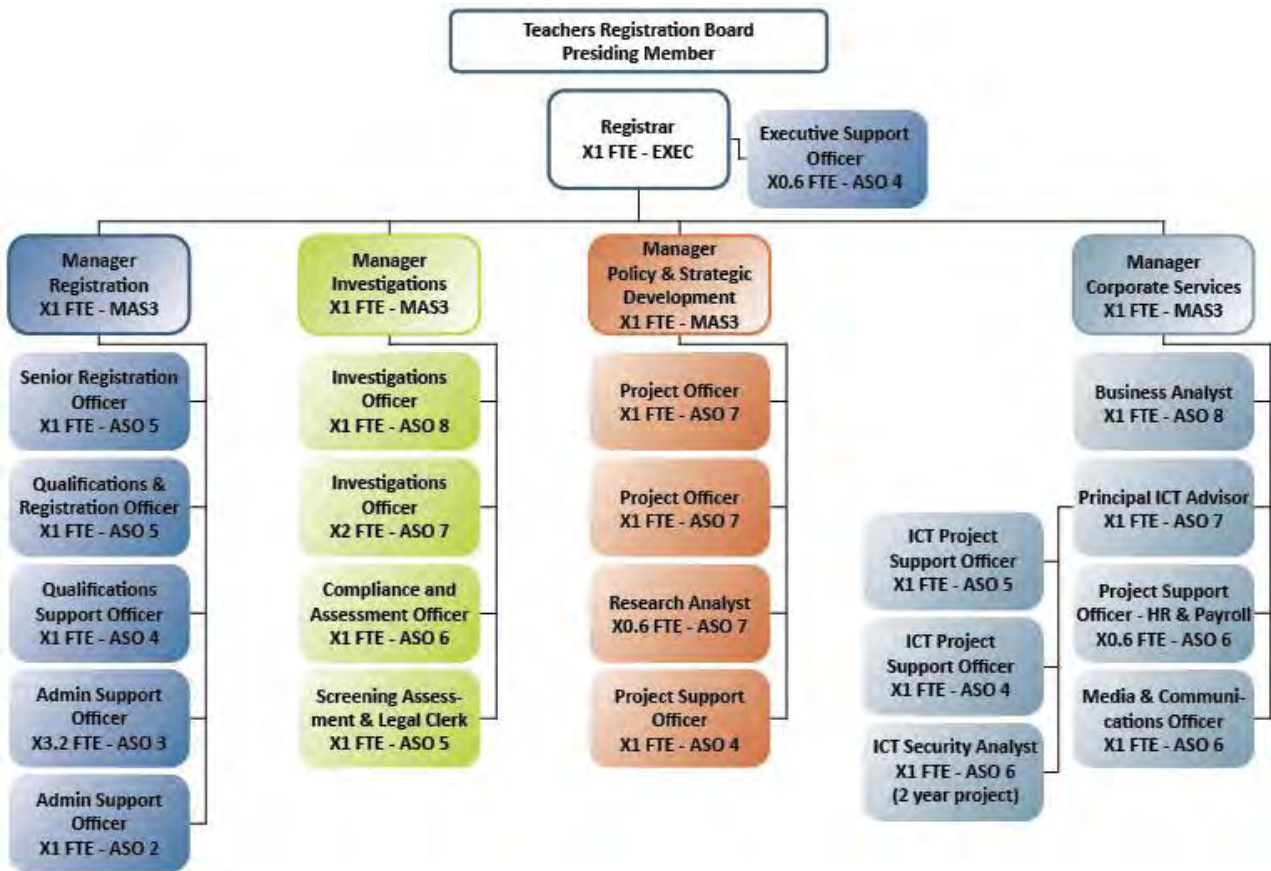
Our values

- Professionalism, competence and engagement (Professional, capable and effective teachers who place learners at the centre of all they do).

Our functions, objectives and deliverables

- Maintain an accurate public register of teachers.
- Ensure only teachers meeting standards remain in the profession.
- Prepare beginning teachers and support experienced teachers.
- Promote and inspire public confidence in the teaching profession.
- Empower stakeholders to work with us.
- Recognise quality teaching and leadership in the profession.
- To confer and collaborate with teacher education institutions with respect to the appropriateness for registration purposes of teacher education courses.

Our organisational structure



Changes to the agency

During 2020-21 there were no changes to the agency’s structure and objectives as a result of internal reviews or machinery of government changes.

Our Minister



The Hon John Gardner MP is Minister for Education and is responsible for the administration of the *Teachers Registration and Standards Act 2004*. He has been the Member for Morialta since 2010.

Minister Gardner has served as Education Minister since 2018, having previously served as shadow Education Minister since 2016.

Our Executive team

Leonie Paulson, Registrar

The Registrar of the Board is appointed by His Excellency the Governor of South Australia pursuant to section 15 of the *Teachers Registration and Standards Act 2004*. The Registrar manages the Secretariat, implements the policies and decisions of the Board and is responsible for the Register of Teachers.

The Secretariat is comprised of four units and is structured to carry out the operational functions of the agency and to provide executive support to the Board.

Registration

The Registration team processes registration applications for all teachers in South Australia, including initial teacher education students together with applicants from interstate and New Zealand. The team also processes registration renewal applications and assesses qualifications of overseas-trained applicants.

Assessment is made as to an applicant's suitability to teach and their ability to provide quality education and safe learning environments for all children and young people. Each newly registered teacher is provided with an information pack to support their professional engagement in the education sector and assist their continuing professional development.

Policy & Strategic Development

The Policy & Strategic Development team engages with and provides ongoing support for teachers through policy development and the accreditation of all initial teacher education programs offered by South Australian tertiary institutions.

The team also oversees teachers' transition from Provisional Registration to full Registration and provides resources to pre-service teachers.

Investigations

The Investigations team ensures that only fit and proper persons are, or continue to be, registered as teachers by investigating allegations of unprofessional conduct against teachers to determine whether there is proper cause for disciplinary action. The team also investigates allegations relating to a teacher's capacity or competence to teach.

Corporate Services

Corporate Services ensures the efficient operation and administration of the Teachers Registration Board.

Board members during the 2020-21 financial year were:

Board members

Jane Lomax-Smith - Presiding Member
Lisa Dwiar
Melissa White
Robert Woodbury
Colleen Tomlian
David Coulter
Patricia Cavanagh
Joanne Hill
Lynda Macleod
Bruno Vieceli
David Freeman
Bernadine Bourne
Julie Clark
Marina Elliott
Kate Cameron
Fiona Brady

Deputy Board members

Leona Graham
Christine Hartford
Peter Ryan
Geeta Verma
Marian Nayda
Karen Roberts
Shoma Roy
Meredith Beck
Michael Kenny
Anthony Haskell
Michael Francis
Victoria Whittington
Ian Lamb
Monique Russell
David Caruso

Mardi Barry (resigned 28/9/20)

*On 30 March 2021, the tenure of all members and deputy members was extended until 30 June 2021 to align with the commencement of amendments to the *Teachers Registration and Standards Act 2004*.

Legislation administered by the agency

[Teachers Registration and Standards Act 2004](#)

[Teachers Registration and Standards Regulations 2016](#)

The Teachers Registration Board is established under the *Teachers Registration and Standards Act 2004* (the Act) and the *Teachers Registration and Standards Regulations 2016* (the Regulations) to regulate the teaching profession. The object of the Act is to establish and maintain a teacher registration system and professional standards for teachers to safeguard the public interest in there being a teaching profession whose members are competent educators and fit and proper persons to have the care of children.

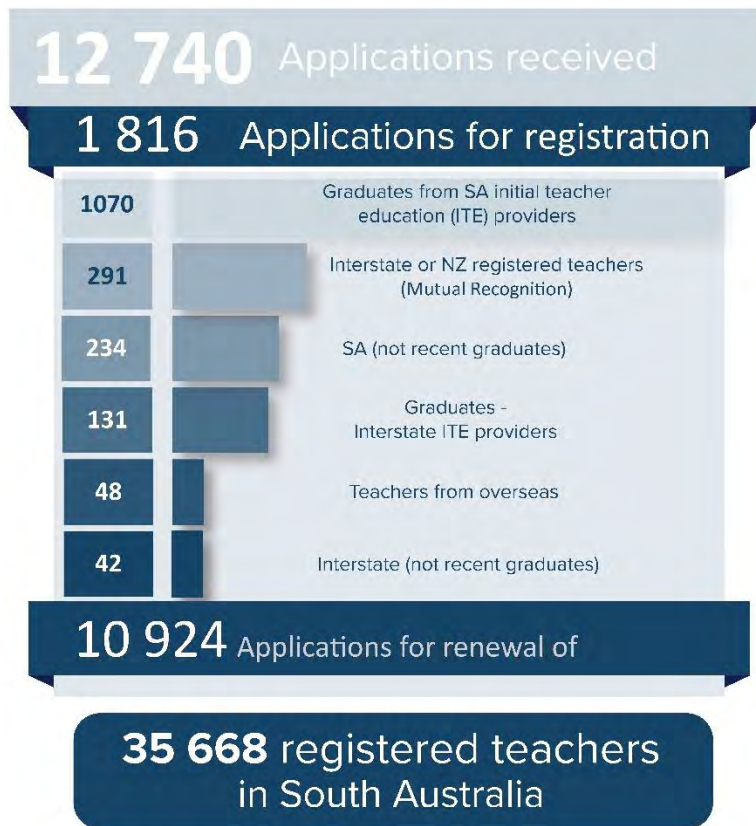
The Board is an independent statutory authority and exercises the powers in the Act, and has the responsibilities determined in the Act. The Board is a specialist body and members are appointed with a view that they will bring specialist expertise to their responsibilities as Board members.

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

- Education Standards Board
- SACE Board of South Australia

The agency's performance

Performance at a glance



Professional Learning

339 teachers randomly selected for an audit of professional learning

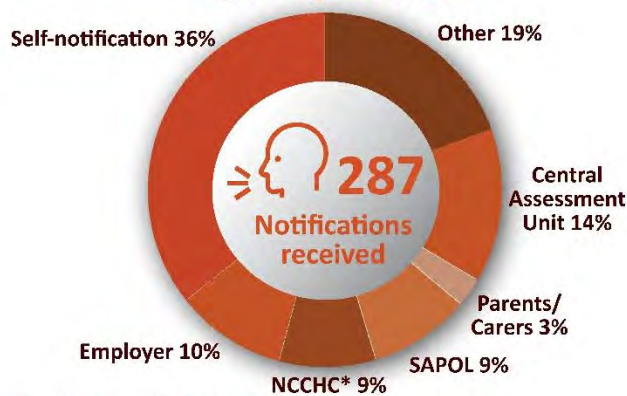
Transition from provisional to full registration (TPR)

1 563 Applications processed

92% of applications processed within **10 working days**

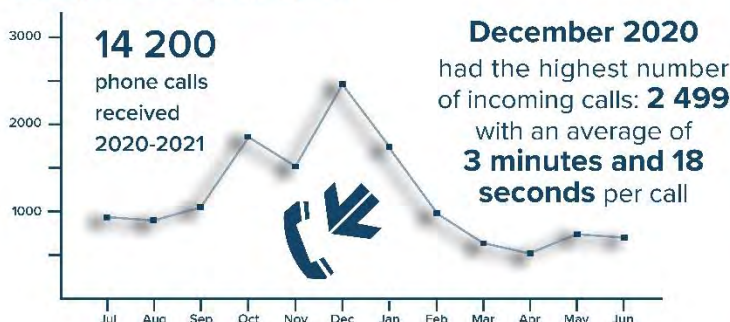
155 TPR applications audited

Sources of notifications regarding teachers



8 suspensions for being engaged in a prohibited offence

*Nationally Coordinated Criminal History Check



Hearings conducted by the Board

- 2 Part 7 hearings** Investigation of allegations of unprofessional conduct against teachers
- 2 Part 5 hearings** Regarding an applicant's eligibility for registration in relation to fitness and propriety

Agency contribution to whole of Government objectives

Key objective	Agency's contribution
More jobs	The Board is an independent statutory body with a predominantly regulatory function.
Lower costs	The teacher registration fee has not increased since 2014. It will increase in 2021-22 as we move from three to five-year registration terms. We continue to fulfil our obligations in an effective and timely manner within our budget.
Better services	<p>The Board continues to build capacity and capability through partnerships with co-regulators, fulfilment of our remit to accredit initial teacher education programs, our work towards national consistency of teacher registration and the continued implementation of online services.</p> <p>Work is continuing to facilitate Automatic Mutual Recognition for teachers following its introduction by National Cabinet under Commonwealth provisions late in the 2020-21 financial year. The change will require innovative solutions to enable cross-border teacher movement whilst ensuring child safety.</p> <p>The Board has also worked toward implementation of amendments to the <i>Teachers Registration and Standards Act 2004</i> aimed at reducing red tape and providing better services for teachers.</p>

Agency specific objectives and performance

Registration

- 10 924 renewal of registration applications were received.
- 1 816 new applications for registration were received
- 1 563 applications were received to move from Provisional to full Registration.

Table 1: Applications for Teacher Registration

Applications for Teacher Registration	2019-2020	%	2020-2021	%
Renewal of Registration	9 772	85%	10 924	85.70%
New Applicants	1 729	15%	1 816	14.30%
<ul style="list-style-type: none"> • Graduates from SA initial teacher education (ITE) providers 	1041	60.2%	1070	58.9%
<ul style="list-style-type: none"> • SA first time applicants (not recent graduates) 	203	11.7%	234	12.9%
<ul style="list-style-type: none"> • Interstate (or NZ) registered teachers - Mutual Recognition 	240	13.9%	291	16%
<ul style="list-style-type: none"> • Graduates from interstate ITE providers 	143	8.3%	131	7.2%
<ul style="list-style-type: none"> • Interstate first time applicants (not recent graduates) 	34	2%	42	2.3%
<ul style="list-style-type: none"> • Overseas qualified teachers 	68	3.9%	48	2.7%
Total Applications	11 501		12 740	

Table 2: Application for Transition from Provisional to full Registration (TPR)

Application for Transition from Provisional to full Registration Processing	2019-2020	%	2020-2021	%
Number of applications received	1512		1563	
<ul style="list-style-type: none"> • processed within 1 week 	1 357	89.8%	1 407	90%
<ul style="list-style-type: none"> • processed within 2 weeks 	35	2.3%	36	2.3%
<ul style="list-style-type: none"> • processed beyond 2 weeks 	82	5.4%	83	5.3%
<ul style="list-style-type: none"> • returned as incomplete 	38	2.5%	33	2.1%
<ul style="list-style-type: none"> • exception/in progress 	0	0%	4	0.3%
Number of TPR applications audited*	168	11%	156	10%

*A random selection of teachers who transitioned to full Registration were audited to monitor and ensure consistency in decision-making.

Table 3: New Applicants - Overseas Qualified

Origin of New Applicants – Overseas Qualified	2019-2020		2020-2021	
		%		%
Africa	34	30.1%	10	20.9%
Americas	13	11.5%	5	10.4%
Asia	27	23.9%	12	25%
Europe (excl. UK)	12	10.6%	4	8.3%
United Kingdom	26	23%	16	33.3%
Middle East	1	0.9%	1	2.1%
Total	113		48	

Table 4: Mutual Recognition

Movement of Teachers via Mutual Recognition (MR)	2019-2020	2020-2021
Incoming MR applicants from other states, territories and NZ	240	291
Outgoing MR applicants to other states, territories and NZ	310	268

Compliance audit

To ensure only registered teachers are teaching in South Australian schools and early childhood services, the Board undertakes an annual Compliance Audit of all sites.

The audit was conducted in February 2021.

Of the 280 teachers who were followed up as part of the audit, eight teachers were identified as working at an education site unregistered.

It was determined that these incidents were oversights. One was identified as teaching with expired registration, two were early childhood teachers teaching with an expired special authority to teach and five were early childhood teachers teaching unregistered.

The employers were each issued with a warning letter explaining their obligations under the Act.

Policy and Strategic Development

Initial Teacher Education

The Board is responsible for the accreditation of all initial teacher education (ITE) programs offered by South Australian higher education institutions. Accreditation in South Australia is part of a nationally consistent approach which aims to ensure all ITE programs are of high quality and that all teacher education student graduates meet the Australian Professional Standards for Teachers (APST) at the 'Graduate' career stage.

The Board holds regular on-campus information sessions for final year ITE students to guide them through the registration process and requirements. The sessions focus on the APST and the professional responsibilities of registered teachers. Sessions are also held during the year at various locations to explain the transition process for graduate teachers to move from Provisional Registration to full Registration.

During 2020-21 reporting period, the Board:

- Accredited eleven programs through Stage 1 assessments:

Flinders University

- *Master of Teaching (Early Childhood)*
- *Master of Teaching (Primary R-7)*
- *Master of Teaching (Special Education) (Primary R-7)*
- *Master of Teaching (Secondary)*
- *Master of Teaching (Special Education) (Secondary)*

Tabor

- *Bachelor of Education (Primary)*
- *Master of Teaching (Primary)*
- *Bachelor of Education/Master of Teaching (Primary)*
- *Bachelor of Education (Secondary)*
- *Master of Teaching (Secondary)*
- *Bachelor of Education/Master of Teaching (Secondary)*

- Approved three variations to existing programs:

University of South Australia

Bachelor of Early Childhood Education (Honours)

- *Addition of Religious Education (Catholic Studies) specialisation*
- *Addition of Languages as a specialisation*
- *Increase to the number of pre-school placement days*

- Received COVID 19 variations for an extension from four ITE providers.

- Commenced Stage 1 accreditation of eleven programs:

Flinders University

- *Bachelor of Early Childhood Education – Birth to 8*
- *Bachelor of Inclusive and Specialised Education (Early Childhood)*
- *Bachelor of Education (Primary)*
- *Bachelor of Inclusive and Specialised Education (Primary)*
- *Bachelor of Education (Secondary)*
- *Bachelor of Inclusive and Specialised Education (Secondary)*
- *Bachelor of Education (Secondary Health and Physical Education)*

University of Adelaide

- *Bachelor of Teaching (Secondary) / Bachelor of Arts*
- *Bachelor of Teaching (Secondary) / Bachelor of Mathematical and Computer Sciences*
- *Bachelor of Teaching (Secondary) / Bachelor of Music*
- *Bachelor of Teaching (Secondary) / Bachelor of Science*

- Commenced assessment of five variations for existing programs:

University of Adelaide

- *Bachelor of Teaching (Middle) / Bachelor of Arts*
- *Bachelor of Teaching (Middle) / Bachelor of Mathematical and Computer Sciences*
- *Bachelor of Teaching (Middle) / Bachelor of Music*
- *Bachelor Teaching (Middle) / Bachelor of Science*
- *Master of Teaching (Middle and Secondary)*

Teaching Performance Assessments (TPA)

TPAs from four South Australian providers were submitted to the Expert Advisory Group (EAG) comprising academics with experts in tertiary student assessment.

- Flinders University TPA - endorsed September 2020
- University Adelaide – pending decision at June 30, 2021
- University of SA – pending decision at June 30, 2021
- Tabor – pending decision at June 30, 2021

Support experienced teachers

The Board conducts an annual survey with teachers who did not renew their registration. In 2020-21 a total of 2 350 teachers were invited to complete the survey. Approximately 27% (632) of those invited chose to participate. The purpose of this survey is to identify reasons for non-renewal, helping to shape future registration requirements.

Transition from Provisional to full Registration (TPR) Audit

- 1 563 applications processed between 1 July 2020 and 30 June 2021
- 155 applications were audited – approximately 10%.

Professional Learning Audit

- 339 teachers had their professional learning audited for the 2020-2021 renewal period. Teachers are required to log their professional learning hours (60 hours in total across a three-year term) on the TRB Teachers Portal.

Information sessions

- The project officers delivered sessions to pre-service teachers across the year levels of their study with all South Australian ITE providers plus an interstate provider delivering online programs to SA pre-service teachers
- Transitioning to full Registration workshops were delivered to provisionally registered teachers at Gowrie SA and at the 2020 SASTA Conference.
- The project officers collaborated with the Department for Education to deliver evaluator workshops regarding transitioning to full Registration.

Involvement with projects at the National Level

- Sent delegates for national training as Stage 1 and 2 ITE accreditation panellists.
- Contributed to the Steering Group for Teacher Effectiveness project, which emerged from AITSL's Provisional to Full Registration Project. The aim of the project is to support national consistency of judgements in the decision-making process through the provision of relevant teacher professional learning as provided by AITSL.
- Collection of data and annual reporting on the performance of ITE programs.
- Participation in Children's Education Care National Workforce Strategy steering group.
- Surveying registered teachers and providing data to AITSL for the Australian Teacher Workforce Data project.
- Involved in consultation and review of registration systems in light of Automatic Mutual Recognition developments.
- Working toward national information sharing standards between regulatory bodies.

Professional Conduct or Capacity to Teach

The Board has a duty to screen, monitor and assess the suitability of people to be, or continue to be, registered as teachers to safeguard the public interest and to ensure teachers are competent educators and fit and proper to have the care of children.

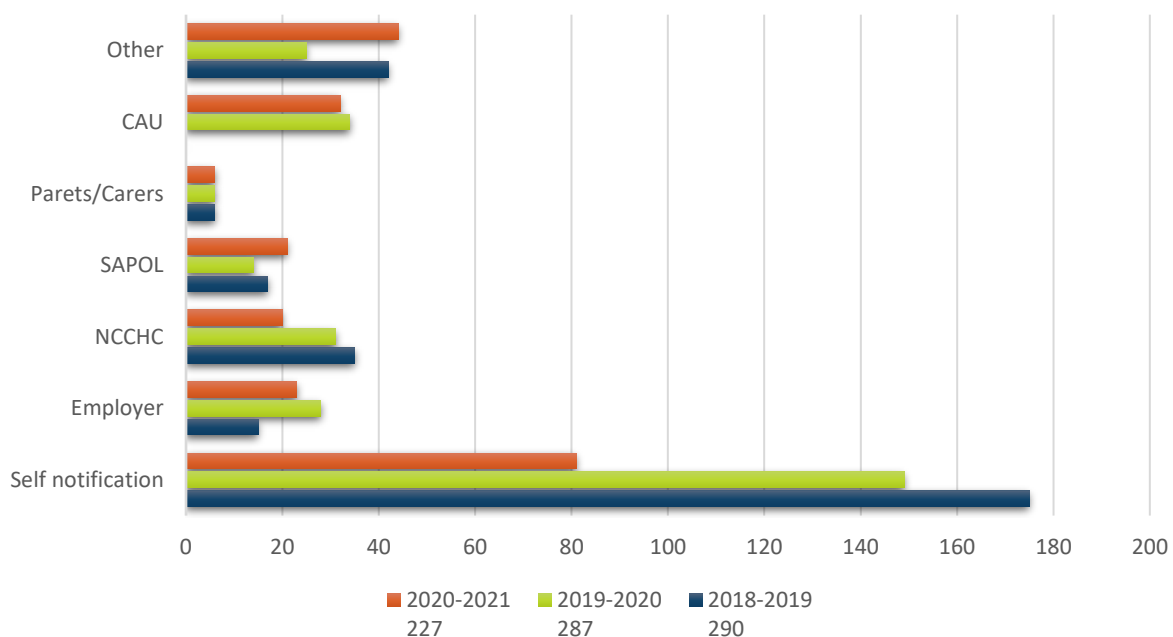
Suitability to teach encompasses both professional conduct and capacity, i.e. the behaviour of teachers, as well as the fitness of teachers to perform their role.

The Board receives notifications regarding teachers from a range of sources including:

- self-notifications
- employer notifications
- results of Nationally Coordinated Criminal History Checks (NCCHC).
- South Australia Police (SAPOL) and the Director of Public Prosecutions (DPP)
- Parents and carers
- Central Assessment Unit (CAU), Department of Human Services
- Other sources including media, colleagues and interstate regulatory authorities.

When a notification is received, a thorough assessment is conducted and serious matters are referred for further detailed investigation. In the current reporting period 227 notifications were reported to the Board (refer Sources of Notifications chart below).

Sources of Notifications



Self-notifications

On application for registration or renewal of registration all teachers are required to declare to the Board any information that may have bearing on their professional conduct as a teacher and/or their capacity to teach.

Employer

Employers must notify the Board of the dismissal or resignation of a teacher following allegations of unprofessional conduct. Employers must also notify the Board if they have reason to believe a teacher's capacity to teach is seriously impaired by an illness or disability affecting their behaviour or competence as a teacher.

Nationally Coordinated Criminal History Check (NCCHC)

On application for registration and renewal of registration a NCCHC is conducted by the Board with the consent of the applicant.

South Australia Police (SAPOL) / Director of Public Prosecutions (DPP)

The Board has arrangements with SAPOL and the DPP, in accordance with *Teachers Registration and Standards Act 2004* (the Act), regarding the provision of information relative to a person's fitness to be or continue to be a registered teacher. In instances where a teacher is charged with a prescribed offence under section 12A of the *Teachers Registration and Standards Regulations 2016* (the Regulations) the Registrar, in accordance with section 34A of the Act may suspend the registration of a teacher or vary the conditions of the teacher's registration (including by imposing conditions).

Parents/Carers

The Board receives notifications from parents and carers. These are carefully evaluated by the Registrar to determine appropriate action.

Central Assessment Unit (CAU)

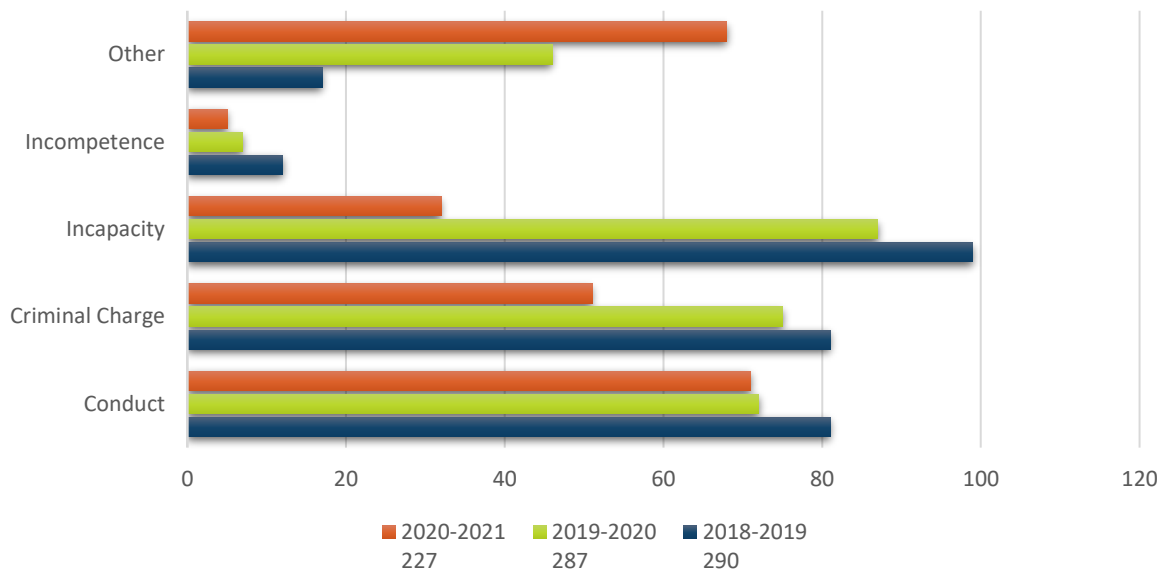
In accordance with the *Child Safety (Prohibited Persons) Act 2016* the Board receives requests for information held by the Board from the Registrar of the CAU relative to specific matters / allegations.

Other

This includes any source, other than those covered in the above categories, and includes complaints from members of the public, colleagues, anonymous source(s) and interstate regulatory authorities.

The Board can inquire into any notification that provides evidence a teacher may be seriously incompetent, has engaged in unprofessional conduct, is unfit to teach or their capacity to teach is seriously impaired by an illness or disability affecting their behaviour or competence as a teacher. In the current reporting period, the 227 notifications reported to the Board were broadly classified as incompetence, incapacity, criminal charge, conduct or other. “Other” categories include existing conditions dealt with administratively at renewal, non-specific complaints (including frivolous/unfounded) and FOI requests.

Notification Categories



The Board will not investigate where a notification is frivolous or vexatious, is not supported by evidence or is not within the Board’s jurisdiction.

In addition, the Board monitors teachers with conditions imposed on their registration as a result of a formal hearing by the Board or by teacher consent.

Section 24A Automatic cancellation of registration of prohibited person

The CSPP Act commenced operation on 1 July 2019. Section 15 of the CSPP Act sets out those persons who are prohibited from working with children. Consequential amendments to the Act also came into effect on 1 July 2019. Section 24A of the Act provides for the automatic cancellation of registration of prohibited persons. During the reporting period, six teachers had their teacher registration cancelled in accordance with section 24A of the Act (12 in total since the consequential amendments to the Act).

Section 34A – Suspension of teacher’s registration where charged with certain offences

Section 34A(1) of the Act came into effect on 20 December 2018, providing the Registrar with the power to suspend a teacher’s registration following receipt of

information that the teacher had been charged with a prescribed offence(s) set out in regulation 12A of the Regulations.

During the reporting period the Registrar suspended the registration of eight teachers in accordance with section 34A(1)(a) of the Act (19 in total since the inception of this section of the Act).

During the reporting period the Board conducted 11 suspension reviews pursuant to section 34A(2) of the Act. At the conclusion of each review, a Sub-Committee of the Board resolved to confirm suspension of the teacher's registration as imposed by the Registrar pursuant to section 34A(1)(a) of the Act.

Crown Solicitor Advice

During the reporting period the Registrar referred 18 matters to the Crown Solicitors Office for legal advice. Advice received resulted in the Registrar:

- laying complaints against teachers initiating Part 7 Inquiry proceedings to determine whether there was proper cause for disciplinary action
- issuing letters of warning and/or the imposition of agreed conditions upon teachers' registration
- initiating part 5 admissions hearings to determine if an applicant for registration (new or renewing) was a fit and proper person to be registered.

Matters before the Board

Fitness and propriety

The Board conducted two disciplinary inquiries under Part 7 of the Act and two admissions hearings under Part 5 of the Act in relation to fitness and propriety issues during the reporting period.

Inquiries – Part 7

One of the methods through which the Board ensures that only fit and proper persons are, or continue to be, registered as teachers is by investigating allegations of unprofessional conduct against teachers to determine whether there is proper cause for disciplinary action.

Proceedings commence when a formal complaint is lodged before the Board by the Registrar or on the Board's own motion. There were two inquiries conducted pursuant to Part 7, Section 35 of the Act to determine whether the conduct of a teacher constitutes proper cause for disciplinary action.

A registered teacher was found guilty of unprofessional conduct. He received a reprimand and had conditions imposed upon his registration requiring him to submit to a random drug screening regime and engage with a mentor within the teaching profession to seek guidance and assistance with respect to any concerns or issues arising from his professional practice.

- He was stopped by police in 2019 on his way to work at an educational site and following testing returned a positive roadside drug screen.

A formerly registered teacher was found guilty of unprofessional conduct (being both disgraceful and improper conduct) and that he was not a fit and proper person to be registered as a teacher. He was disqualified from being a registered teacher on a permanent basis.

- He engaged in extensive inappropriate electronic communication with a student.

Admissions Hearings – Part 5 – Fitness and Propriety

There were two hearings held regarding applicants' eligibility for registration pursuant to Part 5 of the Act in relation to fitness and propriety.

The Board must determine if a person is "fit and proper" to be registered as a teacher. The Board must be satisfied that a teacher is honest, competent, knowledgeable, skilful and is of good character.

A teacher who had his registration suspended by the Board in 2018 applied to have his suspension lifted.

- He was able to satisfy the Board that he was a "fit and proper person" to be re-admitted to the Register of Teachers and had conditions imposed upon his registration requiring him to submit to a random drug screening regime and engage with a mentor within the teaching profession to seek guidance and assistance with respect to any concerns or issues arising from his professional practice.

An applicant for registration disclosed he had been convicted of the offence 'Indecent Filming' in 2011.

- He was able to satisfy the Board that he was a "fit and proper person" to be admitted to the Register of Teachers and had conditions imposed upon his registration requiring him to complete the *'Professional Practice and Professional Boundaries for Teachers Program'* and engage with a mentor within the teaching profession to seek guidance and assistance with respect to any concerns or issues arising from his professional practice.

Work health, safety and return to work programs

Workplace injury claims	Current year 2020-21	Past year 2019-20	% Change (+ / -)
Total new workplace injury claims	0	1	n/a

Data for previous years is available at: <https://data.sa.gov.au/>

Executive employment in the agency

Executive classification	Number of executives
The current Registrar is contracted until 1 January 2023 at the SAES 2 level.	1

Data for previous years is available <https://data.sa.gov.au/>.

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

Financial performance

Financial performance at a glance

The following is a brief summary of the overall financial position of the agency. The information is unaudited. Full audited financial statements for 2020-2021 are attached to this report.

The fees paid by teachers fund the operation of the Board with no financial support from external sources, including South Australian or Commonwealth Governments, other than reimbursement of expenditure incurred. Financial sustainability is critical for the Board with prudent financial modelling over a three-year period, aligning with the registration cycle for teachers.

Statement of Comprehensive Income	2020-21 Budget \$000s	2020-21 Actual \$000s	Variation \$000s	2019-20 Actual \$000s
Total Income	4,499	4,538	39	4,216
Total Expenses	5,256	4,753	503	4,599
Net Result	(757)	(215)	542	(383)
Total Comprehensive Result	(757)	(215)	542	(383)

Statement of Financial Position	2020-21 Actual \$000s	2019-20 Actual \$000s
Current assets	9,396	10,132
Non-current assets	527	411
Total assets	9,923	10,543
Current liabilities	526	508
Non-current liabilities	758	1,181
Total liabilities	1,284	1,689
Net assets	8,639	8,854
Equity	8,639	8,854

Consultants disclosure

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

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

Consultancies	Purpose	\$ Actual payment
Alfemi Consulting	Cyber security assessment and action plan	\$ 12,000
	Total	\$ 12,000

Data for previous years is available at: <https://data.sa.gov.au/>

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

Contractors disclosure

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

Contractors with a contract value below \$10,000

Contractors	Purpose	\$ Actual payment
All contractors below \$10,000 each - combined	Various	\$167,995

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

Contractors	Purpose	\$ Actual payment
Orion Enterprise Business Solutions Pty Ltd	ICT maintenance and support services	\$ 282,535
Australian Criminal Intelligence Commission	Controlled access to National Police Checking Service (NPCS)	\$ 269,246
Loftus IT	ICT maintenance and support services	\$ 190,305
Hays	Temporary staff services	\$ 139,703
Hoban Recruitment Pty Ltd	Temporary staff services	\$ 102,029
Xmplify Pty Ltd	Enhancements required to the CRM system	\$66,273
Australia Post	Postage services, primarily Registration Certificates	\$34,674
Data#3 Ltd	Supplier of ICT software licences	\$32,465
Genesys Cloud Services Pty Ltd	Maintenance of telephone hardware and software	\$29,542
Frontier Software	Payroll system	\$27,271
LeighSet Design	Printing of information for teachers	\$15,270

Contractors	Purpose	\$ Actual payment
Cinderella's Services Pty Ltd	Cleaning of the TRB tenancy	\$12,692
Optus	Internet service provision	\$10,645
	Total	\$ 1,219,650

Data for previous years is available at: <https://data.sa.gov.au/>

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

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

Risk management

Fraud detected in the agency

Category/nature of fraud	Number of instances
There were no instances of fraud in this reporting period.	Zero

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

Strategies implemented to control and prevent fraud

The risk of fraud, corruption and other criminal conduct, misconduct and maladministration within the Board is systematically identified, analysed and evaluated on a regular basis, consistent with the Board's Risk Management Framework.

Each business unit develops and tailors internal controls and systems that are appropriate for their operations and risk profile.

The following is a summary of prevention activities currently in place:

- all employees have completed the Department of the Premier and Cabinet 'Code of Ethics Awareness' program.
- the TRB has adopted the South Australian Public Sector Fraud and Corruption Control Policy.
- promotion of established systems to staff and awareness development including:
 - o maintain effective system of internal controls.
 - o established policy, procedure and register for the 'Receipt of Gifts, Benefits and Favours'.
- periodic sessions with employees to raise awareness of legislated ethical obligations.
- risk assessments embedded into daily operations and projects.
- employment screening upon employment and at regular intervals.
- employee exit procedures and checks.
- employee assistance program in place with an external provider.
- regular review of financial management policies and procedures.
- maintain effective procurement governance framework with periodic audits.

Data for previous years is available at:

https://www.trb.sa.edu.au/sites/default/files/Annual_Report_2020-Web_0.pdf

Public interest disclosure

The Board has appointed a responsible officer for the purposes of the Public Interest Disclosure Act 2018(PID), pursuant to section 7 of the Public Sector Act 2009.

There have been zero instances of disclosure of public interest information to a responsible officer of the Board under the PID during the 2020-21 year.

Data for previous years is available at:

https://www.trb.sa.edu.au/sites/default/files/Annual_Report_2020-Web_0.pdf

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

Public complaints

Number of public complaints reported

Complaint categories	Sub-categories	Example	Number of Complaints 2020-21
Professional behaviour	Staff attitude	Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency	2
		Total	2

Data for previous years is available at: <https://data.sa.gov.au/>

Service Improvements

Nil

Compliance Statement

The Teachers Registration Board of South Australia is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector	Y
Teachers Registration Board of South Australia has communicated the content of PC 039 and the agency’s related complaints policies and procedures to employees.	Y

Appendix: Audited financial statements 2020-21



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To the Presiding Member Teachers Registration Board of South Australia

Opinion

I have audited the financial report of the Teachers Registration Board of South Australia (the Board) for the financial year ended 30 June 2021.

In my opinion, the accompanying financial report gives a true and fair view of the financial position of the Teachers Registration Board of South Australia as at 30 June 2021, its financial performance and its cash flows for the year then ended in accordance with relevant Treasurer's Instructions issued under the provisions of the *Public Finance and Audit Act 1987* and Australian Accounting Standards.

The financial report comprises:

- a Statement of Comprehensive Income for the year ended 30 June 2021
- a Statement of Financial Position as at 30 June 2021
- a Statement of Changes in Equity for the year ended 30 June 2021
- a Statement of Cash Flows for the year ended 30 June 2021
- notes, comprising significant accounting policies and other explanatory information
- a Certificate from the Presiding Member, the Registrar and the Acting Manager, Corporate Services.

Basis for opinion

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

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

Responsibilities of the Registrar and the Board for the financial report

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

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

The Board are responsible for overseeing the entity's financial reporting process.

Auditor's responsibilities for the audit of the financial report

As required by section 31(1)(b) of the *Public Finance and Audit Act 1987* and section 18(2) of the *Teachers Registration and Standards Act 2004*, I have audited the financial report of the Teachers Registration Board of South Australia for the financial year ended 30 June 2021.

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

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

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

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

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

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



Andrew Richardson

Auditor-General

7 October 2021

FINANCIAL STATEMENTS

for the year ended
30 June 2021

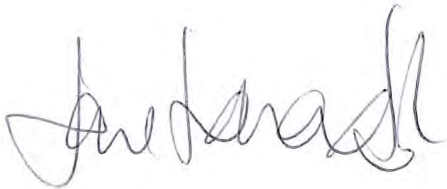
**TEACHERS REGISTRATION BOARD
OF SOUTH AUSTRALIA**

CERTIFICATION OF THE FINANCIAL STATEMENTS

We certify that the attached general purpose financial statements for the Teachers Registration Board of South Australia (the Board):

- comply with relevant Treasurer's Instructions issued under section 41 of the *Public Finance and Audit Act 1987*, and relevant Australian Accounting Standards;
- are in accordance with the accounts and records of the Board; and
- present a true and fair view of the financial position of the Board as at 30 June 2021 and the results of its operation and cash flows for the financial year.

We certify that the internal controls employed by the Board for the financial year over its financial reporting and its preparation of the general purpose financial statements have been effective throughout the reporting period



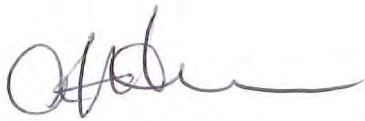
Jane Lomax-Smith
Presiding Member

30 September 2021



Leonie Paulson
Registrar

30 September 2021



Alan Herman
Acting Manager, Corporate Services

30 September 2021

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2021

	Note No.	2021 \$'000	2020 \$'000
Expenses			
Employee and staff benefits expenses	2.3	3,332	3,287
Supplies and services	3.1	1,257	1,180
Depreciation and amortisation expense	3.2	164	132
Total expenses		4,753	4,599
Income			
Fees and charges	4.1	4,531	4,127
Interest revenues		3	53
Other income	4.2	4	36
Total income		4,538	4,216
Net result		(215)	(383)
Total comprehensive income		(215)	(383)

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

STATEMENT OF FINANCIAL POSITION

As at 30 June 2021

	Note No	2021 \$'000	2020 \$'000
Current assets			
Cash and cash equivalents	6.1	9,352	10,108
Receivables	6.2	44	24
Total current assets		9,396	10,132
Non-current assets			
Property, plant and equipment	5.1	27	59
Intangible assets	5.2	500	351
Receivables	6.2	-	1
Total non-current assets		527	411
Total assets		9,923	10,543
Current liabilities			
Employee and staff benefits	2.4	297	301
Payables	7.1	229	207
Total current liabilities		526	508
Non-current liabilities			
Employee and staff benefits	2.4	693	1,073
Payables	7.1	65	108
Total non-current liabilities		758	1,181
Total liabilities		1,284	1,689
Net Assets		8,639	8,854
Equity			
Retained earnings		8,639	8,854
Total Equity		8,639	8,854

The total equity is attributable to the SA Government as owner

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

STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2021

	Retained earnings \$'000
Balance at 30 June 2019	9,237
Total comprehensive result for 2019-20	(383)
Balance at 30 June 2020	8,854
Total comprehensive result for 2020-21	(215)
Balance at 30 June 2021	8,639

All changes in equity are attributable to the SA Government as owner

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

STATEMENT OF CASH FLOWS

For the year ended 30 June 2021

	Note No.	2021 \$'000	2020 \$'000
Cash flows from operating activities			
Cash outflows			
Employee and staff benefit payments		(3,755)	(3,222)
Payments for supplies and services		(1,435)	(1,303)
Cash used in operations		(5,190)	(4,525)
Cash inflows			
Fees and charges		4,532	4,127
Interest received		3	63
Other receipts		-	36
GST recovered from the ATO		164	148
Cash generated from operations		4,699	4,374
Net cash used in operating activities		(491)	(151)
Cash flows from investing activities			
Cash outflows			
Purchase of property, plant and equipment		(15)	-
Purchase of intangible assets		(250)	(124)
Cash used in investing activities		(265)	(124)
Net (decrease)/increase in cash and cash equivalents		(756)	(275)
Cash and cash equivalents at the beginning of the period		10,108	10,383
Cash and cash equivalents at the end of the period		9,352	10,108

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

**NOTES TO
AND
FORMING PART
OF THE FINANCIAL
STATEMENTS**

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1. About the Teachers Registration Board of South Australia

The Teachers Registration Board (the Board) is an independent statutory authority established under the *Teachers Registration and Standards Act 2004* (the Act) and the *Teachers Registration and Standards Regulations 2016* (the Regulations) to regulate the teaching profession. The object of the Act is to establish and maintain a teacher registration system and professional standards for teachers to safeguard the public interest in the teaching profession whose members are competent educators and fit and proper persons to have care of children.

The functions of the Board are stated in Section 6 of the Act:

- a) To administer the provisions of the Act for the regulation of the teaching profession;
- b) To promote the teaching profession and professional standards for teachers;
- c) To confer and collaborate with teacher education institutions with respect to the appropriateness for registration purposes, of teacher education courses;
- d) To confer and collaborate with teacher employers, the teaching profession, teacher unions or other organisations and other bodies and persons with respect to requirements for teacher registration and professional and other standards for teachers;
- e) To confer and collaborate with other teacher regulatory authorities to ensure effective national exchange of information and promote uniformity and consistency in the regulation of the teaching profession within Australia and New Zealand; and
- f) To keep the teaching profession, professional standards for teachers and other measures for the regulation of the profession under review and to introduce change or provide advice to the Minister of Education as appropriate.

The Board does not control any other entity and has no interests in unconsolidated structured entities. The Board has not entered into any contractual arrangements that involve the sharing of control or significant influence over another entity.

1.1. Basis of preparation

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

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

For the purposes of preparing the financial statements, the Board is a not-for-profit entity. The financial statements are prepared based on a 12 month reporting period and presented in Australian currency. The historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured.

All amounts in the financial statements and accompanying notes have been rounded to the nearest thousand dollars (\$'000).

Income, expenses and assets are recognised net of the amount of GST except:

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

Assets and liabilities that are to be sold, consumed or realised as part of the normal operating cycle have been classified as current assets or current liabilities. All other assets and liabilities are classified as non-current.

1.2. Workers compensation

The Board is self-insured for workers compensation purposes. The Board is responsible for the payment of workers compensation claims. For the period from 1 July 2020 to 30 June 2021, the Board received no workers compensation claims.

A provision for workers compensation liabilities has not been included as there are no approved claims or outstanding liabilities as at 30 June 2021.

1.3. Impact of COVID-19 pandemic on the Board

As was the case in the previous financial year, the COVID-19 pandemic has impacted on the operations of the Board.

During lockdowns the Minister for Education approved a minimum number of staff to provide essential services to teachers at the main office site. Those staff were provided with individual letters of authority to attend the main office site.

Other staff worked from home where possible.

There was no material impact on the Board's 2020-21 financial statements as a result of the COVID-19 pandemic.

2. Employee and staff benefits

2.1. Key management personnel

The Board is an independent statutory authority established under the *Teachers Registration and Standards Act 2004* (the Act) and is a wholly owned entity of the Crown.

Key management personnel of the Board include the Minister for Education, the Registrar and Board and Deputy members of the Board who have responsibility for the strategic direction and management of the board. Total compensation for the Board's key management personnel was \$311,000 in 2020-21 and \$295,000 in 2019-20.

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

2.2. Board and committee members

Members during the 2021 financial year were:

Board members	Deputy Board members
Jane Lomax-Smith - Presiding Member	
Mardi Barry* (resigned 28 September 2020)	Leona Graham*
Lisa Dwiar* (appointed 28 September 2020)	Leona Graham*
Robert Woodbury*	Peter Ryan
Joanne Hill	Shoma Roy*
Colleen Tomlian*	Geeta Verma*
David Coulter*	Marian Nayda*
Patricia Cavanagh*	Karen Roberts*
Lynda MacLeod	Meredith Beck
Bruno Vieceli	Michael Kenny
Bernadine Bourne	Michael Francis
David Freeman	Anthony Haskell
Melissa White* (appointed 23 July 2020)	Christine Harford (appointed 23 July 2020)
Julie Clark	Victoria Whittington
Marina Elliott	Ian Lamb*
Kate Cameron	Monique Russell
Fiona Brady	David Caruso

The tenure of all members and deputy members was due to expire on 30 March 2021, however this was extended until a new Board was appointed in July 2021.

The total value of remuneration paid or payable to eligible Board members, deputy Board members during the year was \$53,000 (\$60,000). This amount comprised sitting fees for Board attendance including Initial Teacher Education accreditation panels and disciplinary hearings, as well as a total of \$1,000 (\$3,000) paid to superannuation plans for eligible Board members.

As part of these arrangements, legal fees paid to two Board members appointed in their legal capacity during the year was \$7,000 (\$6,000). These legal fees were charged at an hourly rate approved by the Commissioner for Public Employment.

* In accordance with the Department of Premier and Cabinet Circular No. 16, government employees did not receive any remuneration for board/committee duties during the financial year.

Board and committee remuneration

The number of members whose remuneration received falls within the following bands during the financial year:	2021	2020
\$0 - \$19,999	15	16
Total number of members	15	16

2.3. Employee and staff benefits expenses

	2021	2020
	\$'000	\$'000
Salaries and wages	2,681	2,471
Long service leave*	(197)	37
Annual leave	173	216
Skills and experience retention leave	16	16
Employee and staff on-costs – superannuation	267	285
Employee and staff on-costs – other	108	117
Board and committee fees	53	60
Other employee and staff related expenses	231	85
Total employee and staff benefits expenses	3,332	3,287

Employee and staff benefits expenses include all costs related to employment including wages and salaries, non-monetary benefits and leave entitlements. These are recognised when incurred.

The superannuation employment on-cost charge represents the Board's contributions to superannuation plans in respect of current services of current employees and Board members.

In addition to those directly employed by the Board during 2020-21, there was one staff member nominally employed by the Department for Education. The Board reimbursed the Department for Education for this staff member's salaries and superannuation.

*The negative long service leave expense in 2021 has occurred due to a decrease in the long service liability measurement. The reduction in the liability resulted from an increased discount rate applied (refer Note 9.1), and a further reduction due to employees exiting the agency during the year.

Executive remuneration

	2021 No	2020 No
The number of employees and staff whose remuneration received or receivable falls within the following bands:		
\$154 000 to \$174 000	-	1
\$174 001 to \$194 000	1	-
\$254 001 to \$274 000	1	-
Total number of employees and staff	2	1

The total remuneration received by those employees for the year was \$449,000 (\$173,000).

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

The Board has only one executive, however a long-term employee exited during the year and their termination payments are included in the above amounts.

2.4. Employee and staff benefits liability

	2021 \$'000	2020 \$'000
Current		
Accrued salaries and wages	55	48
Annual leave	180	219
Purchase leave	-	2
Skills and experience retention leave	18	17
Long service leave	44	15
Total current employee and staff benefits	297	301
Non-current		
Long service leave	693	1,073
Total non-current employee and staff benefits	693	1,073
Total employee and staff benefits	990	1,374

These benefits accrue for employees and staff as a result of services provided up to the reporting date that remain unpaid. Long-term employee and staff benefits are measured at present value and short-term employee and staff benefits are measured at nominal amounts.

Salaries and wages, annual leave, skills and experience retention leave (SERL) and sick leave

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

The annual leave liability and the SERL liability is expected to be payable within 12 months and is measured at the undiscounted amount expected to be paid.

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

2.5. Long service leave

The liability for long service leave is measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Details about the measurement of long service leave liability is provided at note 9.1.

3. Expenses

3.1. Supplies and services

	2021 \$'000	2020 \$'000
Accommodation and cleaning	312	285
Criminal history checks	309	273
Information technology expenses	293	244
Legal costs	157	162
Insurance	11	10
Minor works, maintenance and equipment	5	16
Postage and courier expenses	35	33
Printing, stationery and office consumables	34	35
Professional fees	22	27
Telecommunications	40	39
Sundry operating expenses	26	45
Promotions, research and sponsorship	13	11
Total supplies and services	1,257	1,180

The Board's accommodation is provided by the Department for Infrastructure and Transport (DIT) under Memoranda of Administrative Arrangement (MoAA) issued in accordance with Government-wide accommodation policies. These arrangements do not meet the definition of lease set out in AASB 16.

3.2. Depreciation and amortisation

	2021 \$'000	2020 \$'000
Depreciation and amortisation		
Plant and equipment	-	3
Accommodation improvements	47	46
Intangible assets	117	83
Total depreciation and amortisation	164	132

All non-current assets with a limited useful life, are systematically depreciated/amortised over their useful lives in a manner that reflects the consumption of their service potential.

Accommodation improvements are capitalised as an asset and depreciated over the remaining term of the accommodation or estimated useful life of the improvement, whichever is shorter.

Useful life

Depreciation and amortisation are calculated on a straight-line basis and are calculated over the estimated useful life as follows:

Class of asset	Useful life (years)
Plant and equipment	1-7
Computer software	5
Accommodation improvements	Life of MoAA

Review of accounting estimates

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

4. Income

4.1. Fees and charges

	2021 \$'000	2020 \$'000
Regulatory fees	4,213	3,837
Other fees and charges	318	290
Total fees and charges	4,531	4,127

Revenues from fees and charges are recognised upon receipt by the Board.

Registration up to 30 June 2021 was for a three-year period, however in the new financial year this will change to a five-year period where teachers will have the option to pay for any period between one and five years. Refer to Note 8.3 for further information.

4.2. Other income

	2021 \$'000	2020 \$'000
Other income	4	36
Total other income	4	36

The Board received salary reimbursement from the Australian Institute for Teaching and School Leadership (AITSL) in 2019-20 for the Registrar to be a member of the expert panel to facilitate a national review of teacher registration.

In 2019-20, the Board also received project funding from AITSL to assist with the implementation of the strategy for all of the "One Teaching Profession" recommendations, and for one AITSL project being a review of provisional to full teacher registration.

In 2020-21, the Board received a reimbursement from AITSL for costs incurred in administering the 2020 Australian Teacher Workforce Data survey.

5. Non-financial assets

5.1. Property, plant and equipment

	2021 \$'000	2020 \$'000
Accommodation improvements		
Accommodation improvements at cost (deemed fair value)	579	579
Accumulated depreciation at the end of the period	(567)	(520)
Total accommodation improvements	12	59
Plant and equipment		
Plant and equipment at cost (deemed fair value)	135	120
Accumulated depreciation at the end of the period	(120)	(120)
Total plant and equipment	15	-
Total property, plant and equipment	27	59

Property, plant and equipment with a value equal to or in excess of \$10,000 is capitalised, otherwise it is expensed. Property, plant and equipment is recorded at fair value. Detail about the Board's approach to fair value is set out in note 9.2.

Impairment

Property, plant and equipment have not been assessed for impairment as they are non-cash generating assets, that are specialised in nature and held for continual use of their service capacity.

Reconciliation 2020-21

	Accommodation improvements	Plant and equipment	Total
	\$'000	\$'000	\$'000
Carrying amount at 1 July 2020	59	-	59
Additions	-	15	15
Depreciation and amortisation	(47)	-	(47)
Carrying amount at 30 June 2021	12	15	27

5.2. Intangible assets

	2021 \$'000	2020 \$'000
Computer software	1,598	1,469
Accumulated amortisation	(1,304)	(1,187)
Total computer software	294	282
Work in progress	206	69
Total intangible assets	500	351

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

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

The work in progress relates to enhancements to the Board's Customer Relationship Management system to enable it to manage with changes to the Regulations, including the move to a five-year registration term. The project was scheduled to be completed by 30 June 2021, with the enhancements being moved into production for amortisation from 1 July 2021.

Reconciliation 2020-21

	Work in Progress	Computer software	Total
	\$'000	\$'000	\$'000
Carrying amount at 1 July 2020	69	282	351
Additions	206	60	266
Transfer from WIP	(69)	69	-
Depreciation and amortisation	-	(117)	(117)
Carrying amount at 30 June 2021	206	294	500

6. Financial assets

6.1. Cash and cash equivalents

	2021 \$'000	2020 \$'000
Deposits with the Treasurer	9,352	10,107
Imprest account/ cash on hand	-	1
Total cash and cash equivalents	9,352	10,108

The Teachers Registration Board has one deposit account with the Treasurer which is a general operating account. The Board earned interest on its deposits with the Treasurer until October 2020 when the Treasurer advised that the effective interest rate had reduced to 0%.

6.2. Receivables

	2021 \$'000	2020 \$'000
Current		
Trade receivables	4	-
Prepayments	10	10
Accrued revenues	-	1
GST input tax recoverable	30	13
Total current receivables	44	24
Non-current		
Prepayments	-	1
Total non-current receivables	-	1
Total receivables	44	25

7. Liabilities

Employee and staff benefits liabilities are disclosed in note 2.4

7.1. Payables

	2021 \$'000	2020 \$'000
Current		
Trade payables	148	132
Accrued expenses	31	28
Employee and staff on-costs	50	47
Total current payables	229	207
Non-current		
Employee and staff on-costs	65	108
Total non-current payables	65	108
Total payables	294	315

Payables and accruals are raised for all amounts owing but unpaid. Trade payables are normally settled within 30 days from the date the invoice is first received. All payables are non-interest bearing. The carrying amount of payables represent fair value due to their short-term nature.

The net amount of GST recoverable from the ATO is included as part of receivables.

Employment on-costs

Employee and staff benefits on-costs include payroll tax and superannuation contributions and are settled when the respective employee and staff benefits that they relate to are discharged.

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

As a result of an actuarial assessment performed by the Department of Treasury and Finance, the proportion of long service leave taken as leave has remained at 42% and the individual superannuation rates for employees has been used in the on-cost calculation.

8. Outlook

8.1. Unrecognised contractual commitments

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

Unrecognised contractual commitments are disclosed net of the amount of GST recoverable from, or payable to, the Australian Taxation Office (ATO). If GST is not payable to, or recoverable from, the ATO the commitments and contingencies are disclosed on a gross basis.

Capital commitments

	2021 \$'000	2020 \$'000
Capital expenditure contracted for at the reporting date but are not recognised as liabilities in the financial report, are payable as follows:		
Within one year	13	-
Total capital commitments	13	-

Expenditure commitments

	2021 \$'000	2020 \$'000
Expenditure commitments as at the reporting date but not recognised as liabilities are payable as follows:		
Within one year	196	241
Later than one year not longer than five years	798	62
More than five years	511	-
Total expenditure commitments	1,505	303

The Board's commitment relates to its office accommodation contracted with the Department of Infrastructure and Transport (DIT). The MoAA arrangement was renewed during the financial year and ends in September 2028.

8.2. Contingent assets and liabilities

The Board did not identify any contingent assets or liabilities as at 30 June 2021. The issue identified in the previous financial statements relating to a worker's compensation claim was finalised during the financial year.

8.3. Events after the reporting period

1. Workers Compensation Claim

The Board has a possible obligation that may require an outflow of resources as a result of a workers' compensation claim received after 30 June 2021. The expenditure, if any, to settle the claim is unknown. The claim will be assessed during the 2021-22 financial year.

2. New Regulations Effective

From 1 July 2021 the new *Teachers Registration and Standards Regulations 2021* took effect. A key change of the new regulations is teachers having the option to pay for registration for one, two, three, four, or five years. Under the previous regulations, teachers were required to pay for a three-year period.

The Teachers Registration Board (TRB) is changing its revenue recognition policy from 1 July 2021 as a result of this change. TRB applies the recognition exemption in AASB 15 for low value licences to registration fee revenue. Up to 30 June 2021, the TRB's accounting policy has been to recognise all revenue on receipt of the fees from teachers.

The 2021-22 financial statements will change the accounting policy to only recognise registration fee revenue that cover the period of the financial year. Registration fee revenue paid by teachers relating to future registration periods will be recorded as a revenue received in advance liability and brought to the revenue account in subsequent periods.

9. Measurement and Risk

9.1. Long service leave liability – measurement

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

The actuarial assessment performed by the Department of Treasury and Finance has provided a basis for the measurement of long service leave and is based on actuarial assumptions on expected future salary and wage levels, experience of employee departures and periods of service. These assumptions are based on employee data over SA Government entities.

AASB 119 requires the use of the yield on long term Commonwealth Government bonds as the discount rate in the measurement of the long service leave liability. The yield on long-term Commonwealth Government bonds has increased from 2020 (0.75%) to 2021 (1.25%).

This increase in the bond yield, which is used as the rate to discount future long service leave cash flows, results in a decrease in the reported long service leave liability of \$62,000.

The actuarial assessment performed by the Department of Treasury and Finance has left the salary inflation rate at 2.5% for long term employee benefits.

The portion of the long service leave provision classified as current is estimated in accordance with the average amounts of long service leave taken over the past three years.

9.2. Fair value

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

Initial recognition

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

Revaluation

Property, plant and equipment are subsequently measured at fair value after allowing for accumulated depreciation.

Property, plant and equipment

All items of property, plant and equipment had a fair value at the time of acquisition less than \$1.5 million. Plant and equipment has not been revalued in accordance with APS 116.D. The carrying value of these items is deemed to approximate fair value.

9.3. Financial Instruments

Financial risk management

Risk management is managed by the Board and risk management policies are in accordance with the *SA Government Risk Management Guide* issued by the Premier and Treasurer and the principles established in the Australian Standard *Risk Management Principles and Guidelines*.

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

Liquidity risk

The fees paid by teachers fund the operation of the Board and there is no financial support from external sources, including the South Australian or Commonwealth Governments, other than reimbursement of expenditure incurred. Financial sustainability is critical for the Board with prudent financial modelling over a three-year period, aligning with the registration cycle for teachers.

Refer to note 7.1 for further information.