

Annual Report 2024–25



Acknowledgement

The Victorian Curriculum and Assessment Authority proudly acknowledges and pays respect to Victoria's Aboriginal and Torres Strait Islander communities and their rich and enduring cultures.

We acknowledge Aboriginal and Torres Strait Islander people as Australia's first peoples and as the Traditional Owners and custodians of the lands and waters on which we rely. We pay respect to Elders past and present of the lands where we conduct our work and recognise their ongoing contributions as the first educators on the land now known as Victoria.

Authorised and published by the Victorian Curriculum and Assessment Authority
Level 7, 200 Victoria Parade
East Melbourne VIC 3002

ISSN 2204-0498 (Print)
ISSN 2204-0501 (Online)

© Victorian Curriculum and Assessment Authority 2025

No part of this publication may be reproduced except as specified under the *Copyright Act 1968* (Cth) or by permission from the VCAA. Excepting third-party elements, schools may use this resource in accordance with the **VCAA educational allowance**. For more information go to vcaa.vic.edu.au/footer/copyright

The VCAA provides the only official, up-to-date versions of VCAA publications. Details of updates can be found on the VCAA website at vcaa.vic.edu.au

This publication may contain copyright material belonging to a third party. If you believe that material in this publication is an infringement of your copyright, please email the Copyright Officer vcaa.copyright@education.vic.gov.au

Copyright in materials appearing at any sites linked to this document rests with the copyright owner/s of those materials and is subject to the Copyright Act. The VCAA recommends you refer to copyright statements at linked sites before using such materials.

The VCAA logo is a registered trademark of the Victorian Curriculum and Assessment Authority.

Contact us if you need this information in an accessible format, for example, large print or audio.

Telephone (03) 9032 1629 or email vcaa.publications@education.vic.gov.au

Responsible body's declaration

The Hon. Ben Carroll MP

Deputy Premier of Victoria, Minister for Education and Minister for WorkSafe and the TAC

Dear Minister

In accordance with the *Education and Training Reform Act 2006* (Vic) and the *Financial Management Act 1994* (Vic), I am pleased to present the Victorian Curriculum and Assessment Authority's annual report for the year ending 30 June 2025.

Yours sincerely

A handwritten signature in black ink, appearing to read 'A. Bates', written in a cursive style.

Tony Bates PSM
VCAA Board Chair
13 October 2025

Chair's foreword

The Victorian Curriculum and Assessment Authority (VCAA) plays a central role in providing curriculum, assessment and reporting to schools and students across Victoria.

Every year, the VCAA delivers Victorian Certificate of Education (VCE) examinations to over 80,000 senior secondary students who have prepared for their final years of schooling.

In 2024, the issues that occurred during the examination period caused uncertainty in the school community. The VCAA is committed to addressing these issues so that Victorian schools and students can trust in the process being delivered to them.

The Independent Review announced in 2024, in response to issues arising from the 2024 VCE examinations, is currently underway and released its Stage One report in April 2025. The Stage One report made 8 recommendations which have been fully accepted and are being implemented as a priority to safeguard the 2025 examination development and production processes. The Stage Two report was received in September 2025.

In line with recommendation one of the Stage One report, an interim Board was appointed in April 2025. The interim Board has been overseeing the VCAA to ensure critical governance for the organisation. The interim Board has also been actively working with the Independent Monitor, Margaret Crawford PSM, who is overseeing the 2025 examinations development process.

The appointment of Andrew Smith as VCAA Chief Executive Officer (CEO) in June 2025 is a positive step for the organisation. Andrew's background in

teaching and education and his experience in transformational leadership will enable the VCAA to move forward in 2025 and beyond.

On behalf of the VCAA Board, I want to thank Dr David Howes for acting as VCAA CEO for the first half of 2025. David's experience and leadership ensured the VCAA proactively delivered the work required in terms 1 and 2 and ensured that the organisation responded to the requirements of the Independent Monitor and the Independent Review.

I would also like to recognise the leadership of Dr Marcia Devlin who acted as VCAA CEO during the 2024 examinations. During this challenging period, Marcia's leadership enabled the successful delivery of the 2024 results, informed by the advice of the Expert Advisory Panel led by former VCAA CEO Professor John Firth with Dr Nathan Zoanetti and Professor Barry McGaw AO.

I would also like to acknowledge VCAA Board members throughout the year including former Board members.

In 2025, we remain focused on strengthening the VCAA to deliver on the critical role that it plays in Victoria's education system.

I would like to thank the VCAA staff for their ongoing commitment and professionalism throughout 2024 and 2025, and I extend my gratitude and appreciation to all teachers and educators for their support and service in delivering quality curriculum and assessment to Victorian students.

Tony Bates PSM
VCAA interim Board Chair

Contents

Report of Operations

Section 1	Year in review	1
	About the Victorian Curriculum and Assessment Authority.....	1
	Purpose and functions.....	4
	Key achievements.....	5
	VCAA objectives, indicators and outputs.....	7
	VCAA reviews and monitoring.....	12
	Future plans and challenges.....	13
	Financial year review.....	16
Section 2	Governance and organisational structure	17
	Organisational structure and governance arrangements.....	17
	Ministers.....	17
	VCAA interim Board.....	18
	Former VCAA Board members during the reporting period.....	21
	Executive team.....	22
	Organisational structure.....	25
	Governance structure.....	25
	Occupational health and safety.....	27
	Employment and conduct principles.....	27
Section 3	Workforce data	29
	Comparative workforce data.....	29
	Workforce diversity, inclusion and equity.....	31
	Executive data.....	32
Section 4	Other disclosures and attestation	33
	Local Jobs First.....	33
	Expenditures.....	33
	ICT (information and communication technology) expenditure.....	35
	Other disclosures.....	35
	Freedom of information.....	36
	Compliance reporting.....	37
	Compliance with other legislation.....	39
	Victoria’s Social Procurement Framework.....	40

Environmental reporting	41
Additional information available on request.....	42
Attestation for financial management compliance with Standing Direction 5.1.4	43

Financial statements for the year ended 30 June 2025

Section 5 Financial report.....	44
---------------------------------	----

Appendix

Appendix 1 Disclosure index.....	93
----------------------------------	----

Section 1 Year in review

About the Victorian Curriculum and Assessment Authority

The VCAA is a statutory authority established under the *Victorian Curriculum and Assessment Authority Act 2000* (Vic). It continues to operate under, and is subject to, the *Education and Training Reform Act 2006* (Vic) (ETR Act).

The VCAA is primarily accountable to the Minister for Education and serves government and non-government schools.

It is also responsible to the Minister for Children, Minister for Skills and TAFE, and Minister for Economic Growth in relation to sections within Part 2.5 of the ETR Act for which they are responsible.

Vision, mission and values

Our vision

Our vision is to be a global education leader.

Our mission

Our mission is to provide high-quality curriculum, assessment and reporting to enable learning for life.

Our values

The VCAA upholds the Victorian public sector values of:

- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human rights.

Chief Executive Officer's report

Since joining the VCAA in June 2025, my focus for the organisation has been ensuring that the curriculum it develops, the assessments it delivers and the support it provides, empowers educators to shape their students' experience in education.

The important role this organisation plays in Victoria's education system is evident.

More students than ever before are completing the Victorian Certificate of Education (VCE), with 62,083 VCE completions in 2024. The second year of implementation for the VCE Vocational Major resulted in 8,290 completions – a 24.9% increase on 2023 – and Vocational Education and Training (VET) enrolments at a senior secondary level have grown for the fourth consecutive year.

These increases are testament to the success of the senior secondary reforms implemented over the past 2 years, encouraging more students to continue the VCE and explore learning opportunities through vocational education, opening the VCE to a broader cohort of students.

The VCE Season of Excellence celebrated 25 years of Top Designs at the Melbourne Museum, showcasing outstanding design works from 2024 VCE students.

Top Class returned to Traralgon and expanded to include performances in Bendigo as an opportunity for regional students to access these rich displays of curriculum on stage.

The Top Scribe anthology was released in 2025 for the first time, adding VCE Literature to the range of creative studies featured across the VCE Season of Excellence.

Following the release of the F–10 Curriculum Version 2.0 in June last year, the VCAA continues to work closely with schools to support familiarisation with the revised curriculum, including English 2.0 and Mathematics 2.0 which commenced implementation in 2025.

Throughout 2025 the VCAA is releasing Foundation Levels A to D curriculums beginning with Mathematics 2.0 as the only Australian jurisdiction with a specially designed curriculum for students with intellectual and cognitive disabilities and learning delay.

A range of successful assessments were delivered in 2025. In March 2025, the VCAA supported over 2,362 schools to conduct NAPLAN testing in Victoria. The Northern Hemisphere Timetable examinations were delivered in May across Australia, Vietnam and China, and for the 2025 Victorian examinations, the General Achievement Test was delivered in June to over 100,000 students.

Preparations for the 2025 end-of-year VCE examinations period are well underway, with additional processes and governance in place to support high-quality development. Many hundreds of people are focused on preparation and delivery of these examinations, which are so important to students, their teachers and communities as the pinnacle of their senior secondary education.

The VCAA is committed to implementing the 8 recommendations made in the Independent Reviewer's Stage One report. We have made considerable progress in examination development, and we will continue to build on this work to implement the recommendations of the Stage One report as an important first step to restore confidence in the VCAA to

deliver the end-of-year examinations to VCE students. These reforms will also put the organisation on a stronger footing to implement recommendations from the Independent Reviewer's Stage Two report.

I believe in this organisation and the significant contributions it makes to the Victorian education system in developing meaningful and accessible curriculum, delivering supportive and effective assessments, and providing reporting on outcomes in education.

The quality and integrity of curriculum and assessment in Victoria are a core focus for the organisation. I would like to acknowledge the commitment of the VCAA staff in 2024–25.

Thank you to the VCAA interim Board for your leadership and diligence in 2025.

Andrew Smith

VCAA Chief Executive Officer

Purpose and functions

The VCAA is registered as a senior secondary and foundation awarding body on the State Register maintained by the Victorian Registration and Qualifications Authority (VRQA) under the ETR Act.

The VCAA is responsible for developing high-quality courses and curriculum and assessment products and services.

The statutory functions of the VCAA under the ETR Act include:

- developing policies criteria and standards for the:
 - VCE, including the VCE Vocational Major (VM), an accredited senior secondary qualification on the State Register
 - Victorian Pathways Certificate (VPC), an accredited foundation secondary qualification on the State Register
- developing and maintaining the Victorian Early Years Learning and Development Framework (VEYLDF) Birth–8
- developing and maintaining the Victorian Curriculum Foundation to Year 10
- overseeing the delivery of and conducting assessments for the VCE and VPC.

The VCAA is the Victorian Test Administration Authority for the National Assessment Program – Literacy and Numeracy (NAPLAN).

The VCAA performs other statutory functions under delegation from the Secretary to the Department of Education in relation to the Victorian Student Register established under the ETR Act.

Changes to the VCAA during 2024–25

While significant improvements to operations have been made, there were no changes made to the objectives and output structure of the VCAA during the financial year.

Key achievements

The VCAA's core work in the 2024–25 financial year delivered the following programs:

VEYLDF	Victorian Curriculum F–10	NAPLAN	VCE including VCE VM	VPC	VET
--------	---------------------------	--------	----------------------	-----	-----

Highlights at a glance

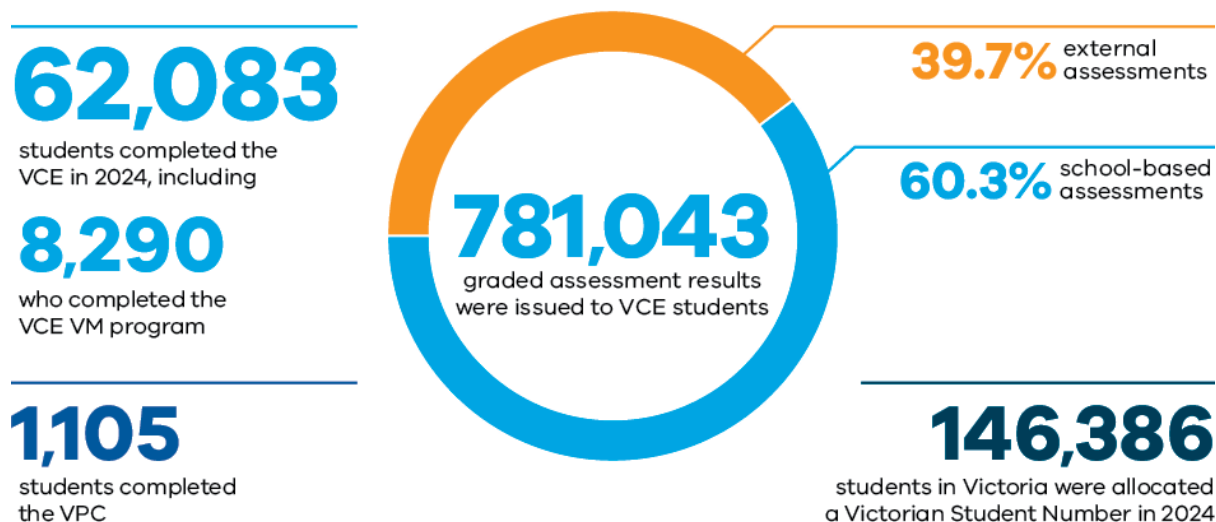


Table 1. Study scores

	2024	2023	2022	2021	2020
Number of study scores issued	258,459	246,439	240,515	247,486	252,167
Students with at least one study score	76,831	73,650	71,656	73,831	75,184
Students with at least one study score of 40+	14,916	14,071	13,613	13,940	14,215
Students with at least one study score of 50	639	595	571	612	648
Number of study scores of 50	689	658	641	667	705

Table 2. Key assessment outcomes

	2024	2023	2022	2021	2020
VCE completions	62,083	57,736	49,638	50,774	50,302
VCE VM completions	8,290	6,454	–	–	–
Students awarded the VCE (Baccalaureate)	3,162	3,049	3,351	3,574	3,763
VPC completions	1,105	806	–	–	–
Students who successfully completed at least one unit of higher education study	615	634	498	560	482

Table 3. Results delivered to students

Student results are delivered to their home address or school at the end of the academic year. Depending on the student's enrolment, the results package may include a statement of results for VCE, VPC, GAT and VET.

	2024	2023	2022	2021	2020
VCE Statements of Results	185,315	171,637	144,273	144,707	145,174
General Achievement Test (GAT) Statements	89,341	84,574	78,902	72,658	75,793
VET Statements of Results	54,387	50,357	48,479	52,642	52,800
VPC Statements of Results	3,551	4,661	24,975	25,105	23,956
Statements of Equivalent Qualification	194	129	201	167	148

Table 4. Results delivered to overseas students and providers

	2024	2023	2022	2021	2020
Certificates to overseas students	428	421	546	757	675
Statements of Results to overseas students	1,116	866	663	807	736
GAT Statements to overseas students	534	476	471	382	685

Table 5. VCAA and Victorian Tertiary Admissions Centre end-of-year results service

	2024	2023	2022	2021	2020
Students who accessed their results online	53,430	43,460	47,272	47,016	30,914
Students who accessed their online results via mobile phones	4,275	4,332	4,530	5,399	25,867

Table 6. Victorian Student Number (VSN)

	2024	2023	2022	2021
New VSN allocated	146,386	93,353	114,554	100,189
VSN enquiry records sent	39,586	37,555	25,497	19,740

VCAA objectives, indicators and outputs

In 2024–25, we made significant progress in delivering on our Strategic Plan.

Table 7. VCAA strategic priorities 2024–25

Our priorities	Our progress
Continued and improved delivery of high-quality curriculum, assessment and reporting	<ul style="list-style-type: none"> <li data-bbox="469 434 1375 533">➤ Continued publication of the Victorian Curriculum F–10 Version 2.0, including Phase 2 Languages published in November 2024 and Foundation Levels A to D Mathematics in January 2025. <li data-bbox="469 546 1375 613">➤ Published additional resources to support implementation of the Mathematics and English F–10 Version 2.0 curriculums. <li data-bbox="469 627 1375 694">➤ Added enhanced functionality to the new Victorian Curriculum F–10 Version 2.0 website. <li data-bbox="469 707 1375 775">➤ Delivered the 2024 NAPLAN results to 309,189 students and successfully delivered 2025 NAPLAN testing with 1,159,582 tests administered. <li data-bbox="469 788 1375 855">➤ Delivered certification and VCE and VPC results to senior secondary students. <li data-bbox="469 869 1375 936">➤ Supported Victorian Curriculum F–10 assessments with almost 300,000 assessments accessed through the Digital Assessment Library. <li data-bbox="469 949 1375 1016">➤ Continued the development of the revised Victorian Early Years Learning and Development Framework. <li data-bbox="469 1030 1375 1097">➤ Continued the development of 3 new VPC subjects as an inclusive educational program. <li data-bbox="469 1111 1375 1321">➤ Achieved accreditation of the VCE as a senior secondary course by the Victorian Registration and Qualifications Authority until 2029. This cyclical reaccreditation process ensures that courses meet national standards and quality indicators to protect the integrity of education and qualifications in Victoria, facilitate national consistency and ensure the quality of secondary school education. <li data-bbox="469 1335 1375 1433">➤ Continued implementation of recommendations from all reviews to ensure improvements to processes and procedures of examination development and delivery. <li data-bbox="469 1447 1375 1545">➤ Led the development of 2 renewable energy certificates for delivery to secondary students, providing pathways for students into the clean energy sector. <li data-bbox="469 1559 1375 1626">➤ In 2025, offered students the option to choose from 71 Higher Education Studies courses as part of their VCE. <li data-bbox="469 1639 1375 1673">➤ Oversaw 10 new licence applications for the VCE offshore program. <li data-bbox="469 1686 1375 1830">➤ Continued the ongoing audit program to assure the quality of school-based assessments, including 1,843 VCE school-based assessment audits across 578 schools. In addition, the VCAA undertook 195 audits for the VCE VM and 87 audits for the VPC. <li data-bbox="469 1843 1375 1942">➤ In 2024, the VCAA processed a total of 42 applications for permission to deliver a senior secondary certificate, with 16 applications for the VCE, 15 for the VCE VM and 11 for the VPC. <li data-bbox="469 1955 1375 2022">➤ Delivered the General Achievement Test which incorporates the assessment of Victorian Literacy and Numeracy Standards to over 90,000 students.

Our priorities	Our progress
<p>More targeted and deeper engagement with the education community</p>	<ul style="list-style-type: none"> ➤ Provided various modes of professional learning on the VPC and VCE VM, including 31 workshops and webinars, strengthening teacher capacity in schools. ➤ Delivered the 2025 VCE Season of Excellence, a 5-month annual festival showcasing outstanding senior secondary student work from Victorian schools. ➤ Completed the redevelopment of our website to provide a contemporary digital interface for engagement with teachers with improved search functionality. ➤ Launched the new 'Shape your VCE' resource.
<p>Embedding our knowledge of learners and education professionals into the design and delivery of curriculum, assessment and reporting products and services</p>	<ul style="list-style-type: none"> ➤ Published additional supporting resources for Mathematics and English to support schools with curriculum implementation in 2025. ➤ Maintained strong stakeholder engagement with teachers and principals.
<p>Strengthening the integration of curriculum, assessment and reporting to support learning</p>	<ul style="list-style-type: none"> ➤ Continued updating Digital Assessment Library (DAL) content to align to Version 2.0 of the curriculum with Mathematics completed. This included a suite of Mathematics skills assessments designed to support the Victorian Lesson Plans. Updated English assessments were also released. ➤ Migrated the DAL to a more modern platform to improve ease of use, added new functions and enhanced reporting capability.

Curriculum and assessment

Early Years

The VCAA has continued its partnership with the Department of Education and key stakeholders to revise the Victorian Early Years Learning and Development Framework (VEYLDF).

The revision will support early childhood professionals and complements the significant reforms being introduced in early years education in Victoria.

The revision will draw on the strengths of *Belonging, Being & Becoming: The Early Years Learning Framework for Australia Version 2.0, 2022*, while also retaining Victoria's distinctive focus on play-based learning in the birth to 8-year-old period and the continuity of learning between early childhood services and schools.

The VEYLDF will continue to support early childhood professionals as they work in collaborative partnerships, improving the quality of children's learning and development.

Victorian Curriculum F–10

The Victorian Curriculum F–10 Version 2.0 sets out the knowledge and skills that students need during their first 11 years of schooling to become lifelong learners and confident, active and informed citizens who are prepared to navigate a diverse and changing world.

In 2024–25, the VCAA released curriculums for Foundation Levels A to D Mathematics, as well as for German, Indonesian, Korean, Modern Greek and Spanish.

Additional supporting resources for Mathematics and English have also been published to support schools with implementation as well as videos, interactive webinars and on-demand modules.

Further enhancements were made to the new Victorian Curriculum F–10 Version 2.0 website to ensure the website is intuitive and user-friendly, including different ways to interact with the curriculum and resources.

F–10 assessment

The Digital Assessment Library (DAL) offers high-quality online classroom student assessments, providing teachers with meaningful and timely information about students' learning progress. From July 2024 to June 2025 the VCAA administered almost 300,000 assessments across English, Mathematics, Science, Critical and Creative Thinking and Health and Physical Education. In 2024–25, work has focused on reviewing and aligning DAL content to Version 2.0 of the Victorian Curriculum F–10. The VCAA has also collaborated with the Department of Education to release a set of assessments supporting the Victorian Lesson Plans. Preparatory activities have also been undertaken to enable a transition of the DAL to a new and improved technology platform in Term 3, 2025.

Senior Secondary Curriculum

VCE including VCE VM

The 2025 school year saw the implementation of several revised studies within the VCE, including Accounting, Applied Computing, Classical Studies, Drama, Extended Investigation, Health and Human Development, Philosophy, Physical Education, Politics, and Theatre Studies.

The VCE VM provided students with greater flexibility to pursue their strengths and interests and develop the skills and capabilities needed to succeed in further education, work and life. VCE VM enrolments grew by 26% by the end of 2024 (since replacing the previous Victorian Certificate of Applied Learning in 2022). Completion rates of the certificate have increased year on year.

Access to VCE VM Work Related Skills and Personal Development Skills was opened to any VCE student and has been well received in schools.

VET

The VCAA continued to provide support for the delivery and assessment of VET delivered to secondary students, including through supporting schools, TAFEs and registered training organisations, and support for Structured Workplace Learning Recognition and School-based Apprenticeships and Traineeships.

The VCAA led the development of 2 renewable energy certificates for delivery to secondary students, providing pathways for students into the clean energy sector. The 2 certificates – 22696VIC Certificate II in Renewable Energy Technologies and 22695VIC Certificate III in Renewable Energy Industry Pathways – are VRQA-accredited and available on the National Training Register. These certificates will be included in the existing VCE VET suite of approved programs (VCE VET offering) for 2026 enrolment.

HES

Higher Education Studies (HES) broaden and enhance learning opportunities for high achieving, interested and able VCE students.

An HES course can count towards the VCE as an unscored Unit 3 and 4 sequence and may contribute to the student's Australian Tertiary Admission Rank (ATAR) as a fifth or sixth study via an increment. Students who successfully complete an HES course can progress to second-year study in that discipline at the participating university.

In 2024, 629 students were enrolled in an HES course.

VPC

The Victorian Pathways Certificate (VPC) is an inclusive Years 11 and 12 certificate designed to meet the needs of students who require a more individualised and flexible program for their last 2 years of secondary schooling.

The VPC provides an enriched curriculum and excellent support for students to focus on developing the skills, knowledge and qualities for success in personal, workplace and civic life.

Enrolment in the VPC increased year on year by 9.7%.

VCE offshore program

In 2024–25, the VCE offshore program continued to grow with 10 new licence applications, including one for a new market (Japan) and a return to Vanuatu.

There are currently 5 Victorian schools delivering the VCE at 30 offshore schools and one school in the Northern Territory.

There are 23 VCE programs in China, 3 in Vietnam and one in each of Indonesia, Malaysia, Timor-Leste and Vanuatu.

In 2024, 517 students completed the VCE offshore program, an increase in student numbers from 505 in 2023.

There were 5 VCE offshore programs that delivered VCE studies on the Northern Hemisphere Timetable (NHT): 4 in China and one in Vietnam.

Eleven Victorian schools delivered VCE studies on the NHT.

Senior Secondary assessments

The VCAA delivered the Victorian Examinations Timetable between October and November 2024 to over 80,000 senior secondary students at 566 schools that operated as examination centres across Victoria and internationally. This included oral, written and performance examinations.

On 11 December 2024, results were successfully released to senior secondary students via mail and the Joint Results Release services.

The Post Results and ATAR service answered 796 enquiries through the 5-day phone service to support students and teachers with results-related enquiries.

VCAA reviews and monitoring

In response to the 2024 VCE examinations issues, on 15 November 2024, the Victorian Minister for Education announced a root-and-branch review into the VCAA. Dr Yehudi Blacher PSM was announced as Lead Reviewer.

The review has 2 concurrent streams of enquiry:

- Stage One: a review of the issues associated with the production of the 2024 VCE exams to determine what happened, why and how, and
- Stage Two: a review of the VCAA's structure, operations, culture and capability to advise on whether all aspects of the Authority are working in the best way possible to deliver on its statutory functions.

On 15 April 2025, Dr Blacher delivered Stage One, the Incident Report into the 2024 VCE examinations issues with 8 recommendations:

1. Ensure clear, specific accountabilities that align to defined milestones in the examination development process.
2. Clearly document the examination development process end-to-end, identifying and managing key risks.
3. Create a more senior executive director role as a single point of accountability for end-to-end delivery of examinations.
4. Cease the creation of sample cover pages.
5. Reconstitute the VCAA Board to include additional capabilities in critical governance areas.
6. Strengthen the risk and project management capability of those responsible for the examination development process.
7. Conduct regular crisis planning at an executive level in conjunction with the VCAA Board.
8. Pilot the development of an examination repository for select subjects.

All 8 recommendations were accepted, and work began to implement the recommendations for the 2025 examination period.

Additionally, Ms Margaret Crawford was appointed as the Independent Monitor to oversee development of the 2025 examinations. Throughout the year the Independent Monitor has worked with and provided guidance to the VCAA and provided advice to the government on the preparation, management and production of the 2025 examinations.

The Blacher Review and the Independent Monitor are operating in tandem to provide full confidence in the integrity of the 2025 VCE exams to Victorian students, families and schools.

The VCAA has also continued to implement the recommendations from the independent review into the VCAA's 2023 VCE examination-setting policies, processes and procedures (the Bennett Review), building the recommendations into the VCE exam development process.

This work was considered in both the findings and recommendations of the root-and-branch review and the work undertaken by the Independent Monitor.

Recommendations from all reviews are continuing to be implemented, including ongoing improvements to processes and procedures.

Future plans and challenges

The VCAA is set for a significant year ahead, readying itself for the delivery of its core functions, continuing the improvement of examination development and delivering on outcomes and recommendations from the Stage Two root-and-branch review. 2025–26 will also see the development of a new Strategic Plan.

Our year by numbers

VCE Exams

89,010

students sat at least one examination

566

schools operated as examination centres

Oral examinations

43 language studies

7,391 students

580 assessors

35 venues

Performance examinations

7 performing arts studies

3,998 VCE/VCE VET students

281 assessors

69 venues

Written examinations

115 examinations

111 VCE studies

32 days

starting 7 October with the Collaborative Curriculum and Assessment Framework for Languages (CCAFL) examinations

NAPLAN

1,159,582

online tests completed by Year 3,5,7&9 students

2,356 schools

VET

57,853

students enrolled

647

providers

VPC

4,387

students enrolled

1,105

certificates awarded

Applications for Special Examination Arrangements (SEA)

SEA applications 2024

98.4% of applications approved

11,487

total

GAT SEA applications 2025

99.7% of applications approved

11,256

total

Access to information

VCAA website views

14,382,022

Victorian Curriculum F-10 Version 2.0 website views

3,250,619

total

30,125

English resources

19,347

Maths resources

Social media followers

7,230

LinkedIn

490

Instagram

291

Facebook

e-Newsletters

25

newsletters

Performance against output performance measures

School Education – Senior Secondary Reform

The School Education – Secondary output involves provision of education and support services designed to improve student learning.

These services supported by the VCAA cover services to improve pathways to further education, training and employment.

Table 8 sets out performance against the 2024–25 targets.

Table 8. Key performance measures

Performance measures	Unit of measure	2024–25 actual	2024–25 target	Performance variation (%)	Result
Quantity					
Number of students enrolled in a Victorian Senior Secondary Certificate	Number	184,637	170,000	8.6	✓
<i>This performance measure relates to the calendar year. The 2024–25 outcome was higher than the 2024–25 target due to continued strong engagement by Victorian senior secondary students and the introduction of the VCE VM contributing to higher VCE enrolments.</i>					
Victorian Senior Secondary Certificate completion rate	%	97.5	95	2.6	✓
<i>This performance measure relates to the calendar year. The 2024–25 outcome is higher than the 2024–25 target due to continued strong engagement by Victorian senior secondary students and the introduction of the VCE VM qualification.</i>					

Key

- ✓ Performance target achieved or exceeded.
- Performance target not achieved – less than 5% variance.
- Performance target not achieved – more than 5% variance.

Financial year review

The VCAA recorded a net surplus of \$0.4 million in 2024–25. This compares with a net surplus of \$13.7 million in 2023–24.

The lower surplus result is due to increased expenditure in 2024–25, from higher employee expenses and higher expenditure on supplies and services. Higher employee expenses are largely a result of VCAA transferring its casual staff (engaged to develop, review and assess VCE examinations) to an hourly pay rate, which saw a significant increase in employee expenses from September 2024. In 2022, the VCAA confirmed that the directly employed workforce is covered by the State Government Agencies Award 2020. This award does not provide for salaries to be paid other than by payment for time worked and it sets out minimum hourly pay rates. In 2024, Ministerial Order 1451 came into effect setting out hourly rates of pay and conditions for VCAA employees. Additional costs were also incurred for the rectification of the 2024 examinations errors, including redeveloping, reprinting and redistributing examinations.

The table below provides a summary of financial information for 2024–25 and a comparison with prior years.

Table 9. 5-year financial summary

	2024– 2025 (\$'000)	2023– 2024 (\$'000)	2022–2023 (\$'000)	2021–2022 (\$'000)	2020–2021 (\$'000)
Income from government	118,318	107,395	92,836	81,276	70,418
Total income from transactions	124,091	112,852	98,506	86,732	78,077
Total expenses from transactions	123,718	99,209	97,653	87,310	82,989
Net result from transactions	373	13,643	853	(578)	(4,912)
Net result for the period	373	13,658	853	(629)	(4,912)
Net cash flow from operating activities	7,315	(8,282)	3,464	3,417	(1,646)
Financial assets	49,566	43,413	31,897	29,354	28,461
Total assets	52,775	48,084	37,163	36,718	36,321
Total liabilities	14,459	10,141	12,878	9,338	8,712

Section 2 Governance and organisational structure

Organisational structure and governance arrangements

The VCAA is primarily accountable to the Minister for Education. It is also responsible to the Minister for Skills and TAFE, the Minister for Children and the Minister for Economic Growth in relation to sections within Part 2.5 of the ETR Act for which they are responsible.

Ministers

Deputy Premier, Minister for Education and Minister for WorkSafe and the TAC

The Hon. Ben Carroll MP

The Hon. Ben Carroll MP was appointed as the Deputy Premier and Minister for Education in October 2023 and as Minister for WorkSafe and the TAC in December 2024.

The Minister for Education is responsible for overseeing Victoria's Education State reforms and providing education to more than a million Victorian students. This portfolio includes Victorian Government investment in school infrastructure and programs.

Minister for Children, Minister for Disability

Hon Lizzie Blandthorn MP

Hon Lizzie Blandthorn MP was appointed as the Minister for Children in October 2023. She is also the Minister for Disability.

The Minister for Children oversees Victoria's early childhood education and care system, and the delivery of the Best Start, Best Life reforms, including universally funded Three-Year-Old Kindergarten and Pre-Prep.

The Minister is also responsible for driving improvements to Victoria's child protection and family services systems, with a government focus on child development and wellbeing.

Minister for Skills and TAFE, Minister for Water

The Hon. Gayle Tierney MP

The Hon. Gayle Tierney MP commenced as the Minister for Skills and TAFE in October 2023 and is also the Minister for Water.

During the reporting period, the Minister for Skills and TAFE was responsible for Victoria's VET and adult community education system and played a key role in achieving the economic and social objectives of government, industry, local communities and individual learners.

Minister for Economic Growth and Jobs, Minister for Finance

The Hon. Danny Pearson MP

The Hon. Danny Pearson MP was appointed Minister for Economic Growth and Jobs in December 2024 and is also the Minister for Finance.

VCAA interim Board

In line with Dr Yehudi Blacher's Stage One Review Report, the Victorian Government reconstituted the VCAA Board and instated an interim Board to oversee the VCAA.

Mr Tony Bates PSM (Department of Education)

Mr Tony Bates was appointed interim Chair of the VCAA Board in April 2025.

Tony Bates was Acting Secretary of the department from February 2025 until his appointment in August 2025, and a senior executive in the Victorian Public Service for many years. As Secretary of the department Tony has responsibility for the management, oversight and delivery of the government school system in Victoria, as well as landmark reforms in early childhood education aiming to deliver transformative social as well as economic benefits for the state.

He has a breadth of experience leading significant strategic reforms to public sector governance, corporate services, fiscal strategy and performance measurement. Previously, Tony worked at the former Department of Justice and Regulation, Department of Premier and Cabinet (DPC), Department of Treasury and Finance (DTF) and Victoria Police. Tony holds a Bachelor of Science (Honours) and Master of Science and is a member of the Australian Institute of Company Directors, and an alumnus of the Australia and New Zealand School of Government (ANZSOG) Executive Fellows Program.

Tony was awarded a Victorian Fellowship by the Institute of Public Administration Australia (IPAA) in 2019 and a Public Service Medal (PSM) in 2016 for outstanding public service to fiscal management in Victoria.

Professor Elizabeth Labone

Professor Elizabeth Labone is the Chief Executive Officer of the Victorian Catholic Education Authority (VCEA).

As CEO, Elizabeth is responsible for the leadership, stewardship and management of the VCEA.

A highly experienced senior executive leader with extensive experience in the field of education, particularly Catholic education. Elizabeth brings expertise in learning and teaching, strategic development and stakeholder engagement with government and industry to the VCEA.

Having started her career as a primary school teacher, Elizabeth subsequently held several senior leadership positions over three decades at Australian Catholic University and the University of Notre Dame Australia, where she was most recently Deputy Vice Chancellor (Learning and Teaching).

She has served on the National Schools Resourcing Board, and is currently a Board member of both the Initial Teacher Education Quality Assurance Oversight Board as well as ACARA.

Professor Labone has a Doctor of Philosophy and Master of Education (with Merit) from the University of Sydney and a Bachelor of Education from the University of Canberra.

Ms Rachel Holthouse

Ms Rachel Holthouse was appointed to the VCAA interim Board in April 2025.

Rachel held senior appointments in the education sector for several years, the most senior being Deputy Vice Chancellor Global Development and Vice President at RMIT University where she was accountable for international partnerships and RMIT's major offshore operations in Vietnam and Europe.

Before that role she was CEO of RMIT Training, a company owned by the University, which provides pathways for international students into higher education and vocational education programs.

Rachel has experience working in and with complex organisations and operating in multi-sectoral and multi-jurisdictional contexts. Her roles involved balancing the requirements of international regulatory frameworks such as the Ministry of Education and Training in Vietnam and Singapore's Private Education Act with Australian regulatory frameworks such as the *Education Services for Overseas Students Act 2000* (Cth) implemented by TEQSA and ASQA. She frequently provided advice on issues related to the delivery of programs to international students and helped inform the University's response to reforms related to this cohort.

Ms Jane Brockington

Ms Jane Brockington was appointed to the VCAA interim Board in April 2025 and Chairs the VCAA's Audit and Risk Committee. Jane is as a non-executive director, independent reviewer and adviser in the public and not-for-profit sectors, working across regulation, governance, integrity and transformation. In her governance and assurance roles, Jane has a particular interest in risk as a dynamic strategic enabler that informs decisions to deliver outcomes and impact.

Jane also chairs the Audit and Risk Committee of the Department of Justice and Community Services (Vic), is a member of the Department of Treasury and Finance (Vic) Audit and Risk Committee and is an independent member of the Independent Regulatory Advisory Panel to the Victorian Conservation Regulator and to Agriculture Victoria's Biosecurity Strategy Implementation Steering Committee. Previously, Jane held leadership and CEO roles in the Commonwealth and Victorian public sectors.

Mr Joshua Puls MVO

Mr Joshua Puls MVO was appointed to the VCAA interim Board in May 2025.

Joshua is the Deputy Secretary, Public Administration in Victoria's Department of Premier and Cabinet. In this capacity he oversees the Cabinet Office, Office of General Counsel, Governance, Intergovernmental Strategy, and Strategic Communications, Engagement and Protocol. He is also a member of the department's Audit and Risk Committee.

Joshua's previous role in the Victorian Government was Official Secretary to the Governor of Victoria between 2016 and 2022. Appointed by the Premier of Victoria, the Official Secretary is the chief executive of the Office of the Governor. The Official Secretary is also a key adviser to the Governor of Victoria in the execution of the Governor's constitutional, ceremonial, community and international duties on behalf of the State.

Before joining the Victorian Public Service in 2005, Joshua had been a lawyer, a secondary school teacher, including as a VCE teacher and marker, before working in tertiary education. Joshua holds qualifications in law, arts, education and theology as well as the degree of Executive Master of Public Administration from the Australia and New Zealand School of Government and the University of Melbourne. He has a Certificate IV in Teaching English to Speakers of Other Languages and is a Graduate of the Australian Institute of Company Directors.

Ms Melissa Gaddie

Ms Melissa Gaddie was appointed to the VCAA interim Board in May 2025.

Melissa is a Director in the Employee Safety Wellbeing and Inclusion Division in the Department of Education with experience in leadership roles in the department. Melissa has led statewide health, safety and wellbeing strategies, reforms and programs for the department's large directly employed workforce. Melissa is currently responsible for overseeing health and safety performance reporting and governance, assurance, stakeholder management, policy reviews and strategic engagement.

She was previously a workplace relations and safety lawyer with an understanding of both the legislation and leading practice research for a safe, respectful and high-performing workplace culture.

Melissa has also worked in policy and project roles in the then Department of Human Services and the Department of Justice.

Melissa holds a Bachelor of Arts and Bachelor of Laws from Monash University. She is a Graduate of the Australian Institute of Company Directors.

Ms Sandy Carveth

Ms Sandy Carveth was appointed to the VCAA interim Board in May 2025.

Sandy is an executive with extensive leadership experience in management, procurement, finance and operations in the corporate and public sectors.

She has strong capabilities in developing and leading high-performing teams across strategic and operational functions. Sandy is results-oriented with proven success in strategic planning, stakeholder management, project management, governance and compliance.

Sandy has experience in designing and leading transformation of corporate services functions and major organisational change initiatives, strong stakeholder engagement and communication skills across all levels, policy and process development expertise, and significant experience providing high-level and expert advice to senior levels within the corporate and public sectors.

She also has proven relationship building, negotiation and influencing skills with a history of negotiating complex high-value contracts with significant experience in business planning and preparation and presentation of strategic reports, business cases and briefs to an executive audience.

Ms Toni McGrath

Ms Toni McGrath was appointed to the VCAA interim Board in May 2025.

Toni leads a range of corporate functions for the Department of Education, including risk management, business continuity, strategic and business planning, and developing the annual report.

She has more than 25 years' experience in designing and implementing corporate governance, compliance, risk and performance frameworks.

Toni has worked in a range of public service organisations in the Australian Government, in the United Kingdom and in the Victorian Public Service.

Toni holds a Bachelor of Economics and Graduate Diploma in Econometrics from the University of New England.

Former VCAA Board members during the reporting period

Chair Ms Diane Joseph

Member Ms Jenny Atta (Mr Stephen Fraser)

Member Mr Rob Fearnside

Member Ms Catharine Hydon

Member Ms Aayushi Khillan

Member Mr James Laussen

Member Mr Terry Bennett

Member Ms Kristy Mullins

Member Dr Mary Oski

Member Mr Jason Giri

Member Ms Nicolle Connelly

Executive team

Chief Executive Officer

Andrew Smith

The CEO is responsible to the VCAA Board for policy and operational matters, and to the Secretary of the Department of Education for budgetary, personnel and other administrative matters.

Mr Andrew Smith commenced as CEO of the VCAA in June 2025.

Andrew is an accomplished strategic leader with a proven track record in delivering large-scale reform in complex multi-stakeholder contexts. His leadership is marked by his ability to engender trust, build capability and pursue opportunities to innovate. He is a highly effective communicator and change agent who can progress complex reform agendas by connecting with the values and aspirations of those he leads.

Andrew's practical leadership experience and depth of theoretical insight are drawn from his time as a teacher, senior executive and CEO. He is a values-led leader with strong relational competencies. He believes deeply in the value of learning and the transformative impact that education can have in people's lives.

Before joining the VCAA, Andrew was CEO of Education Services Australia, Vice President (Engagement) at Swinburne University of Technology and a teacher in Victorian Government schools.

Deputy Chief Executive Officer

Ella McPherson

The Deputy CEO oversees the VCAA's operations, ensuring the smooth running of the organisation and that it meets its compliance and other obligations, as well as deputising for the CEO as required.

Ms Ella McPherson joined the VCAA in March 2025.

Ella has held a number of senior executive roles in the Victorian Public Service including leading Communications for the Department of Health and Human Services and Executive and Knowledge Services in the Department of Education.

She worked as the Chief Operating Officer of the Victorian School Building Authority and Assistant Deputy Secretary and COVID-19 Commander for Education during the pandemic, before taking on the role of Deputy Commissioner of the Victorian Public Sector Commission.

Ella holds a Master of Arts (Communications) from RMIT, a Bachelor of Arts (Hons), Master of Business Administration and Master of Public and International Law from the University of Melbourne.

Executive Director, Assessment and Reporting

Dr Kelly Jarvis

The Executive Director, Assessment and Reporting is responsible for policies and procedures associated with assessment, certification, analysis and reporting of student achievement. The division collects and processes student enrolment and assessment data, manages the Victorian Student Register and conducts measurement activities.

Kelly Jarvis has significant public service leadership experience across the Victorian Public Service, spanning more than 15 years. She was Deputy CEO of the VRQA, overseeing registration and regulation of all Victorian schools, and the Director of Senior Secondary Certificate Reform, overseeing the introduction of the VCE VM and VPC.

Kelly has a PhD in Applied Economics from the University of Melbourne.

Executive Director, Curriculum

Louise McDonald

The Executive Director, Curriculum is responsible for the development of curriculum from birth to 18 and associated supporting resources, including leadership of the Victorian Early Years Learning and Development Framework, the Victorian Curriculum F–10 Version 2.0, VCE Study Designs and VET delivered to school students. The division coordinates permissions and school-based assessment audits relating to the VCE (including the VCE offshore program), the VCE VM and the VPC.

Louise McDonald commenced at the VCAA in late April 2025, on secondment from the Department of Education.

Louise is an experienced public sector leader with over 2 decades in policy and program delivery, with more than 10 years at executive level.

In her substantive role at the Department of Education as Executive Director, School Performance she oversees school improvement and accountability for 1,500+ Victorian Government schools, as well as targeted interventions for priority student cohorts including gifted students and students performing significantly below expected levels. Louise was previously Director, New Schools and Education Plans, and Director, Pathways, Transitions and Priority Cohorts.

Louise holds a Master of Science (Applied Psychology) from the University of Melbourne.

Executive Director, Senior Secondary Certificate Reform

Sue Bell

The Executive Director, Senior Secondary Certificate Reform is responsible for delivering improved vocational and applied learning pathways in the senior secondary years.

Sue Bell has been involved in education for 40 years. She has taught and been a leader in technical schools, academic high schools and pathway colleges. This has provided her with extensive insight into the teaching and learning experience of local and international students.

Sue was Executive Principal of Monash College, overseeing the Clayton, Caulfield and Peninsula campuses, as well as Monash's 4 overseas campuses in Singapore, Guangzhou, Colombo and Jakarta.

From 2018 to 2021, Sue supported secondary school principals across Victoria and promoted public education through her role as President of the Victorian Association of State Secondary Principals.

Executive Director, Corporate Services

Tarkan Koman

The Executive Director, Corporate Services is responsible for providing corporate support and information services, including overseeing the VCAA's finance, HR, governance and corporate planning, procurement, technology infrastructure, audit, risk and assurance and communication functions.

Tarkan Koman is an experienced executive with a strong corporate services background, who took on this role in May 2021. Over the past decade, Tarkan has held executive positions in the Victorian Public Service. Before joining the public service, Tarkan worked in the private sector for almost 20 years, holding senior corporate service roles in the banking and oil sectors.

Tarkan holds a Bachelor of Information Management and Social Sciences from the University of Melbourne.

Executive Director, Review Coordination and Support

Richard Johnson

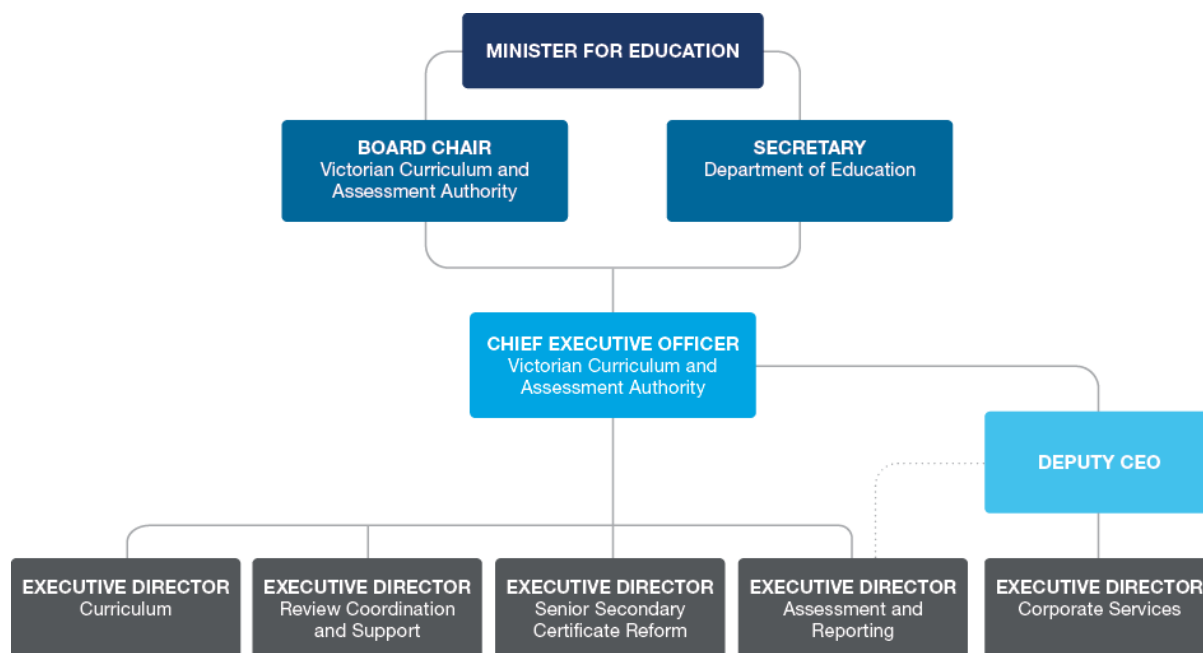
The Executive Director, Review Coordination and Support is responsible for supporting the work of the Independent Monitor and the root-and-branch review, including assisting the VCAA to provide information and advice to those mechanisms.

Richard Johnson is an experienced transformation executive with over 20 years of international and Australian experience, predominantly in the public sector.

Richard's portfolio experience spans education, economic development, health and human services where he has driven high-value outcomes in strategy, IT transformation, service design and operating model design.

Organisational structure

Figure 1. Organisational structure at 30 June 2025



Governance structure

The Board of the VCAA sets the strategic direction for the organisation and is primarily accountable to the Minister for Education.

The Board is supported by the following committees.

Audit and Risk Committee

The Audit and Risk Committee (ARC) supports the VCAA Board to fulfil governance responsibilities and obligations under the *Financial Management Act 1994* (Vic) (FMA).

ARC was established in accordance with the Standing Directions 2018 under the FMA.

ARC advises the VCAA Board on governance, risk management, audit, compliance and control assurance activities.

ARC comprises the following members:

- Jane Brockington (Chair)
- Toni McGrath
- Stuart Alford, independent member
- Trevor Plowman, independent member
- Shannon Buckley, independent member.

Former ARC members during the reporting period include Catharine Hydon (former Chair) and Nicolle Connelly.

Executive Committee

The Executive Committee is constituted by the VCAA in accordance with the *Education and Training Reform Act 2006* (Vic).

The Executive Committee will convene as required by the VCAA, including between scheduled meetings of the VCAA and in instances where a quorum for a meeting of the VCAA is not available and there are matters for consideration requiring urgent decision.

The Committee will, from matters arising in its proceedings, make recommendations to the VCAA Board and/or act under any power(s) delegated to it by the VCAA Board.

The Executive Committee comprises the following members:

- Tony Bates PSM (Chair)
- Andrew Smith
- Jane Brockington
- Rachel Holthouse
- Elizabeth Labone.

Other committees

The VCAA committees which reported to the Board during the reporting period, before its reconstitution, included:

- Early Years–10 Curriculum and Assessment Committee
- Senior Secondary Curriculum and Assessment Committee
- Senior Secondary Certificate Reform Committee
- International Committee.

Occupational health and safety

The VCAA's occupational health and safety objectives are to:

- prevent injury or illness from occurring in the workplace
- maintain the health and wellbeing of all staff
- comply with all statutory requirements of Acts and Regulations, codes of practice and standards.

To fulfil these objectives, the VCAA:

- proactively ensures that the workplace is safe and without risk to health
- monitors the health and wellbeing of employees and conducts risk assessments of the work environment
- assists occupational health and safety representatives to maintain their knowledge and keep abreast of any legislative changes to the *Occupational Health and Safety Act 2004* (Vic)
- develops and applies occupational health and safety policies, procedures and practices.

Major initiatives during 2024–25 included:

- continuing to review and upgrade the skills of first-aid officers
- maintaining the knowledge level of wardens through practical drills.

During the reporting period, the VCAA received no improvement or prohibition notices.

The VCAA uses the department's suite of VPS values materials to support connection with values in our everyday work.

The VCAA operates within the department's infrastructure and abides by the department's OH&S policies and procedures. Buildings operated by the VCAA followed all department's OH&S policies and procedures.

See *Department of Education 2024–25 Annual Report* for performance against occupational health and safety management measures.

Employment and conduct principles

Part 2 of the *Public Administration Act 2004* (Vic) establishes the public sector values and employment principles that apply in all Victorian public sector bodies. The principles underpin employment processes which apply to the VCAA.

Merit training

Thirty-six VCAA staff completed accreditation training during the reporting period. Since 2021, 91 staff have trained in merit-based selection procedures.

The VCAA requires a merit protection accredited person to be present on all recruitment selection panels.

Public sector employment principles

The VCAA applies the employment principles issued by the Victorian Public Sector Commission.

The principles define how employees can expect to be treated when applying for jobs, working together, seeking development or resolving disputes.

Section 8 of the *Public Administration Act 2004* (Vic) requires the establishment of employment processes that ensure that:

- employment decisions are based on merit
- public sector employees are treated fairly and reasonably
- equal employment opportunity is provided
- human rights as set out in the Charter of Human Rights and Responsibilities are upheld
- public sector employees have a reasonable avenue of redress against unfair or unreasonable treatment
- in the case of the public service, the development of a career in public service is fostered.

Section 3 Workforce data

Comparative workforce data

The following table discloses the headcount and FTE of all active public service employees, employed in the last full pay period in June of the current reporting period (June 2025) and in the last full pay period in the previous reporting period (June 2024).

Table 10. Details of employment levels in June 2025 and June 2024

	June 2025							June 2024							
	All employees		Ongoing			Fixed term/casual		All employees		Ongoing			Fixed term/casual		
	Number/ headcount	FTE	Full-time headcount	Part-time headcount	FTE	Headcount	FTE	Number/ headcount	FTE	Full-time headcount	Part-time headcount	FTE	Headcount	FTE	
Demographic data	Gender														
	Women	161	155.5	129	17	141.1	15	14.4	158	151.6	123	18	135.6	17	16.0
	Men	99	97.2	84	4	86.5	11	10.6	86	84.4	73	4	75.4	9	9.0
	Self-described	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0
	Age														
	15–24	3	2.6	1	0	1	2	1.6	2	2.0	1	0	1.0	1	1.0
	25–34	30	29.9	20	0	20	10	9.9	25	24.6	16	0	16.0	9	8.6
	35–44	65	63	52	7	57	6	6	69	66.8	53	7	57.9	9	8.9
	45–54	86	83.2	72	8	76.5	6	5.7	79	76.5	69	7	73.5	3	3.0
	55–64	59	57.7	52	5	55.9	2	1.8	49	47.8	42	4	45.3	3	2.5
65+	17	16.2	16	1	16.2	0	0	20	18.2	15	4	17.2	1	1.0	
Classification data	VPS 2–6 grades														
	VPS 2	6	4.5	2	2	2.9	2	1.6	5	3.9	2	2	2.9	1	1.0
	VPS 3	50	47.1	36	9	42.3	5	4.8	46	42.3	33	9	38.7	4	3.6
	VPS 4	45	44.1	34	3	36.2	8	7.9	44	42.4	32	4	35.0	8	7.4
	VPS 5	95	93.7	80	5	83.9	10	9.8	93	92.2	80	3	82.2	10	10.0
	VPS 6	52	51.3	49	2	50.4	1	0.9	50	49.2	43	4	46.2	3	3.0
	Senior employees	12	12	12	0	12	0	0	6	6.0	6	0	6.0	0	0.0
	STS	3	3	3	0	3	0	0	3	3.0	3	0	3.0	0	0.0
	Executives*	9	9	9	0	9	0	0	4	4.0	4	0	3.0	0	0.0
	Total employees	260	252.7	213	21	227.6	26	25	244	236.0	196	22	211.0	26	25.0

Victorian Curriculum and Assessment Authority

* Two new executives were added in 2025. They were engaged to support the rectification of examination issues. The remainder of the growth reported is an adjustment to more fully reflect executive numbers by including the CEO and all executive-equivalent positions, regardless of classification.

Executive reporting at 2024 only reflected the 4 appointed Executive Directors and was not inclusive of the CEO or all executive-equivalent roles, regardless of classification.

Employees have been correctly classified in workforce data collections.

Table 11. Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff

The following table discloses the annualised total salary for senior employees of the VCAA, categorised by classification. The salary amount is reported as the full-time annualised salary and excludes superannuation.

Income band (salary)	Executives	Senior Technical Specialists
<\$160,000		
\$160,000–\$179,000		
\$180,000–\$199,000		
\$200,000–\$219,000		1
\$220,000–\$239,000	1	
\$240,000–\$259,000	1	2
\$260,000–\$279,000	1	
\$280,000–\$299,000	2	
\$300,000–\$319,000	2	
\$320,000–\$339,000		
\$340,000–\$359,000		
\$360,000–\$379,000		
\$380,000–\$399,000	1	
\$400,000–\$419,000		
\$420,000–\$439,000		
\$440,000–\$459,000		
\$460,000–\$479,000		
\$480,000–\$499,000	1	
Total	9	3

Workforce diversity, inclusion and equity

The VCAA is committed to workforce diversity, inclusion and equity, aligned with the Department of Education. The department is working to ensure that all staff experience respectful, safe, inclusive and equitable workplaces throughout their employment lifecycle, and that our workforce is as diverse as the Victorian community it serves.

Workforce diversity, equity and inclusion outcomes are driven through a range of initiatives:

- diversity and inclusion strategies and action plans – these include the *Gender Equality Action Plan 2022–25*, the *Aboriginal Employment Plan 2020–26* and *Dhelk Wukang 2022–2026* (Aboriginal Inclusion Plan)
- staff networks such as the African Australian Network, Enablers Network, Koorie Staff Network, PriDE Network and Women of Colour Network that are a source of information and support VPS staff

- a comprehensive learning and development offering, to build staff awareness and capability in leading and contributing to diverse, equitable and inclusive workplaces
- whole-of-Victorian-Government employment pathway programs and initiatives, including:
 - Youth Employment Scheme traineeship program and Refugee and Asylum Seeker internship program
 - Barring Djinang Strategy, which supports First Nations workforce participation through career and leadership development programs, First Nations internship programs, and the First Nations pathway in the VPS graduate program
 - Getting to work: Victorian public sector disability employment action plan 2018–2025, which supports workforce participation of people with disability and “Stepping Into” Internships.
- the provision of advice and support to managers, supporting them to make reasonable adjustments to support a diverse workforce.

Executive data

In June 2025, there was one executive class employee (equivalent to 1.0 full-time position) working at the VCAA. This employee falls under the Government Teaching Service (GTS) classification and is not reflected in Table 12.

Table 12. Total number of SES for the VCAA, broken down into gender

Class	All		Women		Men		Self-described	
	No.	Var.	No.	Var.	No.	Var.	No.	Var.
SES-3	1	–	–	–	1	–	–	–
SES-2	5	–	3	–	2	–	–	–
SES-1	2	–	1	–	1	–	–	–
Total	8	–	4	–	4	–	–	–

Table 13. Reconciliation of executive numbers

		2024–25	2023–24
	Executives (Note 8.2), including Accountable Officer (Chief Executive Officer)	8	5
<i>Less</i>	Separations	-4	
<i>Add</i>	Recruitment	5	3
	Total executive numbers at 30 June	9	8

Section 4 Other disclosures and attestation

Local Jobs First

The *Local Jobs First Act 2003* (Vic) introduced in August 2018, brings together the Victorian Industry Participation Policy and Major Project Skills Guarantee (MPSG) policy, which were previously administered separately.

There were no contracts related to *Local Jobs First Act 2003* in the reporting period.

Expenditures

Government advertising expenditure

The VCAA did not run advertising campaigns during 2024–25.

Consultancy expenditure

Consultancies (over \$10,000)

The VCAA contracted 3 consultancies at a total expenditure of \$254,705 (excluding GST).

Details of individual consultancies are provided in Table 14.

Table 14. Consultancies over \$10,000

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (excl. GST)	Expenditure in 2024–25 (excl. GST)	Future expenditure (excl. GST)
Cullaborate Pty Ltd	Workplace consultation for VCAA	8 Feb 2024	8 Jul 2024	106,250	42,500	0
Dandolo International Pty Ltd	VCAA review of external professional learning	9 Aug 2024	21 Mar 2025	49,705	49,705	0
Learning First Group Pty Ltd	To evaluate the implementation of the Victorian Curriculum F–10 in schools	19 Mar 2024	4 Nov 2024	191,000	162,500	0

Consultancies (under \$10,000)

The VCAA did not engage any consultancies costing less than \$10,000 each during 2024–25.

Reviews and studies expenditure

During 2024–25, there were 3 reviews and studies undertaken with the total cost of \$696,350.

Details of individual reviews and studies are provided in Table 15.

Table 15. Reviews and studies expenditure

Name of the review	Reasons for review/ study	Terms of reference/ scope	Anticipated outcomes	Estimated cost for the year (excl. GST)	Final cost if completed (excl. GST)	Publicly available (Yes/No) and URL
2024 Victorian Curriculum F–10 Monitoring Report	Evaluate the implementation of the Victorian Curriculum F–10 in schools	Evaluate the implementation of the Victorian Curriculum F–10 in schools	Enhanced understanding of how schools implement the Curriculum and the barriers and enablers to implementation, and the supports needed by schools	\$191,000	\$191,000	N
Technical review of the GAT	Assurance and continual improvement	Evaluate the test in supporting its quality assurance functions	Validate current approach with potential test improvements	\$205,350	\$205,350	N
Review of Assessment methods for the VCE Vocational Major	To provide background advice and a model for levels of achievement assessment for the VCE VM	Report on modes of assessment and a model for use in the VCE VM	An enhanced approach to assessment for the VCE VM	\$300,000	\$212,382	N

ICT (information and communication technology) expenditure

Table 16. ICT expenditure

	\$
Business as usual (BAU) ICT expenditure	18,861,029
Total non-BAU ICT expenditure	3,620,806
Operational non-BAU expenditure	3,620,806
Capital non-BAU expenditure	–

Other disclosures

Disclosure of major contracts

There were no major contracts greater than \$10 million in value entered into by the VCAA during the financial year ended 30 June 2025.

Disclosure of procurement complaints

The VCAA did not receive any procurement complaints in 2024–25.

Disclosure of emergency procurement

In 2024–25, the VCAA did not activate emergency procurement protocols.

Freedom of information

The *Freedom of Information Act 1982* (Vic) (FOI Act) allows the public a right of access to documents held by the VCAA.

The purpose of the FOI Act is to extend as far as possible the right of the community to access information held by government departments, local councils, ministers and other bodies subject to the Act.

An applicant has a right to apply for access to documents held by an agency. This comprises documents both created by the agency or supplied to the agency by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes. Information about the type of material produced by the VCAA is available on our website:

<https://www.vcaa.vic.edu.au/about-us/freedom-information-foi>.

The FOI Act allows an agency to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include Cabinet documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; and information provided to an agency in confidence and information that is confidential under another Act.

Under the FOI Act, the processing time for FOI requests received is 30 calendar days. However, when external consultation is required under sections 29, 29A, 31, 31A, 33, 34 or 35, a 15-day automatic extension applies. Processing time may also be extended by periods of up to 30 days, in consultation with the applicant. With the applicant's agreement this may occur any number of times. However, obtaining an applicant's agreement for an extension cannot occur after the expiry of the timeframe for deciding a request.

If an applicant is not satisfied by a decision made by the VCAA, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

Making a request

To be a valid FOI request, applicants should ensure that requests are in writing, clearly identify what types of documents are sought, and accompanied by an application fee. In 2024–25, an application fee of \$32.70 applied. Access charges may also be payable if the document pool is large and the search for material time consuming.

FOI requests can be lodged via an online portal available at <https://ovic.vic.gov.au/freedom-of-information/for-the-public/find-and-request-access-to-information/#step-2-make-an-foi-request> (registration is required). Access to documents can also be obtained through a written request to the VCAA's Legal Services Unit. Further information is available on the VCAA website.

Requests for documents in the possession of the VCAA should be addressed to:

Legal Services Unit
Victorian Curriculum and Assessment Authority
Level 7, 200 Victoria Parade
East Melbourne VIC 3002

Enquiries can be made to the Legal Services Unit via email at vcaa.foi@education.vic.gov.au

FOI statistics

During 2024–25, the VCAA received 14 applications. Of these requests, one was from a Member of Parliament, 4 from the media and the remainder from the general public.

The VCAA made 10 FOI decisions during the 12 months ending 30 June 2025.

There were 7 decisions made within the statutory time periods. Of the decisions made outside time, 2 were made within a further 45 days and one decision was made in greater than 45 days. Of the total decisions made, 5 granted access in part and 5 denied access in full. Four decisions were made after mandatory extensions had been applied or extensions were agreed upon by the applicant.

Of requests finalised, the average number of days over the statutory time (of 30 calendar days) including extended timeframes, to decide the request was 8.8 days. Performance against statutory timeframes was impacted by the increase in requests compared to 2023–24, and staff movements during the reporting period.

During 2024–25, 3 requests were subject to a complaint or review by OVIC. No requests progressed to the Victorian Civil and Administrative Tribunal.

Further information

Further information regarding the operation and scope of FOI can be obtained from the FOI Act, regulations made under the FOI Act and www.ovic.vic.gov.au

This annual report contains the information required to be published pursuant to section 7 of the FOI Act.

Compliance reporting

Compliance with the *Building Act 1993* (Vic)

The VCAA complies with the *Building Act 1993*.

Competitive neutrality policy

Competitive neutrality requires government businesses to ensure, where services compete or potentially compete with the private sector, that any advantage arising solely from being government owned is removed or offset, unless there are clear public interest reasons for not doing so. Victoria's Competitive Neutrality Policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other policy objectives of government and focuses on efficiency in the provision of service

The department ensures Victoria fulfils its requirements on competitive neutrality reporting as required under the Competition Principles Agreement and Competition and Infrastructure Reform Agreement. All new legislation and regulations enacted in the department's portfolios during 2023–24 were subject to a regulatory burden assessment, which, where relevant, included consideration of the National Competition Policy principles as well as competitive neutrality, in accordance with applicable requirements and in consultation with Better Regulation Victoria.

Compliance with the *Public Interest Disclosures Act 2012 (Vic)*

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters they disclose to be investigated and for rectifying action to be taken.

The VCAA does not tolerate improper conduct by its employees or officers, nor the taking of reprisals against those who come forward to disclose such conduct.

It is committed to ensuring transparency and accountability in our administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources or conduct involving a substantial risk to public health and safety or the environment.

The VCAA will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Under the terms of the Act, the VCAA is not able to receive disclosures of improper conduct or detrimental action by the VCAA, its members, employees or officers.

Disclosures of improper conduct or detrimental action by the VCAA, its members, employees or officers should be made to the Independent Broad-based Anti-corruption Commission (IBAC).

Independent Broad-based Anti-corruption Commission
Level 1, North Tower
459 Collins Street
Melbourne VIC 3000

Phone: 1300 735 135

Internet: www.ibac.vic.gov.au

Email: info@ibac.vic.gov.au. (See the IBAC website for secure email disclosure process, which also provides for anonymous disclosures.)

Further information

The VCAA's public interest disclosures procedures are available online (under 'Corporate policies') at www.vcaa.vic.edu.au/about-us/what-we-do

To request a hard copy of these procedures, contact the VCAA's Public Interest Disclosures Coordinator.

Executive Director Corporate Services
Victorian Curriculum and Assessment Authority
Level 7, 200 Victoria Parade
East Melbourne VIC 3002

Compliance with the *Carers Recognition Act 2012 (Vic)*

The VCAA has taken measures to comply with the department's obligations under the Carers Recognition Act. These include:

- referencing the Carers Recognition Act in the department's policies
- flexible working arrangements and leave provisions that support Victoria's carer strategy, *Recognising and Supporting Victoria's carers: Victorian Carer Strategy 2018–22*.

Compliance with the *Disability Act 2006 (Vic)*

The VCAA is committed to improving accessible outcomes in curriculum, assessment, consultation, information and communication, employment and physical access to facilities.

We are guided by the disability policies of the Department of Education, in particular, its *Disability Action Plan 2023–2027*.

We are dedicated to raising staff awareness of disability and, in partnership with the community, achieving greater inclusion.

In managing examinations, we ensure all students have equitable access to facilities.

Compliance with other legislation

Compliance with the Child Wellbeing and Safety Act 2005 (Vic) and Family Violence Protection Act 2008 (Vic)

The Child Information Sharing Scheme (CISS) was established in Part 6A of the *Child Wellbeing and Safety Act 2005 (Vic)* and the Family Violence Information Sharing Scheme (FVISS) in Part 5A of the *Family Violence Protection Act 2008 (Vic)*.

The information sharing schemes allow for the reciprocal sharing of information about children and families at risk between authorised service providers, empowering first responders to make quick and informed decisions when it matters most.

The VCAA became a designated Information Sharing Entity within the schemes in April 2021.

Under these schemes, in 2024 the VCAA:

- responded to 11,759 CISS/FVISS enquiries
- shared 20,470 CISS/FVISS records.

Compliance with DataVic access policy

The DataVic Access Policy requires Victorian Government departments and agencies, including the VCAA, to make data available for re-use by the public.

The purpose of the DataVic Access Policy is:

- to enable public access to government data to support research and education, promote innovation, support improvements in productivity and stimulate growth in the Victorian economy, and
- to enhance sharing of, and access to, information-rich resources to support evidence-based decision-making in the public sector.

The VCAA has not made any data available under the DataVic Access Policy noting that not all VCAA data will be suitable for release. Access to VCAA data may need to be restricted for reasons of privacy, public safety, security and law enforcement, public health, pre-existing contractual arrangements and compliance with the law.

Victoria's Social Procurement Framework

The VCAA is aligned with Department of Education's Corporate Procurement Framework, including its Social Procurement Strategy.

The department's Social Procurement Strategy was revised in February 2024 to reflect updates to Victorian Government social and sustainable objectives and outcomes, as well as implementation guidance provided by the Department of Government Services.

The revised strategy acknowledges existing departmental action plans for a number of social matters and seeks to align our social procurement activity with the intent and goals of those plans.

The Social Procurement Strategy is also applicable to the Academy, VCAA and VRQA. Metrics reported below are inclusive of all 4 entities.

Social procurement priorities

The department's strategy prioritises 5 of the Victorian Government's social procurement objectives:

- opportunities for Victorian Aboriginal people
- opportunities for Victorians with disability
- women's equality and safety
- opportunities for Victorian priority jobseekers
- environmentally sustainable outputs.

Refer to the Department of Education Annual Report 2024–25 for further details, including consolidated metrics on direct spend with social benefit suppliers by the Department of Education and associated portfolio entities, including the VCAA.

Environmental reporting

Environmental data related to the VCAA's operations are reported in the Department of Education's annual report, as systems and processes to collect this data are managed through the department.

This data includes indicators related to energy, water and waste generated in office accommodation, and indicators related to transportation, such as fleet and air travel.

Additional information available on request

Subject to the provisions of the FOI Act, information that shall be retained by the Accountable Officer shall include:

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

The information is available on request from:

Executive Director Corporate Services
Victorian Curriculum and Assessment Authority
Level 7, 200 Victoria Parade
East Melbourne VIC 3002

Attestation for financial management compliance with Standing Direction 5.1.4

I Jane Brockington, on behalf of the Responsible Body, certify that the Victorian Curriculum and Assessment Authority has the following Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* (Vic) and Instructions:

3.1(a) - The Responsible Body must establish and maintain effective financial governance that includes an appropriate internal management structure and oversight arrangements for planning, managing and overseeing the financial operations, risks and opportunities of their Agency to achieve performance and compliance;

Reason for the Material Compliance Deficiency

The resignation of the CEO and the focus on the 2024 examination development incident resulted in no financial reporting between November 2024 and April 2025. There was no suitably qualified CFO in place and inadequate governance and oversight of financial performance.

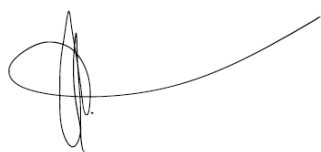
Planned and completed remedial actions

The VCAA Board has been reconstituted in line with the recommendations from Stage One of the Review of the VCAA.

A new CEO has been appointed at the VCAA from 1 June 2025.

An experienced acting CFO is on secondment from the Department of Education, which has enabled monthly financial reporting and budget monitoring to be implemented from May 2025 onwards.

A suitably qualified ongoing CFO will be appointed.

A handwritten signature in black ink, consisting of a large, stylized loop followed by a horizontal line that curves upwards to the right.

Chair, Audit and Risk Committee, VCAA
23 September 2025

Section 5 Financial report

How this report is structured

The VCAA has presented its audited general purpose financial statements for the financial year ended 30 June 2025 in the following structure to provide users with information about the VCAA's stewardship of the resources entrusted to it.

Financial statements

- Comprehensive operating statement
- Balance sheet
- Statement of changes in equity
- Statement of cash flows

Notes to the financial statements

1. About this report
The basis on which the financial statements have been prepared and compliance with reporting regulations
2. Funding delivery of our services
Revenue recognised in respect of operational funding and other income sources
3. The cost of delivering services
Operating expenses of the VCAA
4. Key assets available to support output delivery
Property, plant and equipment
Intangible assets
5. Other assets and liabilities
Working capital balances and other key assets and liabilities
6. How we financed our operations
Borrowings, cash flow information and leases
7. Risks, contingencies and valuation judgements
Financial instruments, contingent assets and liabilities, as well as fair value determination
8. Other disclosures

2024 figures are as published in the VCAA Annual Report 2023–24, some rounding differences may be present.

Declaration in the financial statements

The attached financial statements for the Victorian Curriculum and Assessment Authority (VCAA) have been prepared in accordance with Direction 5.2 of the Standing Directions under the *Financial Management Act 1994* (Vic), applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, statement of cash flows and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and the financial position of the VCAA at 30 June 2025.

At the time of signing, we are not aware of any circumstance that would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 13 October 2025.



Tony Bates PSM

Chair
Melbourne

13 October 2025



Andrew Smith

Chief Executive Officer
Melbourne

13 October 2025



Hong Yi Ong

A/Chief Financial Officer
Melbourne

13 October 2025

Independent auditor’s report



Independent Auditor’s Report

To the Board of the Victorian Curriculum and Assessment Authority

Opinion	<p>I have audited the financial report of the Victorian Curriculum and Assessment Authority (the authority) which comprises the:</p> <ul style="list-style-type: none"> • balance sheet as at 30 June 2025 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • statement of cash flows for the year then ended • notes to the financial statements, including material accounting policy information • declaration in the financial statements. <p>In my opinion, the financial report presents fairly, in all material respects, the financial position of the authority as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards - Simplified Disclosures.</p>
Basis for Opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor’s Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the authority in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board’s APES 110 <i>Code of Ethics for Professional Accountants (including Independence Standards)</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
Other information	<p>The Board is responsible for the other information. The other information obtained at the date of this auditor’s report is information included in the authority’s annual report for the year ended 30 June 2025, but does not include the financial report and our auditor’s report thereon.</p> <p>Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.</p> <p>In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit, or otherwise appears to be materially misstated.</p> <p>If, based on the work we have performed on the other information obtained prior to the date of this auditor’s report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.</p>
Board’s responsibilities for the financial report	<p>The Board of the authority is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the authority’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

Level 31 / 35 Collins Street, Melbourne Vic 3000
 T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

Auditor's responsibilities for the audit of the financial report

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

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

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

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



Kevin Chan

as delegate of the Audit-General of Victoria

MELBOURNE
16 October 2025

Comprehensive operating statement

For the financial year ended 30 June 2025

	Note(s)	\$ 2025	\$ 2024
Continuing operations			
Revenue and income from transactions			
Funding	2.2	118,318,219	107,395,167
Interest income		775,327	847,336
Grants	2.3.1	82,246	10,985
Assets and services received free of charge	2.3.2	2,320,853	2,580,132
Other income	2.3.3	2,594,346	2,017,871
Total revenue and income from transactions		124,090,991	112,851,492
Expenses from transactions			
Employee expenses	3.1.1(a)	79,333,206	63,402,400
Depreciation and amortisation	4.1.1	1,596,012	3,245,627
Interest expense	6.2(b)	18,785	24,827
Supplies and services	3.1.2	39,513,356	29,029,170
Other expenses	3.1.2	935,781	926,598
Assets and services provided free of charge	3.1.2	2,320,853	2,580,132
Total expenses from transactions		123,717,993	99,208,754
Net result from transactions (net operating balance)⁽ⁱ⁾		372,998	13,642,738
Other economic flows included in net result			
Net gain/(loss) on non-financial assets	8.1	–	15,126
Total other economic flows included in net result		–	15,126
Net result		372,998	13,657,864
Total other comprehensive income		–	–
Comprehensive result		372,998	13,657,864

(i) For further explanation of the contributing factors to the increased expenditure (leading to a lower net result), please refer to the Financial Year Review section in the report of operations.

The above comprehensive operating statement should be read in conjunction with the notes to the financial statements.

Balance sheet

As at 30 June 2025

	Note(s)	\$ 2025	\$ 2024
Assets			
Financial assets			
Cash and deposits	6.3	11,764,007	19,524,342
Receivables	5.1	37,802,247	23,888,478
Total financial assets		49,566,254	43,412,820
Non-financial assets			
Property, plant and equipment	4.1	681,939	976,700
Intangible assets	4.2	1,892,987	3,030,987
Other non-financial assets	5.3	633,900	663,855
Total non-financial assets		3,208,826	4,671,542
Total assets		52,775,080	48,084,362
Liabilities			
Payables	5.2	8,502,631	4,701,469
Contract liabilities	5.2	996,937	471,686
Borrowings	6.1	315,609	596,946
Employee-related provisions	3.1.1(b)	4,643,405	4,370,760
Total liabilities		14,458,582	10,140,861
Net assets		38,316,498	37,943,501
Equity			
Accumulated surplus		33,618,006	33,245,009
Contributed capital		4,698,492	4,698,492
Total equity		38,316,498	37,943,501

The above balance sheet should be read in conjunction with the notes to the financial statements.

Statement of changes in equity

For the financial year ended 30 June 2025

	\$	\$	\$
	Accumulated surplus	Contributed capital	Total
Balance at 1 July 2023	19,587,145	4,698,492	24,285,637
Net result for the year	13,657,864	–	13,657,864
Balance at 30 June 2024	33,245,009	4,698,492	37,943,501
Net result for the year	372,998	–	372,998
Balance at 30 June 2025	33,618,007	4,698,492	38,316,499

The above statement of changes in equity should be read in conjunction with the notes to the financial statements.

Statement of cash flows

For the financial year ended 30 June 2025

	Note(s)	\$ 2025	\$ 2024
Cash flows from operating activities			
Receipts			
Receipts from government		104,371,574	84,423,709
Interest received		775,327	847,336
Other receipts		2,709,468	2,223,609
Total receipts		107,856,369	87,494,654
Payments			
Payments to employees		(77,490,184)	(63,360,969)
Payments to suppliers		(37,680,718)	(32,415,748)
Total payments		(115,170,902)	(95,776,717)
Net cash flows from/(used in) operating activities		(7,314,533)	(8,282,063)
Cash flows from investing activities			
Payments for non-financial assets		(117,547)	(1,338,888)
Payments for work in progress		(46,917)	(1,305,638)
Net cash flows from/(used in) investing activities		(164,464)	(2,644,526)
Cash flows from financing activities			
Repayment of principal portion of lease liabilities	6.2(c)	(281,338)	(312,048)
Net cash flows from/(used in) financing activities		(281,338)	(312,048)
Net increase/(decrease) in cash and cash equivalents		(7,760,335)	(11,238,637)
Cash and cash equivalents at the beginning of the financial year		19,524,342	30,762,979
Cash and cash equivalents at the end of the financial year	6.3	11,764,007	19,524,342

The above statement of cash flows should be read in conjunction with the notes to the financial statements.

Notes to the financial statements

1. About this report

The VCAA is a statutory authority continued under the *Education and Training Reform Act 2006* (Vic) (ETR Act) and a public body under the *Financial Management Act 1994* (Vic). The VCAA directly reports to, and is primarily accountable to, the Victorian Minister for Education. The ETR Act sets out the functions and powers of the VCAA.

A description of the nature of its operations and its principal activities is included in the report of operations, which does not form part of these statements.

Its principal address is: Victorian Curriculum and Assessment Authority
Level 7, 200 Victoria Parade, East Melbourne VIC 3002

Basis of preparation

These financial statements are in Australian dollars and the historical cost convention is used, unless a different measurement basis is specifically disclosed in the note associated with the item measured.

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

Judgements, estimates and assumptions are required to be made about the financial information being presented. In preparing these financial statements, any significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed.

Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of Australian Accounting Standards that have significant effects on the financial statements and estimates are disclosed in the relevant notes.

These financial statements cover the VCAA as an individual reporting entity and include all the controlled activities of the agency. They have been prepared on a going concern basis, refer to Note 8.7 Economic dependency.

Where necessary, changes to the presentation of comparative figures have been made for disclosure purposes.

Amounts in the financial statements have been rounded to the nearest dollar, unless otherwise stated.

Compliance information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (Vic), and applicable Australian Accounting Standards, which include interpretations issued by the Australian Accounting Standards Board. In particular, they are presented in a manner consistent with the requirements of Australian Accounting Standards Board (AASB) 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*.

For the 2024–25 reporting period, the VCAA transitioned from Tier 1 to Tier 2 financial reporting requirements in accordance with AASB 1053 *Application of Tiers of Australian Accounting Standards* from 1 July 2024. The VCAA satisfies the Tier 2 entity criteria under Financial Reporting Direction (FRD) 101 *Application of Tiers of Australian Accounting Standards*, as it does not satisfy significant entity financial thresholds and is not deemed a significant entity by the Department of Treasury and Finance under qualitative considerations.

For the purposes of preparing financial statements, the VCAA is classed as a not-for-profit entity. Where appropriate, Australian Accounting Standards applicable to not-for-profit entities have been applied.

Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

These annual financial statements were authorised for issue by the Chair of the Board on 13 October 2025.

2. Funding delivery of our services

Introduction

The VCAA's objective is to provide high-quality curriculum, assessment and reporting that promotes individual lifelong learning.

The VCAA is predominantly funded by the Department of Education for the provision of outputs. As a statutory authority, the VCAA also derives revenue from a number of external sources, including the Australian Government, overseas student fees, publication sales, student services, royalties and other administrative fees.

Structure

- 2.1** Summary of income that funds the delivery of our services
- 2.2** Funding
- 2.3** Revenue and income from transactions
 - 2.3.1** Grants
 - 2.3.2** Fair value of assets and services received free of charge or for nominal consideration
 - 2.3.3** Sale of goods and services

2.1 Summary of income that funds the delivery of our services

	Note(s)	\$ 2025	\$ 2024
Funding	2.2	118,318,219	107,395,167
Interest income		775,327	847,336
Grants	2.3.1	82,246	10,985
Fair value of assets and services received free of charge	2.3.2	2,320,853	2,580,132
Other income	2.3.3	2,594,346	2,017,871
Total income and revenue from transactions		124,090,991	112,851,492

Total revenue and income that fund delivery of the VCAA's services are accounted for consistently with the requirements of the relevant accounting standards disclosed in the following notes.

2.2 Funding

	\$ 2025	\$ 2024
Operational funding	118,318,219	107,395,167
Total funding	118,318,219	107,395,167

The VCAA has determined that the grant income included in the table above is recognised in accordance with AASB 1058 *Income of Not-for-Profit Entities*. This grant income has been earned under arrangements that are either not enforceable and/or linked to sufficiently specific performance obligations.

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

2.3 Revenue and income from transactions

2.3.1 Grants

	\$ 2025	\$ 2024
General purpose grants	82,246	10,985
Total grants	82,246	10,985

The VCAA has determined that grants are recognised as income of not-for-profit entities, in accordance with AASB 1058, except for grants that are enforceable and with sufficiently specific performance obligations, and accounted for as revenue from contracts with customers, in accordance with AASB 15 *Revenue from Contracts with Customers*.

Related amounts may take the form of:

- contributions by owners, in accordance with AASB 1004 *Contributions*
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15
- a lease liability, in accordance with AASB 16 *Leases*
- a financial instrument, in accordance with AASB 9 *Financial Instruments*
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

2.3.2 Fair value of assets and services received free of charge or for nominal consideration recognised as income

	\$ 2025	\$ 2024
Accommodation	2,320,853	2,580,132
Total fair value of assets and services received free of charge or for nominal consideration	2,320,853	2,580,132

Contributions of assets and services received free of charge or for nominal consideration are recognised at their fair value when the recipient obtains control over the resources, irrespective of whether restrictions or conditions are imposed over the use of the contributions.

Fair value of assets and services received free of charge or for nominal consideration relates to 2 separate building occupancy agreements:

- Level 7, 200 Victoria Parade, East Melbourne, Victoria, Australia
- 189 Urquhart St, Coburg, Victoria, Australia

The value of the VCAA accommodation costs from the Department of Education is recognised in the comprehensive operating statement as an expense (as set out in Note 3.1.2) and is offset by accommodation income as assets and services received free of charge.

2.3.3 Sale of goods and services

	\$ 2025	\$ 2024
User charges	2,271,814	1,544,585
Royalties	134,775	122,779
Miscellaneous income	187,757	350,507
Total other income	2,594,346	2,017,871

User charges

User charges include income for student fees and charges from overseas students, and the offshore delivery of the Victorian Certificate of Education (VCE).

Student assessment fees from overseas students include offshore licence fees for the delivery of the VCE. The user charges included in the table above are transactions that the VCAA has determined to be classified as revenue from contracts with customers, in accordance with AASB 15.

AASB 15 applies to contracts with customers that are enforceable with sufficiently specific performance obligations.

Performance obligations and revenue recognition policies

Revenue is measured based on the consideration specified in the contract with the customer. The VCAA recognises revenue when it transfers control of a good or service to the customer, that is, when, or as, the performance obligations for the sale of goods and services to the customer are satisfied:

- Customers obtain control of the supplies and consumables at a point in time when the goods are delivered to and have been accepted at their premises.
- Revenue from the sale of goods is recognised when the goods are delivered to and have been accepted by the customer at their premises.
- Revenue from the rendering of services is recognised at a point in time when the performance obligation is satisfied when the service is completed; and over time when the customer simultaneously receives and consumes the services as it is provided.

Customers are invoiced and revenue is recognised when the goods are delivered and accepted by customers.

For services rendered, where customers simultaneously receive and consume the services as it is provided, revenue is recognised progressively as contract assets until the customer is subsequently invoiced, in accordance with the terms of the service agreement. For other customers that are only able to consume the services when they have been completed, revenue is only recognised on completion and delivery of the services. In rare circumstances where there may be a change in the scope of services provided, the customer will be provided with a new contract for the additional services to be rendered and revenue is recognised consistent with the accounting policy above.

Consideration received in advance of recognising the associated revenue from the customer is recorded as a contract liability (Note 5.2).

3. The cost of delivering services

Introduction

This section provides an account of the expenses incurred by the VCAA in delivering services and outputs. In Section 2, the funds that enable the provision of services were disclosed and in this note, the costs associated with provision of services are recorded.

Structure

3.1 Expenses incurred in delivery of services

3.1.1 Employee benefits

3.1.2 Other operating expenses

3.1 Expenses incurred in delivery of services

	Notes	\$ 2025	\$ 2024
Employee benefit expenses ⁽ⁱ⁾	3.1.1	79,333,206	63,402,400
Other operating expenses	3.1.2	42,769,990	32,535,900
Total expenses incurred in delivery of services		122,103,196	95,938,300

(i) For further explanation of the contributing factors to the increased expenditure, please refer to the Financial Year Review section in the report of operations.

3.1.1(a) Employee benefits – in the comprehensive operating statement

	\$ 2025	\$ 2024
Salary and wages (including annual leave and long service leave)	65,702,548	53,130,008
Superannuation	7,380,038	5,760,639
Other on-costs (fringe benefits tax, payroll tax and WorkCover levy)	6,250,620	4,511,753
Total employee benefits	79,333,206	63,402,400

Employee expenses include all costs related to employment, including wages and salaries, fringe benefits tax, leave entitlements and superannuation contributions. These are recognised when incurred, except for contributions in respect of defined benefit plans.

3.1.1(b) Employee benefits – in the balance sheet

Provision is made for benefits accruing to casual or sessional employees (non-VPS directly employed by the VCAA) in respect of long service leave for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

Unconditional long service leave is disclosed as a current liability, even where the VCAA does not expect to settle the liability within 12 months. This is because the VCAA does not have the

unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

As per the ETR Act, employees in the VCAA recognised as employees of the Department of Education and their liabilities for long service leave and annual leave are recognised by the department. When a staff member accesses their leave entitlement, it is paid by the department and reduces the accumulated balances of the provision accounts within the department's balance sheet.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

	\$ 2025	\$ 2024
Current provisions		
Employee benefits – long service leave	3,818,590	3,618,179
Provisions related to employee benefit on-costs	824,815	752,581
Total current provisions	4,643,405	4,370,760
Total provisions for employee benefits	4,643,405	4,370,760

3.1.1(c) Superannuation contributions

As per the ETR Act, employees in the VCAA recognised as employees of the Department of Education are entitled to receive superannuation benefits. The VCAA contributes to both defined benefit and defined contribution plans. The defined benefit plans provide benefits based on years of service and final average salary.

The VCAA does not recognise any defined benefit liability in respect of the plan(s) because the entity has no legal or constructive obligation to pay future benefits relating to its employees; its only obligation is to pay superannuation contributions as they fall due. The Department of Treasury and Finance recognises and discloses the state's total defined benefit liabilities in its disclosure for administered items. However, superannuation contributions paid or payable for the reporting period are included as part of employee benefits in the comprehensive operating statement of the VCAA.

The VCAA paid superannuation contributions on behalf of eligible casual and sessional employees (non-VPS directly employed by the VCAA).

Contributions are calculated at a rate of 11.5 per cent (2024: 11 per cent) pursuant to the provisions of the *Superannuation Guarantee (Administration) Act 1992* (Cth). Total contributions made by the VCAA are included below:

	Paid contribution for the year		Contribution outstanding at year end	
	\$ 2025	\$ 2024	\$ 2025	\$ 2024
Defined contribution plans	3,302,633	2,621,330	7,802	9,758
Total	3,302,633	2,621,330	7,802	9,758

3.1.2 Other operating expenses

	\$ 2025	\$ 2024
Supplies and services		
Examination centre, supervisor and other payments	7,165,013	6,436,483
Teacher release and development payments	168,914	418,509
Contractors and consultants ⁽ⁱ⁾	17,905,739	13,250,193
Administrative expenses	4,470,486	3,581,603
Information and communication technology	7,969,730	3,402,535
Purchase of other supplies and services	1,833,474	1,939,847
	39,513,356	29,029,170
Other expenses		
Short-term lease/rental expenses	835,781	912,794
Bad debts from transactions	–	13,804
Grants and other payments	100,000	–
	935,781	926,598
Fair value assets and services provided free of charge or for nominal consideration		
Accommodation	2,320,853	2,580,132
	2,320,853	2,580,132
Total other operating expenses	42,769,990	32,535,900

(i) For further explanation of the contributing factors to the increased expenditure, please refer to the Financial Year Review section in the report of operations.

Other operating expenses generally represent the day-to-day running costs incurred in the course of normal operations. These include expenditure on professional services (from contractors and consultants) related to the development and delivery of examinations and assessments, and other supplies and services essential to business continuity.

Supplies and services are recognised as an expense in the reporting period in which they are incurred.

The following lease payments are recognised on a straight-line basis:

- Short-term leases – leases with a term of 12 months or less
- Low-value leases – leases with the underlying asset's fair value (when new, regardless of the age of the asset being leased) of no more than \$10,000.

Variable lease payments that are not included in the measurement of the lease liability (that is, that do not depend on an index or a rate and are not, in substance, fixed), such as those based on performance or usage of the underlying asset, are recognised in the comprehensive operating statement (except for payments that have been included in the carrying amount of another asset) in the period in which the event or condition that triggers those payments occurs.

The value of the VCAA accommodation costs from the Department of Education is recognised in the comprehensive operating statement as an expense is offset by accommodation income as assets and services received free of charge (as set out in Note 2.3.2).

4. Key assets available to support output delivery

Introduction

The VCAA controls assets that are utilised in fulfilling its objectives and conducting its activities. They represent the key resources that have been entrusted to the VCAA for the delivery of these outputs.

Fair value measurement

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

Structure

- 4.1** Total property, plant and equipment
 - 4.1(a)** Total right-of-use assets: buildings, plant, equipment and vehicles
 - 4.1.1** Depreciation and amortisation
 - 4.1.2** Reconciliation of movements in carrying values of property, plant and equipment
- 4.2** Intangible assets

4.1 Total property, plant and equipment

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	\$ 2025	\$ 2024	\$ 2025	\$ 2024	\$ 2025	\$ 2024
Buildings at fair value	801,182	801,182	(556,377)	(289,316)	244,805	511,867
Plant and equipment at fair value	3,662,409	3,544,860	(3,335,461)	(3,157,847)	326,948	387,013
Vehicles at fair value	88,286	88,286	(25,017)	(10,466)	63,269	77,820
Work in progress – plant and equipment at cost	46,917	–	–	–	46,917	–
Total	4,598,794	4,434,329	(3,916,855)	(3,457,629)	681,939	976,700

The following tables are right-of-use assets included in the balances of buildings, plant and equipment, and vehicles.

4.1(a) Total right-of-use assets: buildings, plant and equipment and vehicles

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	\$ 2025	\$ 2024	\$ 2025	\$ 2024	\$ 2025	\$ 2024
Buildings (right-of-use)	801,182	801,182	(556,377)	(289,316)	244,805	511,867
Vehicles (right-of-use)	88,286	88,286	(25,017)	(10,466)	63,269	77,820
Total	889,468	889,469	(581,394)	(299,782)	308,074	589,687

	Net carrying amount	
	\$ Buildings (right-of-use)	\$ Vehicles (right-of-use)
Opening balance	511,867	77,820
Additions	–	–
Disposals	–	–
Lease modification	–	–
Depreciation	(267,061)	(14,551)
Closing balance	244,805	63,269

Initial recognition measurement

Items of property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is acquired for no or nominal cost, the cost is its fair value at the date of acquisition. Assets transferred as part of a machinery of government change are transferred at their carrying amount.

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

The cost of a leasehold improvement is capitalised and depreciated over the remaining term of the lease or its estimated useful life, whichever is shorter.

Right-of-use asset acquired by lessees – initial measurement

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

- any lease payments made at or before the commencement date less any lease incentive received
- any initial direct costs incurred

- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

Right-of-use asset – subsequent measurement

The VCAA depreciates the right-of-use asset on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

Vehicles are valued using the current replacement cost method. The VCAA acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal is managed by fleet managers in the Department of Government Services, who set relevant depreciation rates during use to reflect the use of the vehicles.

Impairment of property, plant and equipment

The recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 *Impairment of Assets* does not apply to such assets that are regularly revalued.

4.1.1 Depreciation and amortisation

Assets	\$ 2025	\$ 2024
Buildings (right-of-use)	267,061	265,676
Vehicles (right-of-use)	13,338	14,512
Plant and equipment	177,613	174,035
Intangible assets (amortisation)	1,138,000	2,791,404
Total	1,596,012	3,245,627

All buildings, property, plant and equipment, and other non-financial physical assets that have finite useful lives, are depreciated.

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below.

Amortisation is provided on computer software and other intangible assets. Amortisation is generally calculated on a straight-line basis so as to write off the net cost or other revalued amount of each asset over its expected useful life to its estimated residual value.

Typical estimated useful lives for the different asset classes for current and prior years are included in the table below.

Asset	Useful life (years)
Plant and equipment (including computer equipment)	3–5
Intangibles	3–5
Vehicles (right-of-use)	5–10
Buildings (right-of-use)	6

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

Right-of-use assets are generally depreciated over the asset's useful life or the lease term, whichever is shorter. Where the VCAA obtains ownership of the underlying leased asset, or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Where items of plant and equipment have separately identifiable components, which are subject to regular replacement, those components are assigned useful lives distinct from the item of plant and equipment to which they relate.

Impairment of non-financial assets

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

During the 2025 financial year, no intangible assets have been impaired (2024: nil).

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

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

The recoverable amount for most assets is measured at the depreciated or amortised replacement cost or the fair value (whichever is higher) less the cost to sell. When assets are held primarily to generate net cash inflows, the recoverable amount is measured at the present value of future cash flows expected from the asset or the fair value (whichever is higher) less the cost to sell.

4.1.2 Reconciliation of movements in carrying values of property, plant and equipment

	\$ Buildings at fair value	\$ Plant and equipment at fair value	\$ Vehicles at fair value	\$ WIP – plant and equipment at cost	\$ Total
2025					
Balance at 1 July 2024	511,867	387,014	77,820	–	976,700
Additions	–	117,547	–	46,917	164,464
Disposals	–	–	–	–	–
Lease modification	–	–	–	–	–
Depreciation and amortisation	(267,061)	(177,613)	(14,551)	–	(459,225)
Balance at 30 June 2025	244,805	326,948	63,269	46,917	681,939
2024					
Balance at 1 July 2023	488,175	152,377	21,963	–	662,515
Additions	–	437,160	88,286	–	525,446
Disposals	–	(28,489)	(21,963)	–	(50,452)
Lease modification	313,008	–	–	–	313,008
Depreciation and amortisation	(289,316)	(174,035)	(10,466)	–	(473,817)
Balance at 30 June 2024	511,867	387,014	77,820	–	976,700

4.2 Intangible assets

	\$ Software at cost	\$ Software work in progress	\$ Total
2025			
Balance at 1 July 2024	1,725,349	1,305,638	3,030,987
Additions	–	–	–
Amortisation of intangible produced assets ⁽ⁱ⁾	(1,138,000)	–	(1,138,000)
Balance at 30 June 2025	587,349	1,305,638	1,892,987

(i) The consumption of intangible produced assets is included in the 'depreciation and amortisation' line item.

Initial recognition

Purchased intangible assets are initially recognised at cost. When the recognition criteria in AASB 138 *Intangible Assets* are met, internally generated intangible assets are recognised at cost.

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

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

Subsequent measurement

Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Depreciation and amortisation begin when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

Intangible produced assets with finite useful lives are amortised as an 'expense from transactions' on a straight-line basis over their useful lives. Produced intangible assets have useful lives of between 3 and 5 years.

Intangible non-produced assets with finite useful lives are amortised as 'other economic flows' on a straight-line basis over their useful lives. The amortisation period is 3 to 5 years.

Impairment of intangible assets

Intangible assets with indefinite useful lives (and intangible assets not yet available for use) are tested annually for impairment and whenever there is an indication that the asset may be impaired. Intangible assets with finite useful lives are tested for impairment whenever an indication of impairment is identified. The policy in connection with testing for impairment is outlined in Note 4.1.1.

5. Other assets and liabilities

Introduction

This section sets out those assets and liabilities that arose from the VCAA's controlled operations.

Structure

- 5.1** Receivables (and guidance on derecognition of financial assets)
- 5.2** Payables
 - 5.2.1** Contract liabilities
- 5.3** Other non-financial assets

5.1 Receivables

	\$ 2025	\$ 2024
Contractual		
Amount owing from government	37,037,096	23,008,205
Other receivables	351,042	608,973
Fee-paying international students	438,808	295,999
Allowance for expected credit losses	(24,699)	(24,699)
Total receivables	37,802,247	23,888,478
represented by:		
Current receivables	37,802,247	23,888,478

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised costs'. They are initially recognised at fair value plus any directly attributable transaction costs. The VCAA holds the contractual receivables with the objective to collect the contractual cash flows and therefore these are subsequently measured at amortised cost using the effective interest method less any impairment.

5.2 Payables

	\$ 2025	\$ 2024
Contractual		
Supplies and services	68,118	62,056
Accrued wages and salaries	1,775,744	1,218,092
Accrued expenses	5,814,433	2,965,082
Amounts payable to government departments	843,270	134,607
Total contractual payables	8,501,565	4,379,838
Statutory		
GST payable	1,066	321,632
Total payables	8,502,631	4,701,470
represented by:		
Current payables	8,502,631	4,701,470

Contractual payables are classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to the VCAA prior to the end of the financial year that are unpaid, and arise when the VCAA becomes obliged to make future payments in respect of the purchase of those goods and services.

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

The terms and conditions payable to government departments and agencies vary according to the particular agreements entered into. They are not legislative payables and not classified as financial instruments.

5.2.1 Contract liabilities

	\$ 2025	\$ 2024
Contract liabilities	996,937	471,686
represented by:		
Current contract liabilities	996,937	471,686
Non-current contract liabilities	–	–

Contract liabilities relate to consideration received in advance from international students. This mainly reflects a timing difference, as annual VCAA fees are generally collected at the beginning of the school year. The balance at 30 June mainly reflects services expected to be delivered in the second half of the school calendar year.

The transaction price allocated to the remaining performance obligations relates to fees paid for future periods.

5.3 Other non-financial assets

	\$ 2025	\$ 2024
Current other assets		
Prepayments	633,900	663,855
Total current other assets	633,900	663,855

Other non-financial assets include prepayments, which represent payments in advance of receipt of goods or services, or the payments made for services covering a term extending beyond 30 June 2025.

6. How we financed our operations

Introduction

This section provides information on the sources of finance utilised by the VCAA during its operations, along with interest expenses (the cost of borrowings) and other information related to financing activities of the VCAA.

This section includes disclosures of balances that are financial instruments (such as borrowings and cash balances). Notes 7.1 and 7.3 provide additional, specific financial instrument disclosures.

Structure

- 6.1** Borrowings
- 6.2** Leases
- 6.3** Cash flows information
- 6.4** Commitments for expenditure
 - 6.4.1** Total commitments payable

6.1 Borrowings

	\$ 2025	\$ 2024
Current borrowings		
Lease liabilities ⁽ⁱ⁾	298,423	298,046
Total current borrowings	298,423	298,046
Non-current borrowings		
Lease liabilities ⁽ⁱ⁾	17,186	298,900
Total non-current borrowings	17,186	298,900
Total borrowings	315,609	596,946

(i) Secured by the assets leased. Lease liabilities are effectively secured as the rights to the leased assets revert to the lessor in the event of default.

Borrowings are classified as financial instruments. All interest-bearing borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs. The measurement basis subsequent to initial recognition depends on whether the VCAA has categorised its interest as either 'financial liabilities designated at fair value through profit or loss' or financial liabilities at amortised cost. The classification depends on the nature and purpose of the interest-bearing liabilities. The VCAA determines the classification of its interest-bearing liabilities at initial recognition.

6.2 Leases

Information about leases for which the VCAA is a lessee is presented below.

The VCAA's leasing activities

The VCAA leases a property and motor vehicles. The lease contracts are typically made for fixed periods of 3–5 years. Lease payments for the property are renegotiated every 3 years to reflect market rentals. There is an option to renew the property lease at the end of the term.

6.2(a) Right-of-use assets

Right-of-use assets are presented in Note 4.1(a).

6.2(b) Amounts recognised in the comprehensive operating statement

The following amounts are recognised in the comprehensive operating statement relating to leases.

	\$ 2025	\$ 2024
Interest on lease liabilities	18,785	24,827
Total amount recognised in the comprehensive operating statement	18,785	24,827

Interest expense includes costs incurred in connection to the interest component of leases repayments. Interest expense is recognised in the period in which it is incurred.

6.2(c) Amounts recognised in the statement of cash flows

The following amounts are recognised in the statement of cash flows for the year ending 30 June 2025 relating to leases.

	\$ 2025	\$ 2024
Total cash inflow/(outflow) for leases	(281,338)	(312,048)

6.2(d) Future lease payments

	Minimum future lease payments ⁽ⁱ⁾	
	\$ 2025	\$ 2024
Not longer than 1 year	298,423	298,046
Longer than 1 year but not longer than 5 years	17,186	298,900
Longer than 5 years	–	–
Minimum future lease payments	315,609	596,946
Less future finance charges	(8,112)	(24,821)
Present value of minimum lease payments	307,497	572,125

(i) Minimum future lease payments include the aggregate of all base payments and any guaranteed residual.

For any new contracts entered into, the VCAA considers whether a 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'. To apply this definition the VCAA assesses whether:

- the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to the VCAA and for which the supplier does not have substantive substitution rights
- the VCAA has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract, and the VCAA has the right to direct the use of the identified asset throughout the period of use
- the VCAA has the right to take decisions in respect of how and for what purpose the asset is used throughout the period of use.

Separation of lease and non-lease components

At inception or on reassessment of a contract that contains a lease component, the lessee is required to separate out and account separately for non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

Lease liability – initial measurement

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 VCAA's incremental borrowing rate.

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

- fixed payments (including in-substance fixed payments) less any lease incentive receivable
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable under a residual value guarantee
- payments arising from purchase and termination options reasonably certain to be exercised.

Lease liability – subsequent measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest incurred. It is remeasured to reflect any reassessment or modification, or if there are changes to in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or in profit and loss if the right-of-use asset is already reduced to zero.

Short-term leases and leases of low-value assets

The VCAA has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term.

Presentation of right-of-use assets and lease liabilities

Right-of-use assets are presented as 'property, plant and equipment' (refer to Note 4.1). Lease liabilities are presented as 'borrowings' in the balance sheet (refer to Note 6.1).

6.3 Cash flows information and balances

For statement of cash flows presentation purposes, cash and cash equivalents include cash and deposits at call. Deposits at call are held in accordance with the Standing Direction relating to the central banking system requirements.

	\$ 2025	\$ 2024
Total cash and deposits at call disclosed in the balance sheet	11,764,007	19,524,342
Balance as per statement of cash flows	11,764,007	19,524,342

6.4 Commitments for expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and inclusive of GST. Where it is considered appropriate and provides additional relevant information to users, the net present values of significant individual projects are stated. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

6.4.1 Total commitments payable

Nominal amounts	\$ Less than 1 year	\$ Between 1 and 5 years	\$ Total
2025			
Capital expenditure commitments payable	–	–	–
Operating commitments payable	2,337,771	16,509,967	18,847,738
Total commitments (inclusive of GST)	2,337,771	16,509,967	18,847,738
Less GST recoverable from the Australian Taxation Office			1,062,295
Total commitments (exclusive of GST)			17,785,443
2024			
Capital expenditure commitments payable	–	–	–
Operating commitments payable	7,682,319	10,813,660	18,495,979
Total commitments (inclusive of GST)	7,682,319	10,813,660	18,495,979
Less GST recoverable from the Australian Taxation Office			1,681,453
Total commitments (exclusive of GST)			16,814,526

7. Risks, contingencies and valuation judgements

Introduction

The VCAA is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section provides information on financial instruments, including exposure to financial risks, as well as contingent assets and liabilities. It also provides information on items that require a higher level of judgement – for the VCAA this pertains mainly to fair value determination.

Structure

- 7.1** Financial instruments: specific disclosures
 - 7.1.1** Financial instruments: net holding gain/(loss) on financial instruments by category
- 7.2** Contingent assets and contingent liabilities
- 7.3** Fair value determination
 - 7.3.1** Fair value determination: financial assets and liabilities
 - 7.3.2** Fair value determination: non-financial physical assets

7.1 Financial instruments: specific disclosures

Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the VCAA's activities, certain financial assets and liabilities arise under statute rather than a contract (for example, taxes, fines and penalties). Such assets and liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised cost if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the VCAA to collect the contractual cash flows
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The VCAA recognises the following assets in this category:

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

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired
- the VCAA retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement; or
- the VCAA has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset
 - has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset

Where the VCAA has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the VCAA's continuing involvement in the asset.

Categories of financial liabilities

Financial liabilities at amortised cost

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

- payables (excluding statutory payables)
- borrowings (including lease liabilities)

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as 'other economic flows' in the comprehensive operating statement.

7.1.1 Financial instruments: net holding gain/(loss) on financial instruments by category

	\$ Carrying amount	\$ Net holding gain/(loss)	\$ Total interest income/ (expense)
2025			
Financial assets at amortised cost			
Cash and deposits	11,764,007	–	775,327
Receivables	37,802,247	–	–
Total financial assets at amortised cost	49,566,254	–	775,327
Financial liabilities at amortised cost			
Payables	8,501,565	–	–
Borrowings			
Lease liabilities	315,609	(281,338)	(18,785)
Total contractual financial liabilities	8,817,174	(281,338)	(18,785)
2024			
Financial assets at amortised cost			
Cash and deposits	19,524,342	–	847,336
Receivables	23,888,478	(13,804)	–
Total financial assets at amortised cost	43,412,820	(13,804)	847,336
Financial liabilities at amortised cost			
Payables	4,379,838	–	–
Borrowings			
Lease liabilities	596,946	(312,048)	(24,827)
Total contractual financial liabilities	4,976,784	(312,048)	(24,827)

7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet, but are disclosed and, if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

Contingent assets

Contingent assets are possible assets that arise from past events whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

These are classified as either quantifiable, where the potential economic benefits are known, or non-quantifiable.

Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity; or
- present obligations that arise from past events but are not recognised because:
 - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations; or
 - the amount of the obligations cannot be measured with sufficient reliability.

Contingent liabilities are also classified as either quantifiable or non-quantifiable.

At 30 June 2025, the VCAA had no contingent assets (nil at 30 June 2024) and no contingent liabilities (nil at 30 June 2024).

7.3 Fair value determination

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

Buildings, plant and equipment, and vehicles are carried at fair value.

Fair value hierarchy

In determining fair values, a number of inputs are used.

To increase consistency and comparability in the financial statements, these inputs are categorised using the fair value hierarchy. The levels are as follows:

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

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

How this section is structured

For those assets and liabilities for which fair values are determined, the following disclosures are provided:

- valuation techniques
- details of significant assumptions used in the fair value determination

Description of significant unobservable inputs to Level 3 valuations

	Valuation technique	Significant unobservable inputs
Plant and equipment	Current replacement cost	Useful life

7.3.1 Fair value determination: financial assets and liabilities

The fair values and net fair values of financial instrument assets and liabilities are determined as follows:

- Level 1 – the fair value of financial instruments with standard terms and conditions and traded in active liquid markets is determined with reference to quoted market prices
- Level 2 – the fair value is determined using inputs other than quoted prices that are observable for the financial asset or liability, either directly or indirectly
- Level 3 – the fair value is determined in accordance with generally accepted pricing models based on discounted cash flow analysis using unobservable market inputs.

The VCAA currently holds a range of financial instruments that are recorded in the financial statements where the carrying amounts approximate to fair value, due to their short-term nature or with the expectation that they will be paid in full by the end of the 2024–25 reporting period.

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

7.3.2 Fair value determination: non-financial physical assets

Valuation techniques and significant assumptions of non-financial physical assets measured at fair value, based on:

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

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

Plant and equipment (including right-of-use assets) is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold, fair value is determined using the current replacement cost method.

8. Other disclosures

Introduction

This section provides additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

Structure

- 8.1** Other economic flows included in net result
- 8.2** Remuneration of executives
- 8.3** Responsible persons
- 8.4** Related parties
- 8.5** Remuneration of auditors
- 8.6** Ex-gratia expenses
- 8.7** Economic dependency
- 8.8** Subsequent events
- 8.9** Other accounting policies
- 8.10** Glossary of technical terms

8.1 Other economic flows included in net result

	\$ 2025	\$ 2024
Net gain/(loss) on non-financial assets		
Net gain/(loss) on non-financial assets (including property, plant and equipment, and intangible assets) ⁽ⁱ⁾	–	15,126
Total net gain/(loss) on non-financial assets	–	15,126

(i) 'Net gain/(loss) on non-financial assets' includes unrealised and realised gains/(losses) from revaluations, impairments, and disposals of all physical assets and intangible assets, except when these are taken through the asset revaluation surplus.

8.2 Remuneration of executives

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

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered. Accordingly, remuneration is determined on an accrual basis.

Several factors affected total remuneration payable to executives over the year, including new appointments, renegotiated contracts and retirements.

	Total remuneration	
	\$ 2025	\$ 2024
Remuneration of executive officers (including key management personnel disclosed in Note 8.4)		
Total remuneration	2,174,709	1,671,991
Total number of executives ⁽ⁱ⁾	9	8
Total annualised employee equivalents ⁽ⁱⁱ⁾	6.1	5.4

Values include Kylie White up to 15 November 2024 and exclude Marcia Devlin and David Howes – substantive executives within the Victorian Academy of Teaching and Leadership and the Department of Education, acting in the VCAA during this period. These values are disclosed in the annual reports for the Victorian Academy of Teaching and Leadership and the Department of Education.

- (i) The total number of executive officers includes persons who also meet the definition of key management personnel of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (Note 8.4). 2024 numbers have been restated to include values related to one executive who was partially omitted in the 2023–24 Financial Statements.
- (ii) Annualised employee equivalent is based on the time fraction worked over the reporting period. 2024 numbers have been restated to include values related to one executive who was partially omitted in the 2023–24 Financial Statements.

8.3 Responsible persons

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

Remuneration received or receivable by Board members, including the Accountable Officer in connection with the management of the VCAA during the reporting period, was:

Income band	2025	2024
Total numbers	21	14
Total amount	\$331,669⁽ⁱ⁾	\$522,702⁽ⁱⁱ⁾

- (i) Values include Kylie White up to 15 November 2024 and exclude Marcia Devlin and David Howes – substantive executives within the Victorian Academy of Teaching and Leadership and the Department of Education, acting in the VCAA during this period. These values are disclosed in the annual reports for the Victorian Academy of Teaching and Leadership and the Department of Education.
- (ii) Values include Kylie White – substantive executive within the Department of Education, acting in the VCAA during this period. These values are a duplication of figures quoted in the Department of Education’s annual report.

Amounts relating to the ministers are excluded and reported in the State of Victoria’s Annual Financial Report.

The compensation details below exclude the salaries and benefits of Mr Tony Bates, Acting Secretary, Department of Education. According to the ETR Act, membership of the authority must include the Secretary of the Department; however, the Secretary’s remuneration and allowances are reported within the Department of Education’s Financial Report.

Names

The persons who held the positions of Responsible Minister and members of the VCAA, are as follows:

Minister	Portfolio	Dates as Minister
The Hon. Ben Carroll MP	Deputy Premier Minister for Education Minister for WorkSafe and the TAC	1 July 2024 to 30 June 2025
The Hon. Gayle Tierney MP	Minister for Skills and TAFE Minister for Water	1 July 2024 to 30 June 2025
Hon Lizzie Blandthorn MP	Minister for Children Minister for Disability	1 July 2024 to 30 June 2025
The Hon. Danny Pearson MP	Minister for Economic Growth and Jobs Minister for Finance	19 December 2024 to 30 June 2025

Accountable Officer – CEO	
Mr Andrew Smith	(from 1 June 2025 to 30 June 2025)
Dr David Howes PSM	(from 20 January 2025 to 31 May 2025)
Dr Marcia Devlin	(from 16 November 2024 to 19 January 2025)
Ms Kylie White	(from 1 July 2024 to 15 November 2024)

VCAA Board members (from 15 April 2025 to 30 June 2025)	
Mr Tony Bates PSM, Chair	Ms Jane Brockington
Prof. Elizabeth Labone	Ms Rachel Holthouse
Mr Joshua Puls (from 8 May 2025)	Ms Melissa Gaddie (from 8 May 2025)
Ms Sandy Carveth (from 8 May 2025)	Ms Toni McGrath (from 8 May 2025)

VCAA Board members (from 1 July 2024 to 14 April 2025)	
Ms Diane Joseph, Chair	Ms Catharine Hydon
Mr Stephen Fraser (ex officio)	Ms Aayushi Khillan
Dr Mary Oski	Mr Rob Fearnside
Ms Nicolle Connelly	Mr James Laussen
Mr Jason Giri	Mr Terrance Bennett
	Ms Kristy Mullins (to 28 March 2025)

8.4 Related parties

The VCAA is a wholly owned and controlled entity of the State of Victoria within the education portfolio. Related parties of the VCAA include:

- all key management personnel and their close family members
- all Cabinet ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole-of-state consolidated financial statements.

Key management personnel of the VCAA include the Portfolio Ministers, the Secretary, Department of Education, Board members, the Accountable Officer and senior executive managers. These include:

Kelly Jarvis	Executive Director, Assessment and Reporting
Tarkan Koman	Executive Director, Corporate Services
Louise McDonald	Executive Director, Curriculum (effective from 28 April 2025)
Richard Johnson	Executive Director, Review Coordination and Support (effective from 13 January 2025)
Susan Bell	Executive Director, Senior Secondary Certificate Reform
Ella McPherson	Deputy Chief Executive Officer (effective from 17 March 2025)
Andrew Smith	Chief Executive Officer (effective from 1 June 2025)

	\$ 2025	\$ 2024
Total compensation	1,502,809 ⁽ⁱ⁾	904,704

(i) Amount includes Kylie White up to 15 November 2024, as Chief Executive Officer and Jason Smallwood up to 27 April 2025, as Executive Director, Curriculum.

Transactions with key management personnel and other related parties

Given the breadth and depth of state government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public, for example, stamp duty and other government fees and charges. Further employment of processes within the Victorian public sector occurs on terms and conditions consistent with the *Public Administration Act 2004* (Vic) and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions with the Victorian Government Procurement Board requirements.

Related party transactions with the members of the Governing Board and their related parties, which occurred during the normal course of business, apart from remuneration of Board directors, which is disclosed in Note 8.3, are listed above.

The value of transactions in the table below are between the VCAA and the Department of Education. They do not include operational or capital funding, which is disclosed in Note 2.2, however, they do include assets and resources received free of charge (Notes 2.3.2 and 3.1.2).

	\$ 2025	\$ 2024
Revenue received	2,403,100	2,591,117
Expenditure incurred	4,541,621	4,215,950

The VCAA transacts with other government-related entities in the course of performing its statutory functions. Individual transactions are not being considered material for this disclosure and there is no individual impact on the VCAA's financial position or profit and loss.

Outside of normal citizen-type transactions with the VCAA, there were no related party transactions that involved key management personnel and their close family members. No provision has been required, nor any expense recognised for impairment of receivables, from related parties.

8.5 Remuneration of auditors

	\$ 2025	\$ 2024
Victorian Auditor-General's Office		
Audit of the financial statements	65,000	88,400
Total remuneration of auditors	65,000	88,400

8.6 Ex-gratia expenses

As at 30 June 2025, the VCAA had not made any ex-gratia payments (nil at 30 June 2024).

8.7 Economic dependency

The VCAA is dependent on the Victorian Government, through the Department of Education, for a significant volume of its operating revenue, provision of human resources, information system support, financial facilities and ongoing financial support.

8.8 Subsequent events

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

8.9 Other accounting policies

Foreign currency balances/transactions

All foreign currency transactions during the financial year are brought to account using the exchange rate in effect at the date of the transaction.

8.10 Glossary of technical terms

The following is a summary of the major technical terms used in this report.

Actuarial gains or losses on superannuation defined benefit plans

Actuarial gains or losses are changes in the present value of the superannuation defined benefit liability resulting from:

- (a) experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred)
- (b) the effects of changes in actuarial assumptions.

Amortisation

Amortisation is the expense that results from the consumption, extraction or use over time of a non-produced physical or intangible asset. This expense is classified as an 'other economic flow'.

Comprehensive result

This is the net result of all items of income and expense recognised for the period. It is the aggregate of operating result and other comprehensive income.

Commitments

Commitments include those operating, capital and other outsourcing commitments arising from non-cancellable contractual or statutory sources.

Depreciation

Depreciation is an expense that arises from the consumption through wear or time of a produced physical or intangible asset.

Employee benefits expenses

Employee benefits expenses include all costs related to employment, including wages and salaries, leave entitlements, redundancy payments and superannuation contributions.

Financial asset

A financial asset is any asset that is:

- (a) cash
- (b) an equity instrument of another entity
- (c) a contractual right
 - (i) to receive cash or another financial asset from another entity; or
 - (ii) to exchange financial assets or financial liabilities with another entity under conditions that are potentially favourable to the entity
- (d) a contract that will or may be settled in the entity's own equity instruments and is:
 - (i) a non-derivative for which the entity is or may be obliged to receive a variable number of the entity's own equity instruments
 - (ii) a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments.

Financial instrument

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Financial liability

A financial liability is any liability that is:

- (a) a contractual or statutory obligation:
 - (i) to deliver cash or another financial asset to another entity
 - (ii) to exchange financial assets or financial liabilities with another entity under conditions that are potentially unfavourable to the entity; or
- (b) a contract that will or may be settled in the entity's own equity instrument and is:
 - (i) a non-derivative for which the entity is or may be obliged to deliver a variable number of the entity's own equity instruments; or
 - (ii) a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments. For this purpose, the entity's own equity instruments do not include instruments that are themselves contracts for the future receipt or delivery of the entity's own equity instruments.

Financial statement

A complete set of financial statements comprises:

- (a) a balance sheet as at the end of the period
- (b) a comprehensive operating statement for the period
- (c) a statement of changes in equity for the period
- (d) a statement of cash flows for the period
- (e) notes, comprising a summary of significant accounting policies and other explanatory information
- (f) comparative information in respect of the preceding period as specified in paragraph 38 of AASB 101 *Presentation of Financial Statements*
- (g) a statement of financial position as at the beginning of the preceding period when an entity applies an accounting policy retrospectively or makes a retrospective restatement of items in its financial statements, or when it reclassifies items in its financial statements in accordance with paragraph 41 of AASB 101.

Grants and other transfers

Grants and other transfers are transactions in which one unit provides goods, services, assets (or extinguishes a liability) or labour to another unit without receiving approximately equal value in return. Grants can either be operating or capital in nature. While grants to governments may result in the provision of some goods or services to the transferor, they do not give the transferor a claim to receive directly benefits of approximately equal value. Receipt and sacrifice of approximately equal value may occur, but only by coincidence. For example, governments are not obliged to provide commensurate benefits, in the form of goods or services, to particular taxpayers in return for their taxes.

Grants can be paid as general purpose grants, which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants, which are paid for a particular purpose and/or have conditions attached regarding their use.

Interest expense

An interest expense is a cost incurred in connection with the borrowing of funds. Interest expenses include interest on bank overdrafts and short-term and long-term borrowings, amortisation of discounts or premiums relating to borrowings, interest component of lease repayments, and the increase in financial liabilities and non-employee provisions due to the unwinding of discounts to reflect the passage of time.

Interest income

Interest income includes unwinding over time of discounts on financial assets and interest received on bank term deposits and other investments.

Leases

Leases are rights conveyed in a contract, or part of a contract, the right to use an asset (the underlying asset) for a period of time in exchange for consideration.

Net result

Net result is a measure of financial performance of the operations for the period. It is the net result of items of income, gains and expenses (including losses) recognised for the period, excluding those that are classified as 'other economic flows – other comprehensive income'.

Net result from transactions/net operating balance

Net result from transactions or net operating balance is a key fiscal aggregate and is revenue from transactions minus expenses from transactions. It is a summary measure of the ongoing sustainability of operations. It excludes gains and losses resulting from changes in price levels and other changes in the volume of assets. It is the component of the change in net worth that is due to transactions and can be attributed directly to government policies.

Non-financial assets

Non-financial assets are all assets that are not 'financial assets'.

Other economic flows included in net result

Other economic flows included in net result are changes in the volume or value of an asset or liability that do not result from transactions. They include:

- (a) gains and losses from disposals, revaluations and impairments of non-financial physical and intangible assets
- (b) depletion of natural assets (non-produced) from their use or removal
- (c) fair value changes of financial instruments.

Payables

Payables include short-term and long-term trade debt and accounts payable, grants and interest payable.

Receivables

Receivables include short-term and long-term trade credit and accounts receivable, grants, taxes and interest receivable.

Sales of goods and services

Sales of goods and services refer to revenue from the direct provision of goods and services and include fees and charges for services rendered, fees from regulatory services and work done as an agent for private enterprises. It also includes rental income under operating leases and on produced assets such as buildings and entertainment, but excludes rental income from the use of non-produced assets such as land. User charges include sales of goods and services revenue.

Supplies and services

Supplies and services generally represent cost of goods sold and the day-to-day running costs, including maintenance costs, incurred in the normal operations of the VCAA.

Transactions

Transactions are those economic flows that are considered to arise as a result of government policy decisions. They are usually an interaction between 2 entities by mutual agreement.

Transactions can also be flows within an entity. An example is depreciation when the entity is both the owner of the depreciating asset and the consumer of the service provided by the asset. Transactions can be in kind (such as assets provided/given free of charge or for nominal consideration), or where the final consideration is cash.

Style conventions

Figures in the tables and in the text have been rounded. Discrepancies in tables between totals and sums of components reflect rounding. Percentage variations in all tables are based on the underlying unrounded amounts.

– or 0	zero, or rounded to zero
(xxx)	negative numbers
20XX	year
20XX–XX	year period

Appendix 1 Disclosure index

Table 17. Standing Directions and Financial Reporting Directions

Legislation	Requirement	Page #
Report of operations		
<i>Charter and purpose</i>		
FRD 22	Manner of establishment and the relevant ministers	17
FRD 22	Purpose, functions, powers and duties	1, 4
FRD 8	Objectives, indicators and outputs	7
FRD 22	Key initiatives and projects	15
FRD 22	Nature and range of services provided	4
<i>Management and structure</i>		
FRD 22	Organisational structure	25
<i>Financial and other information</i>		
FRD 8	Performance against output performance measures	15
FRD 10	Disclosure index	93
FRD 12	Disclosure of major contracts	35
FRD 15	Executive officer disclosures	83
FRD 22	Employment and conduct principles	27
FRD 22	Occupational health and safety policy	27
FRD 22	Summary of the financial results for the year	16
FRD 22	Significant changes in financial position during the year	16
FRD 22	Major changes or factors affecting performance	16
FRD 22	Subsequent events	87
FRD 22	Application and operation of <i>Freedom of Information Act 1982</i> (Vic)	36
FRD 22	Compliance with building and maintenance provisions of <i>Building Act 1993</i> (Vic)	37
FRD 22	Statement on National Competition Policy	37
FRD 22	Application and operation of the <i>Public Interest Disclosures Act 2012</i> (Vic)	38
FRD 22	Application and operation of the <i>Carers Recognition Act 2012</i> (Vic)	39
FRD 22	Details of consultancies over \$10,000	33
FRD 22	Details of consultancies under \$10,000	33
FRD 22	Disclosure of government advertising expenditure	33
FRD 22	Disclosure of ICT expenditure	35
FRD 22	Reviews and studies expenditure	34
FRD 22	Statement of availability of other information	42
FRD 22	Disclosure of emergency procurement	35
FRD 22	Disclosure of social procurement activities under the Social Procurement Framework	40

Legislation	Requirement	Page #
FRD 22	Disclosure of procurement complaints	35
FRD 24	Reporting of environmental data	41
FRD 25	Local Jobs First	33
FRD 29	Workforce data disclosures	29
SD 5.2	Specific requirements under Standing Direction 5.2	45
<i>Compliance attestation and declaration</i>		
SD 5.1.4	Attestation for compliance with Ministerial Standing Direction	43
SD 5.2.3	Declaration in report of operations	i
Financial statements		
<i>Declaration</i>		
SD 5.2.2	Declaration in financial statements	45
<i>Other requirements under Standing Direction 5.2</i>		
SD 5.2.1(a)	Compliance with Australian Accounting Standards and other authoritative pronouncements	48–51
SD 5.2.1(b)	Compliance with Model Financial Report	i–92
<i>Other disclosures as required by FRDs in notes to the financial statements</i>		
FRD 11	Disclosure of ex-gratia expenses	87
FRD 21	Disclosures of responsible persons, executive officers and other personnel (contractors with significant management responsibilities) in the financial report	84–86
FRD 103	Non-financial physical assets	80–81
FRD 110	Cash flow statements	51
FRD 112	Defined benefit superannuation obligations	59
FRD 114	Financial instruments – general government entities and public non-financial corporations	76–78

Table 18. Legislation

Legislation	Page #
<i>Freedom of Information Act 1982 (Vic)</i>	36
<i>Building Act 1993 (Vic)</i>	37
<i>Public Interest Disclosures Act 2012 (Vic)</i>	38
<i>Carers Recognition Act 2012 (Vic)</i>	39
<i>Disability Act 2006 (Vic)</i>	39
<i>Child Wellbeing and Safety Act 2005 (Vic)</i>	39
<i>Family Violence Protection Act 2008 (Vic)</i>	39
<i>Local Jobs First Act 2003 (Vic)</i>	33
<i>Financial Management Act 1994 (Vic)</i>	i–92

