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**Government
of South Australia**

SACE BOARD OF SOUTH AUSTRALIA

2024 Annual Report



SACE BOARD OF SOUTH AUSTRALIA

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2024 ANNUAL REPORT for the SACE Board of South Australia

To:

The Hon Blair Boyer (MP)

Minister for Education, Training & Skills

This annual report will be presented to Parliament to meet the statutory reporting requirements of the *SACE Board of South Australia Act 1983* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

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

Submitted on behalf of the SACE Board of South Australia by:

Michaela Bensley

Chief Executive

Date – 27th March 2025

Signature

A handwritten signature in black ink, appearing to read 'Michaela Bensley', written over a horizontal line.

From the Chief Executive



In our inaugural year of the *2024–27 Strategic Plan, Passport to Thrive*, the SACE Board is proud of the positive impacts we have delivered, which reaffirms our commitment to the thriving learner. Empowering young people to apply what they know and can do across various subjects, beyond the classroom, and in diverse contexts prepares them to shape and lead the future. To meet the challenges of an ever-evolving world, every student must cultivate lifelong skills, capabilities, knowledge, and understanding. This involves forging connections between their learning, future employment, social networks, and personal wellbeing. School provides the foundation for continuous growth, and the South Australian Certificate of Education (SACE) serves as their passport to thrive.

To achieve this, the SACE Board worked with a wide range of critical partners, within and outside of the education community during 2024. We continued to strengthen our vital partnerships with schools, teachers, and school leaders to develop new policy areas based on their experience and knowledge. We enhanced our affiliation with the tertiary education sector by exploring new processes to better match students to post school pathways. New relationships have been established with the training, business and industry sectors to collaborate on school graduates' successful transition into training and employment.

We also broadly communicated our customer support model for daily queries, improved engagement with key stakeholders across schooling systems and school leadership, and enhanced community awareness of the SACE Board's purpose and direction. Internally, the SACE Board continued to recruit and build the right capabilities to deliver on our vision for a thriving learner, while continuing with our core operating and governance responsibilities in an agile and responsive manner.

In 2024, the SACE Board successfully implemented the first year of the new Stage 1 Exploring Identities and Futures (EIF). The subject is a compulsory requirement of the (SACE) and was undertaken by over 20,000 students. The Stage 2 progression of this subject is, Stage 2 Activating Identities and Futures (AIF), and following three years of piloting the SACE Board provided system readiness for teaching in 2025. AIF was designed to help students to develop capabilities in taking initiative, thinking independently, managing their time and efforts, interpersonal communication, and being responsible for their own learning – all of which are integral for success in whatever

post-school pathways they choose. Evaluation from teachers and students confirmed the subjects delivered greater engagement for young people in their learning and stronger relationships with their teachers.

The Recognition of the Aboriginal Cultural Knowledge and Learning Project progressed into its third year, seeing Aboriginal students receiving recognition as part of their SACE qualification. This initiative, driven by the SACE Aboriginal Allyship, recognises the value of this learning for a young person, the broader community and to the SACE. Significantly, it also acknowledges the Aboriginal Community leaders as an 'authority' and respects different ways of knowing and being.

The Northern Territory Certificate of Education and Training (NTCET) is delivered through a partnership between the SACE Board and the Northern Territory Department of Education. This collaboration encompasses both the operational delivery of the NTCET and the active involvement of Northern Territory leaders, teachers and students in strategic projects. The NTCET, aligned with the SACE, is a robust senior secondary certificate that provides valuable opportunities for recognising learning and supporting pathways to school completion.

The SACE Board continues to play a national role in navigating the complexity of developing, recognising and certifying student capabilities alongside their subject learning. Twenty-six representative schools participated in a third pilot and worked with their school community to explore how the education system might support a more holistic representation of student achievement. This work recognises that for students to be successful in an unpredictable and changeable world, they will require both deep discipline knowledge and capabilities to be best prepared for their chosen pathways.

An updated *SACE International Strategy (2024-2029)* and supporting business plan was launched in 2024, focused on building the SACE brand and the scale necessary to deliver sustainable growth. The program continues to export the SACE value proposition to schools and students internationally. In 2024, SACE International celebrated 20 years of the SACE in China, and built stronger partnerships in the South Australian international education ecosystem to profile our schools and Adelaide as a study destination for our graduates. Total student enrolments continued to grow in 2024 across our network of 24 schools in Malaysia, China, Vietnam, Sri Lanka and the Pacific Islands.

The SACE Board is dedicated to collaborating with Catholic, Independent, and Government schooling sectors to navigate the complexities of senior secondary education, balancing diverse demands and priorities. By fostering strong relationships, especially with school leaders, teachers, and students, we aim to drive meaningful improvements to the certificate, empowering all students to thrive. Our commitment to enhancing senior secondary education includes aligning student wellbeing with academic success. The next phase of our strategic plan will continue to advance the

thrive framework, ensuring the holistic development of students remains a central goal of our esteemed qualification.



Michaela Bensley

Chief Executive

SACE Board of South Australia

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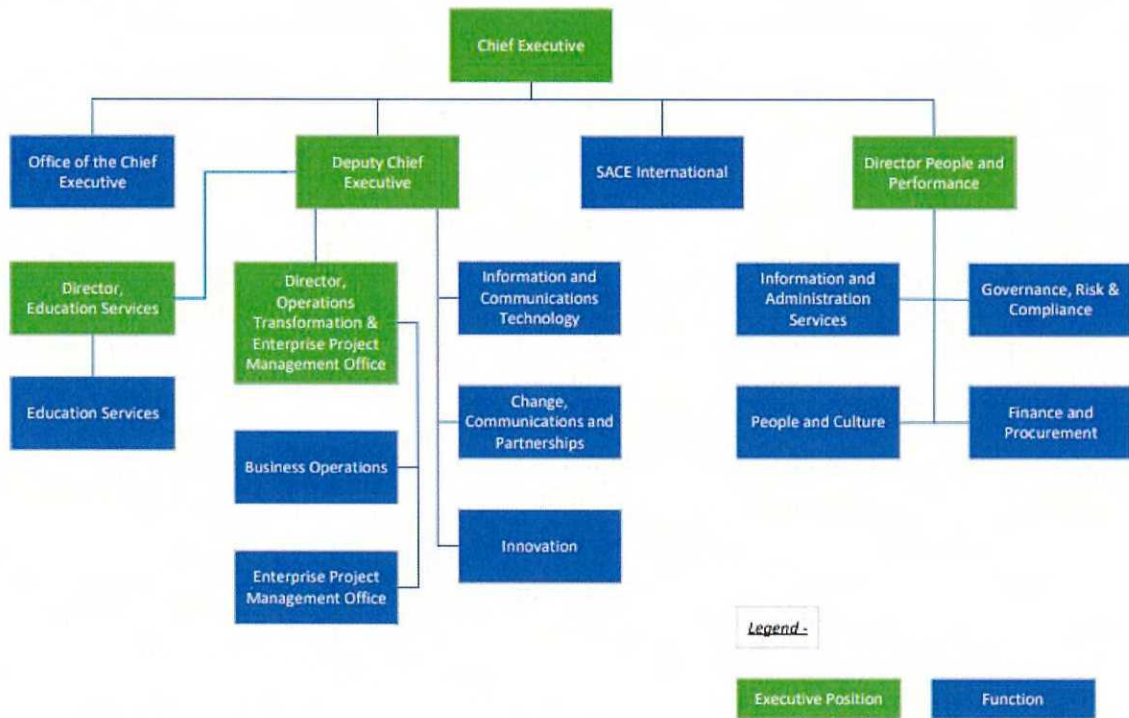
Overview: about the agency

Our strategic focus

Our Purpose	Shaping Education so that Students Thrive.
Our Vision	To provide young people with the skills, capabilities, knowledge and understanding that will help them live, connect, learn and earn well throughout their lives.
Our Values	<p>The SACE Board of South Australia upholds the public sector values through its decisions, actions, and interactions. In addition, we are committed to our agency values:</p> <ul style="list-style-type: none"> • Connecting with purpose • Respecting one another • Finding better ways • Working with the unknown
Our functions, objectives and deliverables	<p>The <i>SACE Board Strategic Plan 2024-2027</i> focuses on building a qualification that provides young people with the skills, capabilities and knowledge to flourish in a changing and unpredictable world. The SACE Board Strategic Plan has three key priorities.</p> <ul style="list-style-type: none"> • A Qualification for a Changing World – to maintain and further develop a qualification through which students can thrive and provides evidence of their knowledge, skills, capabilities, and other attributes that will connect them to tertiary education, industry sectors and other pathways. • Engine Room - Genuinely partnering for results delivery, while ensuring systems and processes are solid, and teachers and leaders are supported through continuity and stability. • Bold Leadership – To maintain and further develop the SACE Board as a leader in education and as an exemplary public service agency. We seek to be agile in work, collaborative in approach, and to have beneficial impact on education for our young people. <p>The SACE Board functions include:</p> <ul style="list-style-type: none"> • Maintaining the South Australian Certificate of Education (SACE) qualification, ensuring that it provides for the learning to which students are entitled on leaving school and for a successful transition to their next step, whether that be employment, a traineeship or apprenticeship, or a pathway through TAFE or University. • Determining the requirements for the achievement of the SACE and assessing achievement and developing those

	<p>requirements over time in response to the changing needs of students, employers and the wider community.</p> <ul style="list-style-type: none"> • Accrediting subjects and courses, and approving learning frameworks. • Maintaining records of assessments or achievements. • Supporting educators and influencing stakeholders to ensure that the intended impact and value of students' education is achieved.
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Our organisational structure



The SACE Board of South Australia is overseen by a Board and two standing committees.

The Board

The Board consists of 11 members nominated by the Minister and appointed by the Governor of South Australia, and the Chief Executive (ex officio). Membership of the Board is by call for expression of interest, and, as per s8(2) of the *SACE Board of South Australia Act 1983*, Board membership comprises persons who:

- (a) together provide a broad range of backgrounds that are relevant to the activities and interests of the Board; and
- (b) together have the abilities, knowledge, and experience necessary to enable the Board to carry out its functions effectively.

Board Member details

Name	Position	Term Dates	Number of Meetings
BLINKIRON, Ruth	Presiding Member	09/03/2023 to 08/03/2026	5 out of 6
BROWNING, Tim	Board Member	01/07/2021 to 30/06/2027	6 out of 6
CHUI, Eliza	Board Member	01/07/2021 to 28/02/2025	5 out of 6
ELSTON, Georgette	Board Member	11/12/2023 to 10/12/2026	6 out of 6
KANNIS-TORRY, Eva	Board Member	30/06/2024 to 30/06/2027	2 out of 3
LEE, Diarmid	Board Member	11/12/2023 to 10/12/2026	5 out of 6
LYNCH, Daniel	Board Member	30/06/2024 to 30/06/2027	3 out of 3
MASTERS, Kristen	Board Member	26/08/2021 to 30/06/2024	3 out of 3
PAGE, Roy	Board Member	26/08/2021 to 30/06/2024	3 out of 3
PREST, Peter	Board Member	01/07/2021 to 30/06/2024 01/07/2024 to 30/06/2026	6 out of 6
RONAN, Pam	Deputy Presiding Member	01/07/2021 to 30/06/2024 01/07/2024 to 30/12/2025	5 out of 6
SLEATH, Marilyn	Board Member	11/12/2023 to 10/12/2026	6 out of 6
TEMPERLY, Ben	Board Member	30/06/2024 to 30/06/2027	3 out of 3

Planning, Finance, and Performance Committee

The Planning, Finance, and Performance Committee is responsible for managing the SACE Board’s budget, monitoring its financial performance, overseeing both internal and external risk management, and supervising its audit strategies.

Accreditation, Recognition, and Certification Committee

The Accreditation, Recognition and Certification Committee recommends to the Board the accreditation of subject outlines, and the recognition of courses delivered, and quality assured by schools, institutions and other authorities and organisations that contribute towards the SACE.

Changes to the agency

During 2024 there were no changes to the agency’s structure and objectives as a result of internal reviews or machinery of government changes.

Our Minister



The Hon. Blair Boyer MP is the Minister for Education, Training and Skills.

He represents the electorate of Wright in Adelaide's North-Eastern suburbs.

Our Executive team



The SACE Board of South of Australia is led by Chief Executive Michaela Bensley, who is responsible for the leadership and management of the SACE Board of South Australia's policies, and for the provision of its curriculum, assessment, certification, reporting and data/information services.



Nicholas Brice, Deputy Chief Executive works in close partnership with the Chief Executive, and provides cultural, strategic and operational leadership across the SACE Board to ensure the achievement of operational and strategic goals.



Sam Mill, Director People & Performance is a member of the Executive team with responsibility for the strategic leadership and management of finance, procurement, people and governance.



Hassan Mekawy, Director Education Services is a member of the Executive team with responsibility for strategic development, recognition and implementation of curriculum, assessment and quality assurance.



Claire Tola, Director Operations Transformation and Enterprise Portfolio Management Office, is a member of the Executive team with responsibility for strategic operations, operating model and project delivery.

Legislation administered by the agency

- *SACE Board of South Australia Act 1983.*

- *SACE Board of South Australia Regulations 2023.*

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

- Department for Education.
- TAFE SA.
- Teachers Registration Board.
- Education Standards Board.
- South Australian Skills Commission.

The agency's performance

Performance at a glance

During 2024, the SACE Board of South Australia led a range of programs, initiatives, policies and activities to achieve its priorities.

- Successfully launched the SACE Board's new *Strategic Plan 2024-2027 – Passport to Thrive*. This included engaging and communicating with over 300 SACE principals and school leaders through local and regional Principal's Forums.
- Continued a commitment to the goal and ambitions of our strategic plan, including the development of a student learner profile and the recognition of Aboriginal students' cultural knowledge and learning.
- Successfully managed Pilot 3 of the Capabilities and Learner Profile project involving 26 schools across South Australia and the Northern Territory.
- Stage 1 Exploring Identities and Futures, and Stage 2 Activating Identities and Futures were formally accredited by the Board as compulsory subjects. The new subjects represent the revitalised Stage 1 Personal Learning Plan and Stage 2 Research Project.
- The SACE Board commenced implementation support for system-wide adoption of Stage 2 Activating Identities and Futures.
- Successfully managed a third year of the Recognition of Aboriginal Cultural Knowledge and Learning project with 16 strategically selected schools across South Australia and the Northern Territory. Twenty-four students received recognition for their cultural knowledge and learning toward the completion of their SACE qualification.
- Delivered over 120 online and face-to-face professional learning Curriculum Forums to over 2000 teachers.
- Results were delivered to students in South Australia, Northern Territory, Malaysia, China, Vanuatu, New Caledonia, Sri Lanka and Vietnam accurately, and on time on 16 December 2024.

A snapshot of achievements for South Australia's class of 2024 include:

- 16,086 students completed the SACE.
- 3,200 students completed a VET Certificate III as part of their SACE.
- 468 Aboriginal students completed the SACE.
- 56 Aboriginal students also completed a VET Certificate III in their SACE studies
- A total of 1,427 merit certificates were awarded to 1,182 students for outstanding achievement in Stage 2 subjects.
- A total of 24 Aboriginal students also received recognition for Aboriginal Cultural Knowledge and Learning.
- 495 students completed the SACE by studying at least one modified subject. Modified subjects meet the learning needs of students with a significant impairment in intellectual functioning or adaptive behaviours.

The following tables summarises the objectives, indicators, and performance for the SACE Board of South Australia for the 2024 year.

Agency specific objectives and performance

Agency objectives	Indicators	Performance
<p>Assessment and quality assurance</p>	<p>Progress electronic assessment for marking, moderation, and examination.</p> <p>Subjects have a stronger focus on new technology and 21st century learning.</p> <p>Students have the flexibility to present assignments in various modes and file types.</p> <p>Increased use of online tools to facilitate better collaboration with schools outside metropolitan Adelaide; teachers can undertake learning at times that suit them.</p> <p>Teachers interpret and apply performance standards consistently to students' work.</p>	<ul style="list-style-type: none"> • Successfully delivered and marked 15 electronic examinations. • Implemented enhanced security measures for electronic examinations delivery. • Received submissions and moderated all of Stage two subjects online. • Provided online calibration of standards courses for teachers. • Implemented a hybrid online quality assurance process for Stage 1 Moderation. • Trained all SACE Board appointed assessors with reference to the performance standards, so that students in all classes across all schools received comparable grades. • Implemented new front-loaded quality assurance methods that enhance student learning outcomes, provide better feedback, and support building of capability of teachers. • Implemented process improvements for processing of assessment and results to increase automation.
<p>Professional learning and support for teachers</p>	<p>A high-quality teaching workforce.</p> <p>Strengthen and further develop educators' expertise in assessment knowledge and pedagogical practice.</p> <p>Changes to teacher practice that improves student learning.</p>	<ul style="list-style-type: none"> • Provided curriculum and assessment professional learning by offering over 140 online PLATO professional learning courses. • Delivered Stage 2 Activating Identities and Futures information sessions with school leaders and 20 implementation workshops for over 500 teachers. • Delivered two SACE Coordinator online workshops. • Developed, delivered, and evaluated 39 pedagogical practice workshops to 650

		<p>pilot teachers in the SACE Change Network.</p> <ul style="list-style-type: none"> Delivered a renewed onboarding program for new SACE International schools. Delivered two community assessor training workshops to over 50 teachers, including Special Assistance Schools.
Curriculum Development and Support	<p>Innovate SACE curriculum, assessment, and quality assurance to ensure that they suitably prepare young people for work, life, and future pathways.</p> <p>Increase recognition among South Australians of the SACE as a high quality international secondary school qualification.</p> <p>Better shape an education system that defines success through the development of capabilities alongside their curriculum achievement.</p>	<ul style="list-style-type: none"> Commenced a comprehensive program of Subject Renewal to innovate all SACE subjects to ensure they meet the needs of a rapidly changing world. Implemented the Stage 2 Activating Identities and Futures subject outline in preparation for teaching in Semester 1 of 2025. Implemented new front-loaded approaches to quality assurance that provides timely and effective feedback and builds teacher capability and trust. Introduced over 100 subject adjustments and improvements. Worked with industry and tertiary partners to conceptualise a model of better matching students to post-school pathways. Developed a framework to effectively integrate SACE capabilities into SACE curriculum and assessment. Progressed a Languages Discovery project to explore curriculum innovation in the delivery of languages.
Community and stakeholder engagement	<p>Build capacity to listen and respond to stakeholders through research, and new systems and processes.</p> <p>Increased recognition among South Australians of the SACE as a qualification that</p>	<ul style="list-style-type: none"> Communicated SACE relevance and value to the community through public events, media, and marketing, including the SACE Merit Ceremony, SACE Art Show, and the results release media event. Continued the monthly communications, <i>The Standard</i>, with the latest news and updates from the SACE Board.

	<p>entitles students to thrive.</p>	<ul style="list-style-type: none"> • Delivered nine SACE Coordinator sessions. • Facilitated two briefing sessions on best practices for administering electronic examinations. • Engaged 2000 teachers through 122 Curriculum Forums to identify straightforward subject improvements and longer-term ambitions. • Established and convened three meetings of the SACE Operations Group involving nominated sector leader representatives. • Established and convened five meetings of the Sector Monitoring Evaluation and Learning Group involving nominated sector leader representatives. • Consulted with 118 SACE lead practitioners and subject association stakeholders on proposed 2025 subject improvements. • Facilitated learning events for the Stage 2 Activating Identities and Futures pilot, and the Learner Profile and Capabilities pilots, involving over 50 stakeholders, including sector leaders, students, teachers, industry representatives and tertiary institutions. • Continued partnership and collaboration with the Northern Territory Department of Education. • Continued consultative approach with the Australian Education Union in quarterly meetings throughout the year.
<p>SACE International</p>	<p>Deliver sustainable growth in SACE Board revenue by exporting the SACE value proposition to students and school internationally.</p>	<ul style="list-style-type: none"> • Managed 25 accredited SACE international schools, delivering the SACE to 1,230 students across seven countries, including the People’s Republic of China, Republic of Korea, Vietnam, Malaysia, Sri Lanka, New Caledonia, and Vanuatu, delivering \$2.773m in gross revenue.

		<ul style="list-style-type: none"> • Launched a new Board approved SACE International Strategy 2024 - 2029, with an updated business model and business plan, focused on building the brand value and scale necessary to increase student enrolment and accredit new schools in targeted markets. • Celebrated 20 years since the first SACE enrolments in China in 2004 with the Qian Huang International College through a celebratory event attended by the Chief Executive in Changzhou, Jiangsu province with invited guests and dignitaries. • Partnered with StudyAdelaide in hosting 23 SACE International school representatives for a week in Adelaide to increase knowledge of Adelaide as a study destination for SACE International graduates. • Extended the SACE footprint in Sri Lanka through the offering of the SACE at the Gateway College campuses in the cities of Kandy and Negombo. • Accredited the Australia Cambodia Education Academy, the first SACE International School in Cambodia with teaching to commence in 2025. • Delivered a new and improved professional learning and support program for SACE International schools to enhance teacher and student performance.
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Corporate performance summary

During 2024, the SACE Board of South Australia led a range of corporate and operating initiatives and activities, highlights include:

- Developed the *2024-2027 Strategic Plan* that has three key priorities: A Qualification for a Changing World, the Engine Room and Bold Leadership.
- A functional operating structure to deliver on the strategic plan.
- Delivery of 69 project initiatives, through an agile project delivery methodology, which allows us to break up our work into phases and have an emphasis on continuous collaboration and improvement with our stakeholders.

- Embedded the *Innovate Reconciliation Action Plan* (RAP) into the culture and operations of the SACE Board to develop and strengthen respectful relationships, and create meaningful opportunities with, and for, Aboriginal and Torres Strait Islander people.
- Established a program of work in response to the People Matter public sector survey, with a focus on:
 - Establishing a Social SACE committee.
 - Uplifting internal communications, including an all staff gathering once a month.
 - Development of several wellbeing and connection programs and initiatives to support our people.
- Development of a Learning & Development Playbook to enable employees to have access to opportunities for their growth and development.

Employment opportunity programs

Program name	Performance
Disability Employment	During 2024, the SACE Board did not engage any individuals via the Disability Employment Program.
Aboriginal Employment	During 2024, the SACE Board did not engage any individuals via the Employment Programs. This forms part of our recruitment goals for 2025.
Graduate Program	During 2024, the SACE Board did not engage any individuals via the Graduate Program.

Agency performance management and development systems

Performance management and development system	Performance
All employees are required to take part in a formal performance management and development discussion with their manager biannually	85.43% of SACE Board of South Australia employees participated in a performance management and development review within the past 12 months, covering two performance cycles (January–June and July–December).

Work health, safety and return to work programs

Program name	Performance
Work Health and Safety Management	<p>The SACE Board of South Australia completed the following initiatives to meet our legislative requirements:</p> <ul style="list-style-type: none"> • Conducted workstation and ergonomic assessments for employees (where requested). • Conducted a fire drill for 11 Waymouth Street, Adelaide. • WHS Committee met four times during the year. • Appointed Health and Safety Representatives to complete HSR Level 1 Training February 2025. • Conducted First Aid Audit and updated training provided to first aiders.
Injury management	The SACE Board of South Australia continued its Service Level Agreement with the Department for Education for provision of injury management services.
Employee Assistance Program	An Employee Assistance Program (EAP) is available to support employees and their families. A total of 30 consultations were conducted, comprising 27 consultations for staff members and three for family members.
Health & Wellbeing	<p>A focus on health and wellbeing included:</p> <ul style="list-style-type: none"> • Flu vaccinations offered to all employees. • Ergonomic assessments conducted by an external Occupational Therapist for requesting employees.

Workplace injury claims	2024	2023	% Change (+ / -)
Total new workplace injury claims	0	1	-100%
Fatalities	0	0	0%
Seriously injured workers*	0	0	0%
Significant injuries (where lost time exceeds a working week, expressed as frequency rate per 1000 FTE)	0	1	-100%

**number of claimants assessed during the reporting period as having a whole person impairment meeting the relevant threshold under the Return to Work Act 2014 (Part 2 Division 5)*

Work health and safety regulations	2024	2023	% Change (+ / -)
Number of notifiable incidents (<i>Work Health and Safety Act 2012, Part 3</i>)	0	0	0%
Number of provisional improvement, improvement and prohibition notices (<i>Work Health and Safety Act 2012 Sections 90, 191 and 195</i>)	0	0	0%

Return to work costs**	2024	2023	% Change (+ / -)
Total gross workers compensation expenditure (\$)	\$178	\$1,640	-89.15%
Income support payments – gross (\$)	\$0.00	\$ 0.00	0%

**before third party recovery

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

Executive employment in the agency

Executive classification	Number of executives
Executive Level C (Not SAES)	1
Executive Level B (Not SAES)	2
Executive Level A (Not SAES)	2

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

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

Financial performance

Financial performance at a glance

The following is a summary of the overall financial position of the agency. Full audited financial statements for 2024 are attached to this report.

Statement of Comprehensive Income	2024 Budget \$000s	2024 Actual \$000s	Variation \$000s	2023 Actual \$000s
Total Income	24 095	25 051	956	26 862
Total Expenses	24 064	25 345	(1 281)	24 475
Net Result	31	(294)	(325)	2 387
Total Comprehensive Result	31	(294)	(325)	2 387

Statement of Financial Position	2024 Budget \$000s	2024 Actual \$000s	Variation \$000s	2023 Actual \$000s
Current assets	22 940	21 243	1 697	20 508
Non-current assets	6 229	6 369	(140)	6 755
Total assets	29 169	27 612	1 557	27 263
Current liabilities	5 252	3 213	2 039	3 180
Non-current liabilities	1 928	2 276	(348)	1 666
Total liabilities	7 180	5 489	1 691	4 846
Net assets	21 989	22 123	(134)	22 417
Equity	21 989	22 123	(134)	22 417

Consultants disclosure

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

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

Consultancies	Purpose	\$ Actual payment
All consultancies below \$10,000 each - combined	Various	\$ 7,500

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

Consultancies	Purpose	\$ Actual payment
Miller Hill Partners Pty Ltd	SACE International Business Plan	\$ 16,977

Consultancies	Purpose	\$ Actual payment
	Total	\$ 16,977

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

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

Contractors disclosure

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

Contractors with a contract value below \$10,000

Contractors	Purpose	\$ Actual payment
All contractors below \$10,000 each - combined	Various	\$ 60,758

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

Contractors	Purpose	\$ Actual payment
Bentley's (SA) Pty Ltd	Professional services, crisis management and ICT audit	\$ 62,249
Blue Crystal Solutions	Cloud application services	\$ 59,194
Braw Media	Project videography	\$ 20,100
CyberCX Pty Ltd	Security testing services	\$ 72,663
Datacom Systems (AU) Pty Ltd	Cloud assessment services	\$ 35,863
DBusiness Pty Ltd	Event management services	\$ 61,965
Deloitte Touche Tohmatsu	SACEi international supplier tax analysis	\$ 18,312
DXC Technology Australia Pty Ltd	Server and Cloud management services	\$ 19,884
Edified Pty Ltd	SACEi Strategy	\$ 23,540
Fragile to Agile	Software architectural services	\$ 79,200
Halcyon Knights Pty Ltd	Recruitment & temporary staff	\$ 87,058
Hays Specialist Recruitment	Recruitment & temporary staff	\$ 267,779
Hudson Global Resources	Recruitment & temporary staff	\$ 16,733
Hughes Public Relations	Communication management	\$ 85,525
Kaw Consulting	Information management	\$ 15,300

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Contractors	Purpose	\$ Actual payment
KOJO Studios	Website Audit Services	\$ 22,910
Mark Neill	Policy and Procedure review	\$ 39,160
Michael Bunce	Subject renewal process	\$ 25,000
Paxus Australia Pty Ltd	Recruitment & temporary staff	\$ 46,837
Randstad Pty Ltd	Recruitment & temporary staff	\$ 196,267
Robert Walters Pty Ltd	Recruitment & temporary staff	\$ 115,376
Streamer Strategy	Communication strategy	\$ 47,965
Synergy IQ Pty Ltd	Momentum package for Government and PLATO launch	\$ 66,660
Talent International (SA) Pty Ltd	Recruitment & temporary staff	\$ 41,620
Taptu Pty Ltd	ICT Strategic planning	\$ 36,740
	Total	\$ 1,563,898

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

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

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

Risk management

Risk and audit at a glance

Risk Management is an integral part of the SACE Board’s operations. The Risk Management Framework and Risk Management Policy are provided to all staff via the intranet.

Risk and audit is managed and reported through the Planning, Finance and Performance Committee (PFPC). PFPC focuses on the SACE Board's budget, financial performance, risk management and oversight of the audit strategies. PFPC has four committee members that are external to the SACE Board and six committee observers that are employees of the SACE Board.

Fraud detected in the agency

Category/nature of fraud	Number of instances
Nil	-

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

Strategies implemented to control and prevent fraud

The SACE Board has strategies in place to prevent fraud, including:

- The SACE Board adopts the *South Australian Public Sector Fraud and Corruption Control Policy* issued by the Commissioner for Public Sector Employment. The SACE Board Fraud and Corruption Prevention Policy is applicable to all SACE Board employees, contractors, consultants and service providers. The policy formalises and communicates the processes and systems in place for preventing, detecting, managing and reporting fraud and corruption.
- Staff are aware of their obligations under the SACE Board of South Australia Act 1983 and the Code of Ethics for the South Australian Public Sector.
- The SACE Board, through the intranet, email and other forms of communication keeps staff informed of activities including, if necessary, the need to reinforce the standards of professional conduct expected of every employee.
- Appropriate segregation of duties — the SACE Board implements controls that ensure individual employees are unable to complete transactions involving procurements, purchase requisitions and payments to suppliers without separate approval from a second authorised employee.
- Monthly reconciliations of balance sheet accounts are reviewed in accordance with segregation of duties to facilitate independent review.
- Post-transaction review — regular reconciliations of financial accounts and cash transactions are undertaken. Monthly comparisons of actual financial performance with budget are undertaken by management and variances are investigated and reported to the Planning, Finance and Performance Committee; and

- A financial management compliance program — this is an ongoing process that requires the Chief Executive to oversee the documentation of the internal controls and their effectiveness relating to critical functions and processes, including the management and control of fraud, corruption, and maladministration risks within the SACE Board.

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

Public interest disclosure

Number of occasions on which public interest information has been disclosed to a responsible officer of the agency under the *Public Interest Disclosure Act 2018*:

Nil.

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

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

Reporting required under any other act or regulation

Act or Regulation	Requirement
<p><i>SACE Board of South Australia Act 1983</i></p>	<p>20—Report</p> <p>(1) The Board must, on or before 31 March in each year, deliver to the Minister a report of its operations during the period of 12 months that ended on the preceding 31 December.</p> <p>(1a) The report must—</p> <ul style="list-style-type: none"> (a) incorporate the audited accounts of the Board for the relevant year; and (b) include a specific report on the consultation processes that the Board has established or used for the purposes of this Act during the relevant year, including an assessment of the extent to which those processes have assisted the Board in the performance of its functions; and (c) contain any other information required by this Act. <p>(2) The Minister must, within 14 sitting days after receiving a report under this section, cause a copy of the report to be laid before each House of Parliament.</p>

Section 20(1a)(b) - Report on the Consultation Process used During 2024

This report highlights the consultation process that the Board established and used during 2024 to commission the development and review of courses and subjects. The report also provides an assessment of the extent to which those processes assisted the Board in the performance of its functions.

1. Consultation undertaken by project

The below table highlights each project undertaken, the stakeholders engaged, methods used, the level of engagement undertake, feedback collected and the level of which it assisted the Board to perform its functions.

Project	Stakeholder	Methods	Engagement level	Feedback collected	Level of assistance
Subject Renewal	Teacher. Lead Practitioners. Subject Associations.	Surveys Change Impact discussion Co-design	Inform, consult & collaborate.	Straightforward improvements to subjects. Teachers' appetite for longer-term transformational change. Lead practitioner and subject association representative feedback on the impact of subject improvements on teacher practice, operations and assessment.	Assisted the Board to approve 2025 improvements and review and confirm the roadmap for longer term subject transformation.
Capabilities and Learner Profile Pilot 3.	Pilot school teachers and students.	Monitoring, Evaluation and Learning (MEL) Plan including quantitative and qualitative evaluation methods.	Consult & collaborate.	Feedback from students on their value of capabilities recognition, their level of agency and perception that a learner profile is a balanced measure of success. Feedback from teachers on the effectiveness of SACE support. Feedback on the extent schools are publicly communicating their students' capability development and how they are integrating recognition of capabilities in their schools.	Assisted the Board to recognise emerging challenges and commit to continuing the piloting of the Capabilities and Learner Profile in 2024.
Recognition of Aboriginal Cultural Knowledge and Learning Pilot 3.	Pilot school teachers and students. Aboriginal community members.	Monitoring, Evaluation and Learning (MEL) Plan including quantitative and qualitative evaluation methods	Consult & collaborate.	In progress.	Provided the Board with information about to the complexity of cultural sensitivity and the integrity of recognising Aboriginal cultural knowledge and learning as part of the SACE. Provided confidence to

					proceed towards policy implementation to implement in 2025.
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2. Assessment of Effectiveness

Refer to the table above detailing the engagement process, feedback collected and the level of assistance it provided the Board in decision-making.

These steps helped ensure that the Board's decisions were well-informed and reflective of the needs and perspectives of stakeholders.

Public complaints

Number of public complaints reported

Additional Metrics	Total
Number of positive feedback comments	Nil
Number of negative feedback comments	Nil
Total number of feedback comments	Nil
% complaints resolved within policy timeframes	n/a

Data for previous years is available at: [SACE Board of South Australia - Organisations - data.sa.gov.au](https://data.sa.gov.au)

Service Improvements

Compliance Statement

<p>The SACE Board has in place mechanisms which enable stakeholders and customers to make enquiries, provide feedback and submit grievances.</p> <p>Channels available to provide feedback, make enquiries and access policy information include:</p> <ul style="list-style-type: none"> • Direct email requests via the AskSACE platform which allow electronic feedback to be provided via email. • Direct telephone requests via the AskSACE customer service team. • Policy information is accessible on the SACE Board website. <p>The SACE Board policy framework includes processes for submitting assessment related grievances, appeals and investigations.</p> <p>A Complaints Management Policy and supporting procedure was implemented in 2024.</p>

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

<i>The SACE Board policies and procedures for grievances are communicated to staff, in addition to the roles and responsibilities of team members who deliver services via the AskSACE mechanisms.</i>	
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Appendix: Audited financial statements 2024

OFFICIAL

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

SACE Board of South Australia
Statement of Comprehensive Income
for the year ended 31 December 2024

	Note	2024 \$'000	2023 \$'000
Income			
SA Government grants, subsidies and transfers	2.1	17 230	20 043
Fees and charges	2.2	59	58
Sales of goods and services	2.3	6 351	5 541
Resources received free of charge	2.4	139	86
Replacement teachers' write-back	2.5	56	104
Other income	2.6	1 216	1 030
Total income		25 051	26 862
Expenses			
Employee related expenses	3.3	16 097	15 112
Supplies and services	4.1	7 504	7 817
Depreciation and amortisation	5.1	1 377	1 321
Replacement teachers' expense	4.2	367	225
Total expenses		25 345	24 475
Net result		(294)	2 387
Total comprehensive result		(294)	2 387

The accompanying notes form part of these financial statements.

The net result and total comprehensive result are attributable to the SA Government as owner.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

SACE Board of South Australia
Statement of Financial Position
as at 31 December 2024

	Note	2024 \$'000	2023 \$'000
<u>Current Assets</u>			
Cash and cash equivalents	6.2	20 444	18 969
Receivables	6.3	799	1 539
Total current assets		21 243	20 508
<u>Non-current Assets</u>			
Receivables	6.3	12	33
Plant and equipment	5.2	653	905
Intangible assets	5.3	5 704	5 817
Total non-current assets		6 369	6 755
Total assets		27 612	27 263
<u>Current Liabilities</u>			
Payables	7.2	608	781
Contract liabilities	2.3	589	664
Employee related liability	3.4	1 703	1 600
Replacement teachers	7.3	282	108
Provisions	7.4	31	27
Total current liabilities		3 213	3 180
<u>Non-current Liabilities</u>			
Employee related liability	3.4	1 839	1 227
Provisions	7.4	437	439
Total non-current liabilities		2 276	1 666
Total liabilities		5 489	4 846
Net assets		22 123	22 417
<u>Equity</u>			
Retained earnings		22 123	22 417
Total equity		22 123	22 417

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

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

SACE Board of South Australia
Statement of Changes in Equity
for the year ended 31 December 2024

	Note	Retained Earnings \$'000	Total Equity \$'000
Balance at 1 January 2023		20 030	20 030
Net result for 2023		2 387	2 387
Total comprehensive result for 2023		2 387	2 387
Balance at 1 January 2024		22 417	22 417
Net result for 2024		(294)	(294)
Total comprehensive result for 2024		(294)	(294)
Balance at 31 December 2024		22 123	22 123

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

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

SACE Board of South Australia
Statement of Cash Flows
for the year ended 31 December 2024

	Note	2024 \$'000	2023 \$'000
<u>Cash Flows from Operating Activities</u>			
<i>Cash Inflows</i>			
SA Government grants, subsidies and transfers		17 230	20 043
Sales of goods and services		7 132	5 440
Fees and charges		59	58
Interest received		916	699
GST recovered from the ATO		413	470
Other receipts		417	401
Cash generated from operations		26 167	27 111
<i>Cash Outflows</i>			
Employee benefit payments		(15 383)	(15 390)
Payments for supplies and services		(8 160)	(8 455)
Replacement teachers		(137)	(148)
Cash used in operations		(23 679)	(23 993)
Net cash provided by (used in) operating activities		2 487	3 118
<u>Cash Flows from Investing Activities</u>			
<i>Cash Outflows</i>			
Purchases of intangible assets		(965)	(703)
Purchase of PP&E		(47)	
Net cash provided by (used in) investing activities		(1 012)	(703)
Net increase (decrease) in cash and cash equivalents		1 475	2 415
Cash and cash equivalents at the beginning of the calendar year		18 969	16 554
Cash and cash equivalents at the end of the calendar year	6.2	20 444	18 969

The accompanying notes form part of these financial statements.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

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SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

1. About the SACE Board of South Australia (the SACE Board)

The SACE Board of South Australia is a statutory authority established under the *SACE Board of South Australia Act 1983* (the Act). The SACE Board does not control any other entity and has no interests in unconsolidated structured entities. The SACE Board has not entered into any contractual arrangements that involve the sharing of control or significant influence over another entity. The financial statements and accompanying notes include all the controlled activities of the SACE Board.

1.1 Basis of preparation

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

- section 23 of the *Public Finance and Audit Act 1987*;
- Treasurer's Instructions and Accounting Policy Statements issued by the Treasurer under the *Public Finance and Audit Act 1987*; and
- relevant Australian Accounting Standards, applying simplified disclosures.

For the purposes of preparing the financial statements, the SACE Board is a not-for-profit entity.

The financial statements are prepared based on a 12 month reporting period and presented in Australian currency. The historical cost convention is used unless a different measurement basis is identified in the notes to the financial statements.

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

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

Cash flows include GST in the Statement of Cash Flows.

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

1.2 Objectives and programs

The SACE Board aims to achieve student success through the South Australian Certificate of Education (the SACE), by providing a locally and internationally respected qualification that gives all students the capabilities to move successfully into further learning and work as confident and responsible citizens.

The SACE Board is actively pursuing three key strategic priorities:

- Bold Leader - further develop the SACE Board as a leader in education and as an exemplary public service agency.
- A Qualification for a changing world - further develop a qualification through which students can thrive and provide evidence of their knowledge, skills, capabilities and other attributes that will connect them to industry sectors and other
- Engine Room - Genuinely partnering for results delivery is at the core of what we do, while ensuring systems and processes are solid and Teachers and leaders are supported through continuity and stability.

The main programs of the SACE Board, prescribed by the *Act*, are to:

- establish a qualification to be called the SACE;
- determine the requirements for the achievement of the SACE;
- accredit subjects and courses that will be recognised by the SACE Board as being suitable for the purposes of the SACE;
- assess achievements in or satisfactory completion of subjects or courses;
- assure the quality and suitability of processes and standards used to assess the achievements of students for the purposes of the SACE; and
- prepare and publish information and guidelines in relation to the requirements of the SACE.

The SACE Board is predominantly funded from grants provided by the State Government.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

2. Income

2.1 SA Government grants, subsidies and transfers

	2024	2023
	\$'000	\$'000
Transfers from the Department for Education	17 230	20 043
Total SA Government grants, subsidies and transfers	17 230	20 043

The transfer of funds is recognised as revenue when the SACE Board obtains control over the funding. Control over the funds is normally obtained upon receipt.

Total revenues consist of \$16 358 000 (2023: \$18 993 000) for operational funding and \$871 000 (2023: \$1 050 000) for capital projects.

2.2 Fees and charges

Students are charged for replacement certificates. Income is recognised when fees are received.

	2024	2023
	\$'000	\$'000
Regulatory fees	59	58
Total fees and charges	59	58

2.3 Sales of goods and services

All revenue from the sales of goods and services is revenue recognised from contracts with customers and therefore AASB 15 has been applied.

	2024	2023
	\$'000	\$'000
Northern Territory Government	2 910	2 769
SACE International Program	2 773	2 271
Overseas students studying in South Australia	668	488
Prescient	-	13
Total sales of goods and services	6 351	5 541

Northern Territory arrangement

The SACE Board has an exclusive agreement with the Northern Territory Government to have the SACE delivered through all Northern Territory government schools.

This contract includes a number of performance obligations with related transaction prices allocated against each obligation. The majority of the performance obligations are recognised over the academic year as services are provided. The provision of results, being one of the performance obligations, is recognised at a point in time at the end of the academic year.

SACE International Program

SACE International program provides services to schools in China, Vietnam, Vanuatu, Malaysia, New Caledonia, Sri Lanka, Cambodia, and the Republic of Korea to support the provision of the SACE to students who select to undertake it.

Contracts with each school include performance obligations. In such cases, the transaction price is allocated to each obligation to determine when revenue is recognised based on expected work effort. Three components of the transaction price are outlined below:

- A program fee and enrolment fee annually charged to the school represents the provision of services to enable the school to offer the courses of study in accredited subjects. This is recognised over the academic year.
- Student fee charged per student recognised at a point in time at completion of the academic year when results are released.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

Overseas students studying in South Australia

The SACE Board charges fees to international students who hold a sub-class visa 500 under the *SACE Board of South Australia Regulations 2008*.

The SACE Board has assessed that there is an implied contract between the SACE Board and each student with the performance obligation being the release of results and certificate. The revenue is recognised when the performance obligation is met at the end of the academic year.

Prescient

Prescient provides professional learning for teachers who are seeking to strengthen their expertise in the quality assessment of student achievement in accordance with the SACE Board's standards.

The learning program consists of the delivery of courses which are separately identifiable and can be sold separately. Therefore revenue is recognised at a point in time at completion of the delivery of each individual course being considered the satisfaction of the performance obligation.

Contract balances

	2024	2023
	\$'000	\$'000
Receivables from contracts with customers included in 'Receivables'	39	531
Contract liabilities	550	133
Total revenue from contracts with customers	589	664

Under revenue standard *AASB 15 Revenue from Contracts with Customers*, receivables relate to the sales of goods and services from contracts with customers and contract liabilities relate to cash received or receivable from SACE International schools who have prepaid their fees. Revenue from contract liabilities will be earned within the next 12 months.

2.4 Resources received free of charge

	2024	2023
	\$'000	\$'000
Services received free of charge - Shared Services SA	84	86
Services received free of charge - Audit Office of SA	55	-
Total resources received free of charge	139	86

2.5 Replacement teachers' write-back

	2024	2023
	\$'000	\$'000
Replacement teachers' write-back income	56	104
Total Replacement teacher's write-back income	56	104

The write-back relates to outstanding amounts previously recorded as expenses, for which schools have not sought reimbursement within the allowable claimable timeframe. This write-back is recorded as revenue in the Statement of Comprehensive Income in accordance with accounting standards. Refer to Note 7.3 for additional explanation of the liability for replacement teachers

2.6 Other income

	2024	2023
	\$'000	\$'000
Miscellaneous income	300	298
Interest on cash and cash equivalents	916	732
Total other income	1 216	1 030

Miscellaneous income includes the scaling grant, provided by the South Australian Tertiary Admissions Centre (SATAC) for the SACE Board to provide services on their behalf. This revenue has been recognised under *AASB 15* over the academic year. This fee is charged annually.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

3. Board, committees and employees

3.1 Key management personnel

Key management personnel of the SACE Board include the Minister, the Chief Executive Officer, Board members, the Deputy Chief Executive Officer, the Director of People and Performance, the Director Education Services and the Director Operations Transformation and Enterprise Portfolio Management Office.

Total compensation for the SACE Board's key management personnel was \$1 368 000 (2023: \$1 075 000). Salaries and other benefits the Minister for Education, Training and Skills receives are excluded from this total. The Minister's remuneration and allowances are set by the *Parliamentary Remuneration Act 1990* and the Remuneration Tribunal of SA respectively and are payable from the Consolidated Account (via the Department of Treasury and Finance) under section 6 of the *Parliamentary Remuneration Act 1990*.

The SACE Board has not identified any material transactions with key management personnel and other related parties during 2024.

3.2 Board and committee members

Members during the 2024 calendar year were:

SACE Board of South Australia

Presiding Member

Ms Ruth Blenkiron - appointed 09/03/2023

Members

Mr Andrew Balkwill - term expired 30/06/2024

Ms Kristen Masters* - term expired 30/06/2024

Mr Roy Page* - term expired 30/06/2024

Mr Timothy Browning - appointed 01/07/2021

Ms Eliza Chui - term expires 28/02/2025

Ms Georgette Elston - appointed 11/12/2023

Mr Diarmid Lee - appointed 11/12/2023

Mr Peter Prest - appointed 01/07/2021

Ms Pamela Ronan - appointed 01/07/2021

Ms Marilyn Sleath - appointed 11/12/2023

Mr Daniel Lynch - appointed 25/07/2024

Ms Eva Kannis-Torry* - appointed 25/07/2024

Mr Ben Temperly* - appointed 25/07/2024

* In accordance with the *Premier and Cabinet Circular No.016*, government employees did not receive any remuneration for board/committee duties during the financial year.

Board and committee remuneration

The number of Board and committee members whose remuneration received or receivable falls within the following bands:

	2024	2023
	No.	No.
\$0 to \$19 999	13	13
\$20 000 to \$39 999	1	1
Total number of Board and committee members	14	14

The total remuneration received or receivable by members was \$150 000 (2023: \$130 000). Remuneration of members includes sitting fees, superannuation contributions, salary sacrifice benefits, fringe benefits and any related fringe benefits tax.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

3.3 Employee related expenses

	2024	2023
	\$'000	\$'000
Salaries and wages	9 621	9 146
Casual salaries external assessment	2 074	1 962
Casual salaries moderation	656	655
Casual salaries other	41	63
Targeted voluntary separation packages	-	138
Long service leave	459	144
Annual leave	809	769
Skills and experience retention leave	51	36
Employment on-costs - superannuation*	1 518	1 376
Employment on-costs - other	724	682
Fringe benefits tax	10	24
Board and committee fees	134	117
Total employee related expenses	16 097	15 112

***Employment on-costs - superannuation**

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

Employee remuneration

	2024	2023
	No.	No.
The number of employees whose remuneration received or receivable falls within the following bands:		
\$160 001 to \$166 000*	-	1
\$166 001 to \$186 000	2	6
\$186 001 to \$206 000	2	-
\$206 001 to \$226 000	1	-
\$246 001 to \$266 000	1	-
\$328 001 to \$346 000	1	1
Total	7	8

* This band has been included for the purpose of reporting comparative figures based on the executive base level remuneration rate for 2022-23

The total remuneration received by those employees for the year was \$1 560 000 (2023: \$1 577 000).

The table includes all employees whose normal remuneration was equal to or greater than the base executive remuneration level during the year. Remuneration of employees reflects all costs of employment including salaries and wages, payments in lieu of leave, superannuation contributions, salary sacrifice benefits and fringe benefits and any fringe benefits tax paid or payable in respect of those benefits.

Targeted voluntary separation packages (TVSPs)

The number of employees who received a TVSP during the reporting period was Zero.

	2024	2023
	\$'000	\$'000
Amount paid to separated employees:		
Targeted voluntary separation packages	-	138
Leave paid to separated employees	-	18
Net cost to the SACE Board	-	156

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

3.4 Employee related liability

	2024 \$'000	2023 \$'000
Current		
Accrued salaries and wages	120	38
Annual leave	942	821
Long service leave	209	348
Skills and experience retention leave	69	52
Employment on-costs	363	341
Total current employee related liability	1 703	1 600
Non-current		
Long service leave	1 668	1 116
Employment on-costs	171	111
Total non-current employee related liability	1 839	1 227
Total employee related liability	3 542	2 827

Long-term employee-related liabilities are measured at present value and short-term employee-related liabilities are measured at nominal amounts.

Long service leave

The liability for long service leave (LSL) is measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. The expected timing and amount of long service leave payments is determined through whole-of-government actuarial calculations, which is then applied to the SACE Board's employee details which are based on actuarial assumptions on expected future salary and wage levels, experience of employee departures and periods of services. These assumptions are based on employee data over SA Government entities. The discount rate is reflective of long-term Commonwealth Government bonds.

The yield on long-term Commonwealth Government bonds has increased from 3.75% (2023) to 4.25% (2024).

This increase in the bond yield results in a decrease in the reported long service leave liability.

The current portion relates to leave approved before year end that will be taken within 12 months, expected amount of leave to be approved and taken by eligible employees within 12 months, and expected amount of leave to be paid on termination to eligible employees within 12 months.

Employment on-costs

Employment on-costs include payroll tax, Return to Work SA levies and superannuation contributions, and are settled when the respective employee benefits that they relate to are discharged.

The SACE Board makes contributions to several South Australian Government and externally managed superannuation schemes. These contributions are treated as an expense when they occur. There is no liability for payments to beneficiaries, as they have been assumed by the respective superannuation schemes. The only liability outstanding at reporting date relates to any contributions due but not yet paid to either the South Australian Superannuation Board, or non-SA Government funds.

As a result of an actuarial assessment performed by the Department of Treasury and Finance, the proportion of long service leave taken as leave has increased in 2024 (44%) from 2023 (43%), and the average factor for the calculation of employer superannuation on-cost has increased in 2024 (11.5%) from 2023 (11.1%). These rates are used in the employment on-cost calculation. The net financial effect of the changes in the current year is not material. The impact on future periods is impracticable to estimate as the long service leave liability is calculated using a number of assumptions.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

4. Expenses

Employee related expenses are disclosed in note 3.3.

4.1 Supplies and services

	2024	2023
	\$'000	\$'000
Office accommodation	1 215	1 220
Computing and communication	1 065	1 052
Fleet management costs	3	2
Shared Services SA charges	126	126
Consultants	24	142
Contractors	1 625	2 240
Printing	144	133
Travel and accommodation	182	172
Postage, courier, and freight	318	289
Motor vehicle transport	25	23
Software	1 526	1 440
Venue hire	189	130
Hospitality	206	134
Stationery and office supplies	16	22
Equipment hire	128	76
Repairs and maintenance	12	13
Security	10	6
Staff development	157	161
Impairment loss on receivables	3	8
Other	530	428
Total supplies and services	7 504	7 817

Office Accommodation

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

Other

The Audit Office of SA provided services free of charge of \$55 000 for work performed under the Public Finance and Audit Act 1987. Audit fees payable in 2023 was \$54 000. No other services were provided by the Audit Office of SA.

4.2 Replacement teachers' expense

	2024	2023
	\$'000	\$'000
Temporary replacement teachers	367	225
Total replacement teachers' expense	367	225

This expense relates to costs incurred by schools for the release of teachers to undertake duties for the SACE Board. The SACE Board issues schools with vouchers entitling them to make a claim for reimbursement of their costs. The expense comprises a total of the amount of claims paid by the SACE Board plus an estimate of the cost of outstanding claims not yet received. The estimate of the cost of claims not yet received is equal to the number of unclaimed vouchers issued to schools at a value per voucher of the average cost per claim in 2024.

See also Note 7.3 for details of the unclaimed funds as at 31 December 2024.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

5. Non-financial assets

The SACE Board is required to manage a large range of information, including students' results over many years. Bespoke IT systems deliver the required functionality to manage the integrity of the information. Software is under constant development and enhancement to support the SACE Board's functions, with much of this effort capitalised in accordance with Australian Accounting Standards. The SACE Board does not require significant physical assets to perform its functions.

5.1 Useful life and depreciation

Depreciation and amortisation	2024	2023
	\$'000	\$'000
Equipment	5	-
Computer equipment	-	5
Leasehold improvements	294	293
Intangible assets	1 078	1 023
Total depreciation and amortisation	1 377	1 321

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

Useful life

Depreciation and amortisation are calculated on a straight-line basis.

Leasehold improvements are depreciated over the lease term. Owned plant and equipment and intangible assets are depreciated and amortised over the estimated useful life as follows:

Class of asset	Useful Life (Years)
Equipment	3 - 10 years
Computer Equipment	3 - 8 years
Off the Shelf Software	5 - 10 years
Internally Developed Software	5 - 10 years
Leasehold improvements	Lease term

The useful lives of intangible assets are assessed to be either finite or indefinite. The SACE Board only has intangible assets with finite lives.

Review of accounting estimates

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

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5.2 Plant and equipment

Equipment comprises owned assets.

	2024 \$'000	2023 \$'000
Leasehold improvements		
Leasehold improvements at fair value	1 659	1 659
Accumulated depreciation at the end of the period	(1 048)	(754)
Total leasehold improvements	611	905
Equipment		
Equipment at cost (deemed fair value)	89	42
Accumulated depreciation at the end of the period	(47)	(42)
Total equipment	42	-
Computer equipment		
Computer equipment at cost (deemed fair value)	475	475
Accumulated depreciation at the end of the period	(475)	(475)
Total computer equipment	-	-
Total plant and equipment	653	905

Owned equipment with a value equal to or in excess of \$10 000 is capitalised, otherwise it is expensed.

Owned equipment is recorded at fair value.

Impairment

There were no indications of impairment, as at 31 December 2024.

Reconciliation 2024

	Leasehold improve- ments \$'000	Equipment \$'000	Computer equipment \$'000	Total \$'000
Carrying amount at 1 January 2024	905	-	-	905
Additions	-	47	-	47
Depreciation	(294)	(5)	-	(299)
Carrying amount at 31 December 2024	611	42	-	653

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5.3 Intangible assets

	2024 \$'000	2023 \$'000
Internally developed computer software		
Internally developed computer software	14 971	13 920
Accumulated amortisation	(9 625)	(8 582)
Total Internally developed computer software	5 346	5 338
Purchased computer software		
Purchased computer software	381	381
Accumulated amortisation	(274)	(239)
Total Purchased computer software	107	142
Work in progress		
Internally developed computer software	251	337
Total Work in progress	251	337
Total intangible assets	5 704	5 817

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

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

The internally developed computer software relates to the SACE Board's Schools Online and Students Online systems. These systems are recorded in the SACE Board's asset register as a consolidated asset with a carrying amount of \$ 5 346 000 and are being amortised with a useful life of 10 years.

Reconciliation 2024

	Internally developed computer software \$'000	Other computer software \$'000	WIP \$'000	Total \$'000
Carrying amount at 1 January 2024	5 338	142	337	5 817
Additions	-	-	964	964
Transfers (Work in progress)	1 050	-	(1 050)	-
Amortisation	(1 042)	(35)	-	(1 077)
Carrying amount at 31 December 2024	5 346	107	251	5 704

6. Financial assets

6.1 Categorisation of financial assets

	Notes	2024 Carrying amount \$'000	2023 Carrying amount \$'000
Financial assets			
Cash and equivalents			
- Cash and cash equivalents	6.2	20 444	18 969
Financial assets at amortised cost			
- Receivables	6.3	240	915
Total financial assets		20 684	19 884

Receivables as disclosed in this note do not include statutory amounts, overpayment recoveries and prepayments as these are not financial instruments.

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6.2 Cash and cash equivalents

	2024	2023
	\$'000	\$'000
Operating account	9 281	8 282
Deposit with SAFA	11 163	10 687
Total cash and cash equivalents	20 444	18 969

6.3 Receivables

	2024	2023
	\$'000	\$'000
Current		
Contractual receivables		
From non-government entities	194	879
Less allowance for impairment loss on receivables	-	(10)
Total contractual receivables	194	869
Salary overpayment recoveries	60	42
Less allowance for impairment loss of salary overpayment recoveries	(31)	(31)
Prepayments	378	468
Accrued revenues	77	77
GST receivable	121	114
Total current receivables	799	1 539
Non-current		
Prepayments	12	33
Total non-current receivables	12	33
Total receivables	811	1 572

Contractual receivables arise in the normal course of selling goods and services to other government agencies and to the public. Contractual receivables are normally settled within 30 days after the issue of an invoice or the goods/services have been provided under a contractual arrangement.

Overpayment recoveries include assessment panellist members who were overpaid in December 2021. Recoveries are ongoing and are expected to be resolved within the next twelve months.

Statutory receivables do not arise from contracts with customers. They are recognised and measured similarly to contractual receivables (except impairment) but are not classified as financial instruments for disclosure purposes.

Receivables, prepayments and accrued revenues are non-interest bearing. Contractual receivables are held with the objective of collecting the contractual cash flows and they are measured at amortised cost. The GST included as part of the receivables, is the net amount recoverable from the ATO.

Impairment losses relate to contracts with customers external to SA Government and salary overpayment recoveries.

Allowance for impairment loss on receivables

	2024	2023
	\$'000	\$'000
Carrying amount at 1 January 2024	41	39
Amounts written off	(13)	(6)
Increase/(decrease) in the allowance	3	8
Carrying amount at 31 December 2024	31	41

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7. Liabilities

Employee benefits liabilities are disclosed in note 3.4.

7.1 Categorisation of financial liabilities

	Notes	2024 Carrying amount \$'000	2023 Carrying amount \$'000
Financial liabilities			
Financial liabilities at amortised cost			
- Payables	7.2	604	721
- Other financial liabilities (Replacement Teachers)	7.3	282	108
Total financial liabilities		886	829

Payables as disclosed in this note do not include statutory amounts as these are not financial instruments.

7.2 Payables

	2024 \$'000	2023 \$'000
Current		
Contractual payables	71	192
Accrued expenses	533	529
Statutory payables	4	60
Total current payables	608	781
Total payables	608	781

Payables and accruals are raised for all amounts owing but unpaid. Sundry payables are normally settled within 15 days from the date the invoice is first received. The carrying amount of payables represents fair value due to their short term nature.

Statutory payables do not arise from contracts with customers. They are recognised and measured similarly to contractual/trade payables but are not classified as financial instruments for disclosure purposes.

The net amount of GST recoverable from the ATO is included as part of receivables. However, if a net GST payable arises then this amount would be disclosed in this Payables note.

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7.3 Replacement teachers

	2024 \$'000	2023 \$'000
Current		
Temporary replacement teachers	282	108
Total replacement teachers' liability	282	108

The liability for replacement teachers represents the estimated cost of amounts owing to schools but not yet claimed as at 31 December 2024.

7.4 Provisions

	2024 \$'000	2023 \$'000
Current		
Provision for workers' compensation	31	27
Total current provisions	31	27
Non-current		
Provision for workers' compensation	91	93
Make good provision	346	346
Total non-current provisions	437	439
Total provisions	468	466
Movement in provisions	2024	2023
	\$'000	\$'000
Carrying amount at the beginning of the period	466	440
Additional provisions recognised	2	26
Carrying amount at the end of the period	468	466

A provision has been reported to reflect unsettled workers' compensation claims. The workers' compensation provision is based on an actuarial assessment of the outstanding liability as at 30 June 2024 provided by a consulting actuary engaged through the Office of the Commissioner for Public Sector Employment. The provision is for the estimated cost of ongoing payments to employees as required under current legislation.

The SACE Board is responsible for the payment of workers' compensation claims.

During the reporting year the make good provision for our Waymouth Street tenancy premises remained the same. The provision is based on advice received from the Department for Infrastructure and Transport. The provision is for the estimated cost of repairs and maintenance required to complete decommissioning activities.

SACE Board of South Australia
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8. Outlook

8.1 Unrecognised contractual commitments

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

Expenditure commitments

	2024	2023
	\$'000	\$'000
Within one year	2 791	2 907
Later than one year but not longer than five years	2 694	5 436
Total other commitments	5 485	8 343

The SACE Board's expenditure commitments are for a range of outsourcing services and contracts including printing and distribution of SACE results, ICT services, and facility maintenance.

Office accommodation is provided for via Memoranda of Administrative Arrangements with the Department for Infrastructure and Transport.

8.2 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Statement of Financial Position, but are disclosed by way of a note and, if quantifiable, are measured at nominal value.

The SACE Board is not aware of any contingent assets and liabilities.

8.3 Events after the reporting period

There are no known events after balance date that affect these financial statements.

SACE Board of South Australia
Annual Financial Statements for the year ended 31 December 2024

Certification of the Financial Statements

To the best of our knowledge and belief we certify that the attached draft general purpose financial statements for the SACE Board of South Australia:

- comply with relevant Treasurer's Instructions issued under section 41 of the *Public Finance and Audit Act 1987* and relevant Australian Accounting Standards;
- are in accordance with the accounts and records of the SACE Board of South Australia; and
- present a true and fair view of the financial position of the SACE Board of South Australia as at 31 December 2024 and the results of its operations and cash flows for the calendar year.

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

Ruth Blenkiron
Presiding Member



Date: 27th March 2025

Michaela Bensley
Chief Executive



Date: 27/3/2025

Sam Mill
Director People and Performance



Date: 27/3/2025

INDEPENDENT AUDITOR'S REPORT



Government of South Australia

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**To the Presiding Member
SACE Board of South Australia**

Opinion

I have audited the financial report of the SACE Board of South Australia (the SACE Board) for the financial year ended 31 December 2024.

In my opinion, the accompanying financial report gives a true and fair view of the financial position of the SACE Board as at 31 December 2024, its financial performance and its cash flows for the year then ended in accordance with relevant Treasurer's Instructions issued under the provisions of the *Public Finance and Audit Act 1987* and Australian Accounting Standards – Simplified Disclosures.

The financial report comprises:

- a Statement of Comprehensive Income for the year ended 31 December 2024
- a Statement of Financial Position as at 31 December 2024
- a Statement of Changes in Equity for the year ended 31 December 2024
- a Statement of Cash Flows for the year ended 31 December 2024
- notes, comprising material accounting policy information and other explanatory information
- a Certificate from the Presiding Member, the Chief Executive and the Director People and Performance.

Basis for opinion

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

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

Responsibilities of the Chief Executive and the SACE Board for the financial report

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

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

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

Auditor's responsibilities for the audit of the financial report

As required by section 31(1)(b) of the *Public Finance and Audit Act 1987* and section 19A of the *SACE Board of South Australia Act 1983*, I have audited the financial report of the SACE Board of South Australia for the financial year ended 31 December 2024.

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

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

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

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

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

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



Daniel O'Donohue
Deputy Auditor-General

31 March 2025