

# ANNUAL REPORT 2023



# Accessibility

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Open data information about consultancies, contract disclosure report, overseas travel and the Queensland Language Services Policy is available at Queensland Government Open Data Portal <https://www.data.qld.gov.au>.

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**Email enquiries** [enquiries@qct.edu.au](mailto:enquiries@qct.edu.au)

## Acknowledgement of Country

The QCT respectfully acknowledges the traditional owners and custodians of the lands on which it operates and the important role of Aboriginal and Torres Strait Islander people in teaching and learning in Queensland. We pay our respects and acknowledge the important role of Elders, past and present, for they hold the memories of the traditions, cultures, stories and aspirations of Australia's First Nations people. We celebrate Aboriginal and Torres Strait Islander history and acknowledge the important role of Aboriginal and Torres Strait Islander people in education across communities in Queensland.

We recognise and support the Queensland Government's first Closing the Gap Implementation Plan released in August 2021 and Queensland Government's Reconciliation Action Plan 2018-2022.

## Interpreter Service Statement



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Published March 2024

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# 2023 Annual Report to the Minister



Letter of compliance

(23 February 2024)

The Honourable Di Farmer MP  
Minister for Education and Minister for Youth Justice  
PO Box 15033  
CITY EAST QLD 4002

Dear Minister

I am pleased to submit for presentation to the Parliament the Annual Report and financial statements for the Queensland College of Teachers for the year ending 31 December 2023.

I certify that this Annual Report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*, and
- the detailed requirements set out in the *Annual Report Requirements for Queensland Government Agencies*.

The report can be accessed at the Queensland College of Teachers' website:  
[http://www.qct.edu.au/Publications/Corporate/QCT\\_Annual\\_Report\\_2023.pdf](http://www.qct.edu.au/Publications/Corporate/QCT_Annual_Report_2023.pdf)  
and; a checklist outlining the annual reporting requirements can be accessed at:  
[http://www.qct.edu.au/Publications/Corporate/QCT\\_Annual\\_Report\\_2023\\_Compliance.pdf](http://www.qct.edu.au/Publications/Corporate/QCT_Annual_Report_2023_Compliance.pdf)

Yours sincerely

A handwritten signature in black ink, appearing to read 'W. Patton'.

Professor Emeritus Wendy Patton  
Chairperson of the Board  
Queensland College of Teachers

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# 2023 Board Chair Message

**As Chair of the Queensland College of Teachers Board, I am pleased to recognise the highlights of the QCT's journey through the pages of the Annual Report 2023. In the spirit of transparency and accountability, this report encapsulates the continued stability, milestones achieved, and the strategic direction that will guide us in the years to come.**

During these unprecedented times for education, the QCT's commitment to providing quality regulation remains unwavering. The year gone by has been one of resilience, adaptability, and unyielding dedication to our mission.

The QCT is, first and foremost, the regulator of the teaching profession in Queensland, which is protected by the registration system. It ensures only appropriately qualified people are employed as teachers, protects educational standards, and upholds the reputation of this proud profession.

The importance of the QCT as regulatory authority cannot be underestimated. It is why this year we unveiled the new Strategic Plan for 2023-2026, which provides a blueprint for helping us uphold the highest standards with purpose and foresight.

The Strategic Plan is more than a document; it is a commitment to innovation, inclusivity, and continuous improvement. Under its four objectives – regulate the profession in the public interest, promote the profession, collaborate with our partners, and thrive as an organisation into the future – we have a roadmap envisioning a future where quality regulation is not just our mandate, but a requirement in the wider education landscape. It reflects our collective ambition to navigate the complexities of the education sector and position the QCT as a leader in teacher regulation while nurturing the growth of educators and, consequently, the minds of our future generations.

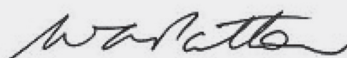
I wholeheartedly thank the dedicated members of the QCT Board. Each member has played a crucial role in steering our organisation through the challenges and operational tasks of the past year. I am privileged to work alongside such an exceptional team.

Key matters attended to by the Board in 2023 included:

- considering the National Teacher Workforce Action Plan (NTWAP) and relevant objectives
- responsive minor revisions to policy to support current challenges including Permission to Teach
- confirming the policy direction for progression from Provisional to Full Registration
- considering the future direction of the Certification function in Queensland following state and national developments
- endorsing the 2023-2026 QCT Regulatory Performance Plan.

I thank the state's teachers for their continued service and dedication to their duties and students. It is an undeniable fact that you help create more teachers. Your excellence shows students what's possible. There are future teachers sitting in our classrooms today, and it is the work being done by teachers and education authorities, including the QCT, that will benefit them.

Finally, I would be remiss not to extend my deepest gratitude to QCT Director Deanne Fishburn, for her continued leadership in driving consistency and change where it is required. Let this report serve as a testament to our collective journey; a journey marked by collaboration, perseverance, and an unshakeable commitment to excellence. I am confident that the coming years will see the QCT continue to succeed and adapt to new challenges.



**Emeritus Professor Wendy Patton**  
*Chair of the Board*

# Message from the QCT Director

**At the QCT, our regulatory work promotes the teaching profession to be held in high esteem informed by the pillars of quality teaching and child safety. These are at the heart of what we do: working with teachers, prospective teachers, and other key stakeholders to approve and monitor the teaching workforce to meet rigorous professional standards to work with young people.**

As we reflect on the triumphs and challenges of the past year, our role as the regulatory body for teachers in Queensland is as important now as it was when a teacher registration authority was formed over 50 years ago. With over 117,000 teachers on the register, we now have more teachers registered in Queensland than ever before. We continue our work to verify all who seek to enter the profession – while promoting those within it – meet the highest standards.

The journey through the post-COVID landscape was marked by some challenges in the education sector, amplifying the complexity of our mission and underscoring the importance of our role. In the wake of the pandemic, the pressure on the education system increased. We remain resilient in the face of these challenges, working diligently to regulate and register teachers in Queensland on behalf of our stakeholders and the public.

We are just a small part of a broad and complex system, and our focus remains on our core business of regulating the profession, working with stakeholders to respond to contemporary challenges. We also look to our stakeholders and partners to help guide and improve the future of teacher regulation in Queensland. To this end, we conducted a pilot stakeholder survey for the first time in 2023 and were also back in educational settings to hear from teachers, principals, and our other stakeholders about the issues that matter.

In line with this philosophy, we have actively engaged in the National Teacher Workforce Action Plan (NTWAP) to seek opportunities to partner with organisations. Our aim is to work with other decision-makers on the multifaceted nature of the sector's challenges. Together, we can build a resilient and sustainable teacher workforce that meets the evolving needs of our education system.

Looking ahead, we are eagerly working towards the upcoming International Forum of Teacher Regulatory Authorities (IFTRA) Conference in Brisbane. This event will draw together our international partners, allowing us to connect and discuss world trends in teacher regulation. Our focus is on both the quality and quantity of our regulatory efforts.

Despite being a small agency with limited resources – comprising less than 75 dedicated staff members – we take pride in our ability to get things done in all aspects of our work. We are a 'small and mighty' agency.

This report highlights the breadth of work our team achieves on behalf of the profession every day: managing the core business of teacher registration, accrediting initial teacher education programs, administering teacher certification, and overseeing and acting on teacher conduct matters. We acknowledge that every task, no matter how small, contributes to the larger goal of maintaining a high standard of teacher quality in Queensland. Our team's dedication ensures that we play a vital role in the broader education landscape.

I would like to express gratitude to QCT staff, stakeholders, and partners for supporting the vital work of the agency throughout the year. Your collaboration is invaluable in addressing the tasks we collectively face. We remain steadfast in our commitment to regulating the profession in the public interest and thriving as an organisation into the future. Together with our stakeholders and partners, we look forward to another year of collaboration and achievement in 2024.



**Deanne Fishburn**  
*Director (CEO)*

# About the Queensland College of Teachers

The Queensland College of Teachers (QCT) is the regulatory body for the teaching profession in Queensland. It is a Queensland Government statutory body and is responsible to the Minister for a range of functions relating to registration of teachers. First established in 1971, the current QCT was established on 1 January 2006 by the *Education (Queensland College of Teachers) Act 2005* (the Act).

The functions and powers of the QCT are specified in sections 230-236 of the Act, which can be accessed via the QCT website: <https://www.qct.edu.au/about/legislation> or on the Queensland government's legislation website: <https://www.legislation.qld.gov.au>.

## Our Role and Functions

The main functions of the QCT are listed in the *Education (Queensland College of Teachers) Act 2005*. These include:

- granting teacher **registration or permission to teach** to eligible persons
- deciding how a person must satisfy initial and **ongoing eligibility requirements** for registration and permission to teach
- ensuring approved teachers continue to meet eligibility requirements including, for example, monitoring the **compliance** of approved teachers with conditions of registration or permission to teach
- arranging **criminal history checks** of approved teachers and applicants for registration or permission to teach
- developing and applying **professional standards** for entry to, and continuing membership of, the teaching profession
- granting **certification** at the Highly Accomplished and Lead career stages of the Australian Professional Standards for Teachers to teachers employed in Queensland state schools and schools represented by the Queensland Catholic Education Commission
- keeping a **register** of, and records relating to, approved teachers
- conducting **investigations** about the **professional conduct** or competence of an approved teacher or former approved teacher
- developing and applying **codes of practice** about the professional conduct or practice of approved teachers.



## Our Vision

The teaching profession empowering the future

## Our Purpose

We serve the best interests of the public and the teaching profession by ensuring teachers meet quality teaching standards

## Our Operating Principles

- forward looking
- collaborative
- equitable
- inclusive
- sustainable

## Our Objectives

- regulate the profession in the public interest
- promote the profession
- collaborate with our partners
- thrive as an organisation into the future

## Contribution to Government Objectives

The QCT supports the Governments objectives for the Community in three broad objectives:

- **Good jobs** – good, secure jobs in our traditional and emerging industries
- **Better services** – deliver even better services right across Queensland
- **Great lifestyle** – protect and enhance our Queensland lifestyle as we grow.

The QCT contributes directly by:

- **Educating for the future** – by registering teachers in Queensland to provide quality education for children and students
- **Investing in skills** – by approving teaching qualifications delivered by educational institutions and by approving appropriate people to work as teachers
- **Backing frontline services** – by supporting and promoting the teaching profession
- **Growing our regions** – by supporting initiatives to attract and retain teachers in regional and remote areas.





# Our Board

QCT is governed by a Board of 15 members, including a Chairperson appointed by the Governor-in-Council under section 239 of the Act on the recommendation of the Minister for term up to four years. The terms of appointment of all members with the exception of the Chair are up to 31 December 2024. The Chair's term is to 1 January 2027. Board elections will be held in 2024.

Pursuant to the Act, section 239 sets out the membership of the Board.

The Board provides strategic leadership, guidance and effective oversight of management, operations and financial performance and has the following role:

- (a) decides the policies of the college; and
- (b) controls the affairs of the college; and
- (c) carries out the functions of the college; and
- (d) exercises the powers of the college.

The Board met eight times during the reporting period, as well as two professional development afternoons, with all meetings offered in-person and virtually.

## Board remuneration and fees

Board members who are not employed in the public sector are eligible to receive sitting fees. Some eligible members elect to not receive fees.

Members are remunerated in line with the Remuneration Procedures for Part-time Chair and Members of Queensland Government bodies. Members of all QCT committees may be reimbursed for reasonable out-of-pocket expenses incurred in attending meetings. The QCT also reimburses schools for relief teacher salaries (TRS) for practising-teacher members' attendance at Board and committee meetings.

## QCT Committees

The QCT Board has established seven committees in accordance with the QCT Committee Charter:

- The Professional Capacity and Teacher Conduct Committee (PC&TCC) is established under section 113 of the Act.
- The Internal Review Committee is established under section 210A of the Act.

The following committees are established under section 259 of the Act:

- Audit and Risk Committee
- Eligibility Declarations Committee
- Professional Standards Committee
- Registration Committee
- Suitability to Teach Committee.

Queensland College of Teachers Board	
<b>Act or instrument</b>	<i>Education (Queensland College of Teachers) Act 2005</i>
<b>Functions</b>	QCT is governed by a board appointed by the Governor in Council
<b>Achievements</b>	<ul style="list-style-type: none"> <li>• Approved 2022 Financial Statements</li> <li>• Approved 2023 Business Plan</li> <li>• Approved revised Delegations schedules</li> <li>• Approved the QCT Committee handbook revisions</li> <li>• Approved the revised Permission to Teach policy</li> <li>• Approved the revised Provisional to Full Registration Policy</li> <li>• Approved a new TEACHX award category – Excellence in Teacher Education</li> <li>• Approved the new QCT risk policy, framework and register template</li> <li>• Endorsed the 2023-2026 QCT regulatory Performance plan</li> <li>• Endorsed framework for reporting against action 5 of NTWAP</li> <li>• Approved mid-year budget reviews</li> <li>• Endorsed submission of ATRA consultation paper in response to Question 25 of the Review to Inform a Better and Fairer Education System</li> <li>• Approved the sharing of 2022 ITE data with Australian Institute for Teaching and School Leadership</li> <li>• Endorsed activities to inform the future direction of the Certification program</li> <li>• Endorsed QCT budget 2024</li> <li>• Endorsed the redevelopment of a case for professional experience coordination and preregistration for preservice teachers</li> <li>• Endorsed timelines for 2024 Board elections</li> <li>• Endorsed that Australian College of Christian Studies (ACCS) will be recognised as a Queensland ITE provider</li> <li>• Endorsed the 2024 research plan</li> </ul> <p>Key outcomes summaries of each meeting are available on the QCT website.</p>
<b>Financial reporting</b>	<p>The Audit and Risk Committee (ARC) provides independent advice, assurance and assistance to the QCT Board in relation to risk, fraud, audit, performance and compliance.</p> <p>A financial report is considered at each Board meeting to enable members to fulfil their responsibilities. The minutes of each ARC meeting are provided with the Board papers.</p> <p>The QCT Board acts in accordance with the <i>Financial Accountability Act 2009</i> and the <i>Financial and Performance Management Standard 2019</i>.</p>

Queensland College of Teachers Board					
Remuneration					
Position	Name	Meetings/ sessions attendance	Approved annual, sessional or daily fee	Approved sub-committee fees if applicable	Actual fees received
Chairperson	Wendy Patton	8	\$325/session	Not applicable	\$19,437
Deputy Chairperson	Aleisha Connellan	8	n/a		
Member	Andrew Beattie	8	n/a		
Member	Samantha Blair <i>resigned 10/07/2023</i>	4	n/a		
Member	David Bliss	5	n/a		
Member	Amanda Chissell	8	\$250/session	\$250/session	\$4,988*
Member	Wayne Crase	5	\$250/session		\$1,385
Member	Candi Dempster <i>member from 30/06/2023</i>	2	n/a		
Member	Linda Eager	7	n/a		
Member	Bryce Goldberg	7	n/a		
Member	Merrilyn Goos <i>resigned 29/12/2023</i>	4	n/a		
Member	Louise Kliese	8	n/a		
Member	Chris Lassig <i>member from 30/06/2023</i>	3	n/a		
Member	Andrea O'Brien	6	n/a		
Member	Brent Woollett	7	n/a		
Member	Vicky Walduck <i>member from 07/12/2023</i>	0	n/a		
<b>No. scheduled meetings/sessions: 8</b>					
<b>Total out of pocket expenses: \$732</b>					

\* This fee includes both Board attendance and attendance on the Professional Capacity and Teacher Conduct Committee.

<b>Audit and Risk Committee</b>					
<b>Act or instrument</b>	<i>Audit and Risk Committee Charter</i>				
<b>Functions</b>	The role of the ARC is to provide independent advice, assurance and assistance to the QCT Board regarding risk, control, audit, performance management and compliance.				
<b>Achievements</b>	<ul style="list-style-type: none"> <li>• Endorsed the 2022 Financial Statements</li> <li>• Monitored the External Audit Plan 2023</li> <li>• Monitored the Internal Audit Plan 2023-2025 and endorsed two external audit reports</li> <li>• Endorsed the revised risk policy, framework and register for implementation</li> <li>• Monitored the risk register and revised risks where appropriate</li> <li>• Provided guidance on 2023 budget performance via monthly reports</li> <li>• Provided guidance on the 2024 budget</li> <li>• Endorsed the commencement of the financial optimisation project</li> <li>• Endorsed the commencement and approach to the ATIS cloud-migration project</li> <li>• Considered the implication of the heightened risk of cybersecurity and endorsed the College's approach.</li> </ul>				
<b>Financial reporting</b>	<p>The Audit and Risk Committee (ARC) provides independent advice, assurance and assistance to the QCT Board in relation to risk, fraud, audit, performance and compliance.</p> <p>A financial report is considered at each Board meeting to enable members to fulfil their responsibilities to approve the annual and revised budgets, monitor financial performance and annual financial statements and audit reports. The minutes of each ARC meeting are provided with the Board papers.</p>				
<b>Remuneration</b>					
<b>Position</b>	<b>Name</b>	<b>Meetings/sessions attendance</b>	<b>Approved annual, sessional or daily fee</b>	<b>Approved sub-committee fees if applicable</b>	<b>Actual fees received</b>
Chairperson	Andrew Beattie	4	n/a	Not applicable	
Member	Wayne Crase	2	n/a		
Member	Paula Bentley	4	n/a		
Member	Stuart McDowall	4	n/a		
Member	Alison Mohr	3	n/a		
<b>No. scheduled meetings/sessions: 5</b>					
<b>Total out of pocket expenses: Nil</b>					

## Our Board members 2023

### **Emeritus Professor Wendy Patton/ Chair Nominee of the Minister**

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**Appointed:** 3 August 2017  
**Current term:** 01/01/2023 – 31/12/2026

Wendy was Executive Dean of the Education Faculty at QUT. She is a recipient for The Miller-Grassie Award for Outstanding Leadership from the Australian Council for Educational Leaders and received an award from the Australian Council of Deans of Education for Outstanding Contribution to Education and the ACDE Board.

### **Aleisha Connellan, Deputy Chairperson**

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*Practising teacher nominated by the Queensland Independent Education Union (QIEU)*

**Appointed:** 1 January 2009  
**Current term:** 01/01/2022 – 31/12/2024

Aleisha is Principal at St Patrick's Primary School, Nanango and has been an employee of Brisbane Catholic Education and a member of IEU-QNT for over 30 years.

### **Andrew Beattie**

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*Practising teacher nominated by the Queensland Teachers' Union (QTU)*

**Appointed:** 8 April 2021  
**Current term:** 01/01/2022 – 31/12/2024

Andrew is the Principal of Victoria Point State High School and member of the Queensland Teachers' Union's Education Leaders' Committee and the Australian Education Union's National Principals' Committee. He is a current member of the QTU State council and served multiple terms on the QTU Executive.

### **David Bliss**

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*Nominee of the Association of Independent Schools Queensland (ISQ)*

**Appointed:** 1 January 2019  
**Current term:** 01/01/2022 – 31/12/2024

David is the Principal of St Andrews Lutheran College and served for two years as the Executive Director of Lutheran Education Queensland. David has been a teacher for over 38 years.

### **Amanda Chissell**

---

*Nominee of the Queensland Council of Parents and Citizens' Associations (P&Cs Qld)*

**Appointed:** 16 July 2020  
**Current term:** 01/01/2022 – 31/12/2024

Amanda is a human resources and training professional with an award-winning track record in the provision of strategic training and development and graduate recruitment in the private sector for over 25 years.

### **Wayne Crase**

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*Joint nominee of the Federation of Parents and Friends Associations of Catholic Schools in Queensland and the Queensland Independent Schools Parents' Network*

**Appointed:** 1 January 2022  
**Current term:** 01/01/2022 – 31/12/2024

Wayne is a Senior Executive with experience in complex, multi-site operational management. Prior to his executive career Wayne served in the Australian Defence Force for 15 years.

### **Candi Dempster**

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*Practising teacher representing non-State schools, jointly nominated by the QCEC and ISQ*

**Appointed:** 30 June 2023  
**Current term:** 30/06/2023 – 31/12/2024

Candi had been a teacher in Catholic schools for over 28 years and is Principal, Ryan Catholic College, Townsville.

### **Linda Eager**

---

*Elected State school practising teacher*

**Appointed:** 1 January 2022  
**Current term:** 01/01/2022 – 31/12/2024

Linda is the Director of Kelvin Grove State College's Teacher Enhancement Centre, a long-standing member of the QCT Professional Standards Committee, and a regular Australian Institute of Teaching and School Leadership panellist for the national accreditation of teacher education programs.

### **Bryce Goldberg**

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*Elected non-State school practising teacher*

Appointed: 1 January 2019  
Current term: 01/01/2022 – 31/12/2024

Bryce is the Dean of Studies, The Southport School, an Executive member of the Independent Education Union – Queensland Northern Territory, and a practising teacher.

### **Louise Kliese**

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*Practising teacher representing State schools, nominated by the Director-General, Department of Education*

Appointed: 1 January 2022  
Current term: 01/1/2022 – 31/12/2024

Louise has been a teacher for over 30 years in diverse educational settings and is the Head of Department for Numeracy at Indooroopilly State School.

### **Dr Andrea O'Brien**

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*Nominee of the Queensland Catholic Education Commission (QCEC)*

Appointed: 6 July 2020  
Current term: 01/01/2022 – 31/12/2024

Andrea has over 40 years' experience as a teacher, principal and system level leader within Catholic education.

### **Chris Lassig**

---

*Nominee of the Director-General, Department of Education*

Appointed: 30 June 2023  
Current term: 30/06/2023 – 31/12/2024

Chris is the Assistant Director-General – School and Region Reviews overseeing the Department of Education's program of school, region and system reviews supporting continuous improvement in Queensland state schools.

### **Vicky Walduck**

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*Practising teacher representing State schools, nominated by the Director-General, Department of Education*

Appointed: 7 December 2023  
Current term: 07/12/2023 – 31/12/2024

Vicky is Head of Department, Prep to Year 6, North Lakes State College.

### **Brent Woollett**

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*Elected State school practising teacher*

Appointed: 1 January 2022  
Current term: 01/01/2022 – 31/12/2024

Brent has been a teacher for over 33 years and is Principal of Coolnwynpin State School. He has worked in a range of remote, regional, and metropolitan settings across primary, special, and secondary schools.

### **Former members**

#### **Samantha Blair**

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*Practising teacher representing State schools, nominated by the Director-General, Department of Education*

Appointed: 9 December 2011  
Current term: 01/01/2022 – 10/07/2023  
(resigned)

#### **Professor Merrilyn Goos**

---

*Practising teacher educator nominated jointly by universities providing an approved preservice teacher education program*

Appointed: 24 November 2022  
Current term: 24/11/2022 – 29/12/2023  
(resigned)

# QCT Executive Management

The Executive Leadership Team is responsible for delivery of QCT’s legislative requirements within a compliant corporate governance framework and for providing strategic and operational management and comprises:

- **Ms Deanne Fishburn**  
GAICD, B Int Bus, PG Dip Ed, MBA  
Director (Chief Executive)
- **Mr Andrew Braban** LL M  
Corporate Legal Counsel
- **Ms Beth Houston**  
Legal – B Comm, JD, Grad Dip Leg Prac  
Executive Manager (to 22 October 2023)
- **Ms Julie Imber**  
B Bus, Grad Cert HM, Dip Bus, C Dec (Qld)  
General Manager Corporate Services
- **Ms Deb Jones** B Ed  
General Manager Professional Standards
- **Ms Anita Morrison**  
Executive Manager Professional Conduct (to 20 October 2023)  
General Manager Integrity (from 23 October 2023)
- **Ms Kim Newman**  
B Bus (Comm), MA (App Ethics)  
Executive Manager Registration

Under section 278 of the Act, the Director is to control the office and is responsible for its efficient and effective administration and operation. The Director has all of the functions and powers of the Chief Executive of a Department, to the extent the functions and powers relate to the organisational unit comprising the staff of the office.

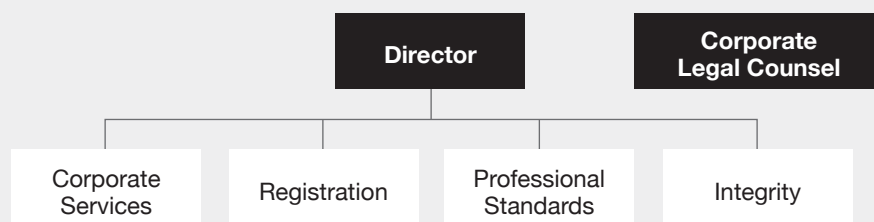
## Organisational structure

The QCT has a Director and staff appointed under the *Public Sector Act 2022*. The QCT has a diverse and highly skilled and experienced workforce. As at 31 December 2023, we had an establishment of 73.89 full-time equivalent (FTE) positions, with a head count of 78 people including full-time, part-time, and temporary employees. Our workforce is primarily made up of permanent staff (75.6%) and temporary staffing (24.4%). Women make up 62.3% of the workforce and hold 56% of managerial positions (Administration Officer AO7/Professional Officer PO5 and above). Women hold 100% of senior executive and senior officer roles.

The QCT has four main operational areas:

- **Corporate Services** – corporate support functions – finance, human resources, records, facilities, information technology, communications and engagement
- **Integrity** – professional conduct responding to teacher conduct and competence; Legal for assessment of suitability to teach; suspension; cancellation and exclusions of registrations
- **Professional Standards** – accreditation of initial teacher education (ITE) programs, certification of Highly Accomplished and Lead Teachers, implementation of professional standards
- **Registration** – approval of teachers, provisional to full registration; compliance management, customer service and renewals

The structure of the QCT office as at 31 December 2023:



# Our performance against objectives in 2023

**2023 was the first year of the new Strategic Plan 2023–2026.**

**The Strategic Plan identifies risks and opportunities embraced by QCT.**

QCT's work is guided by four strategic pillars:

- Regulating the profession in the public interest
- Promote the profession
- Collaborate with our partners
- Thrive as an organisation into the future.

In 2023, we progressed the following against the strategic plan:

- Implemented actions from the National Teacher Action Workforce Plan
- Conducted the 2023 Census of teachers in Queensland schools
- Audited schools on compliance with the general offence provisions of the Act
- Reviewed regulatory compliance risk management strategies and implemented changes to the QCT regulatory Compliance Management Framework
- Revised new Permission to Teach Policy
- Revised policy on transitioning from provision to full registration policy and guidelines launched
- New Provisional to Full Registration policy
- Developed 2023-2026 Regulatory Performance Action Plan
- Entered into a partnership with the Department of Education for the Early Childhood Teachers Registration Facilitation Services project for 2 years from 1 January 2024 to 31 December 2025
- Participated in the support of the Australian Teacher Workforce Survey 2023 on behalf of ATSIL
- Partnered in promotion of World Teachers' Day
- Support three teachers with funding to present research at national conferences
- Progressed the QCT research plan by partnering with Central Queensland University on Permission to Teach
- Awarded a record 31 teachers in our annual TeachX awards, across seven categories in recognition of the diverse range of exceptional teachers being celebrated
- Chaired the ITE Working Group and actively participated in activities that influence national standards and procedures for ITE accreditation.
- Advanced planning for the IFTRA Conference to be hosted in Queensland in June 2024.
- Co-convened Australian Teacher Regulation Authority (ATRA) Senior Officers group and coordinated response on behalf of ATRA to harmonisation activities and recommendations for review of the national teacher registration framework
- Undertook Stakeholder engagement survey pilot with key stakeholders
- Revised quarterly reporting to the Board on key activities
- Financial optimisation project completed to support a robust funding model into the future
- Risk framework, policy and register approved and implemented
- Revision of the procurement framework to align with government objectives
- Working for Queensland staff satisfaction survey with 100% completion rate and 82% staff engagement rating
- Phase 2 of the strategic HR review implemented and appointed the role of General Manager Integrity to streamline Integrity functions
- Commenced planning for Board Elections to be held in 2024 for new Board appointments in 2025.



# Pillar 1: Regulating the profession in the public interest

## Registration

### The state of the register

A legislated function of the QCT under the *Education (Queensland College of Teachers) Act 2005* (the Act), is to keep a register of 'approved teachers', i.e. persons who either are registered teachers or hold permission to teach (PTT).

As at 31 December 2023, the register contained the names of 117,167 approved teachers (up 1.9% compared to the end of 2022).

Table 1 shows the number of teachers on the register as at 31 December 2023 and the numbers of applications received, withdrawn, refused, and approved during the year, as compared with the previous four years. At the end of 2023, the register contained the names of 117,167 approved teachers (up 1.9% compared to the end of 2022).

A total of 3,641 teachers had their registration cancelled or were removed from the register for one of the following reasons: their annual fees had not been paid, their period of provisional registration had ended and they had not reapplied for registration, their five-year period of full registration had ended and they had not applied for renewal, they had voluntarily surrendered their registration, or they had passed away (Table 2). The number of teachers removed from the register in 2023 was 1.1% lower than that in 2022.

**Table 1: Queensland register of teachers, 2019-2023**

Registration activity	2019	2020	2021	2022	2023
<b>Register of teachers</b>					
Approved teachers	109,629	111,175	112,540	115,002	117,167
<b>Applications for approval to teach</b>					
New applications received	6,693	6,866	7,473	8,618	8,414
In progress*	613	945	898	1,234	1,400
<b>Outcomes of applications for approval to teach</b>					
Applications refused	109	64	76	97	70
Applications withdrawn	168	105	200	237	329
Applications approved*	6,316	6,322	7,158	7,803	7,765
<b>Provisional to full registration</b>					
Applications processed	3,370	3,336	3,045	2,979	3,240
<b>Applications for renewal/restoration of registration</b>					
Received	7,338	48,683	17,469	10,196	9,818
Processed	7,223	42,293	23,786	10,175	9,840
In progress	115	6,861	472	478	441

\* Includes applications from graduates received at the end of the previous year but awaiting confirmation of course results early in the relevant year.

## Attrition rates

**Table 2:** Attrition from the Queensland register of Teachers

Reason	2021	2022	2023
Cancellation due to fee not being paid*	1,063	1,725	1,770
End of period of provisional registration	288	267	283
End of five-year full registration	1,655	139	156
Voluntary surrender	1,173	1,144	1,186
Deceased	61	59	47
Other	258	346	199
<b>Total</b>	<b>4,498</b>	<b>3,680</b>	<b>3,641</b>

\* Cancellation under section 66 of the Act is required where a teacher has not paid the annual fee in the required time.

## Teacher data

### Age profile and gender

Table 3 shows the average ages of applicants and of approved teachers. The average ages have remained relatively stable in recent years.

**Table 3:** Average age (in years) of applicants and approved teachers

Applicants/teachers	Average age		
	2021	2022	2023
All applicants	36.0	35.8	36.3
• Female applicants	35.7	35.6	36.3
• Male applicants	36.9	36.3	36.5
• Other	29	33	27.5
Approved teachers on the register	45.7	45.9	46.1

**Table 4:** Age profile and gender of approved teachers as at 31 December 2023

Age group	Proportion of register	Male	Female
0-24	2.8%	21.3%	78.7%
25-29	8.4%	24.7%	75.3%
30-34	10.8%	24.3%	75.7%
35-39	11.9%	22.1%	77.9%
40-44	13.4%	22.2%	77.8%
45-49	14.1%	22.9%	77.1%
50-54	10.5%	22.6%	77.4%
55-59	10.5%	24.1%	75.9%
60 and over	17.6%	28.1%	71.9%
<b>Average</b>		<b>23.6%</b>	<b>76.4%</b>

(Percentages are rounded and may not add to 100%).

## Pillar 1: Regulating the profession in the public interest

### Location and employment

Approximately 96% of approved teachers have Queensland addresses. Most of the remainder have interstate addresses (1.7% in New South Wales). Fewer than 1% of teachers are located overseas.

69% of approved teachers were known to be employed in permanent or long-term temporary teaching positions in Queensland schools (2022: 68.9%) with 2.6% of approved teachers known to be employed in other educational institutions (e.g. Technical and Further Education, universities, and kindergartens).

31% of approved teachers not in permanent or long-term temporary teaching positions include relief and short-term contract teachers; teachers on extended leave; teachers employed in education-related positions outside of schools (e.g. curriculum development, system administration, education programs in cultural institutions); teachers teaching interstate or overseas; as well as retired teachers and those in other fields of employment who maintain teacher registration for various reasons.

Of all registered teachers who the QCT was advised had a permanent or long-term temporary teaching position in a Queensland school, 66% were in State schools and 34% were in non-State schools. This distribution has remained relatively constant in recent years. Table 5 shows the distribution of teachers across employment sectors.

**Table 5:** Sectoral distribution of teachers recorded as in permanent or long-term temporary teaching employment as at 31 December 2023

Employment sector	2021	2022	2023
Non-State Primary	16.3%	16.3%	16.6%
Non-State Secondary	17.4%	17.9%	18.4%
State Primary	39.2%	38.6%	38.2%
State Secondary	27.1%	27.1%	26.9%

Of those employed in a permanent or long-term temporary teaching position in a Queensland school, 92.3% held full registration.

### Qualifications

Most approved teachers (91%) have at least four years of teacher education (i.e. four years of higher education including at least one year of professional teaching studies) (2022: 91%). Tables 6 and 7 indicate the qualifications of registered teachers overall and by age group at the end of 2023.

**Table 6:** Proportion of approved teachers by initial and total qualifications

Qualification	Initial teaching qualification	Total qualifications
4 years or more	49%	91%
3 years	20%	8%
Less than 3 years	31%	1%

**Table 7:** Qualifications of approved teachers by age group, as percentage of age group

Age group	% with less than 3 years	% with 3 years	% with 4 or more years
24 and under	0%	0%	100%
25-29	1%	0%	99%
30-34	1%	0%	99%
35-39	1%	1%	99%
40-44	1%	1%	98%
45-49	1%	3%	96%
50-54	1%	13%	86%
55-59	1%	19%	80%
60 and over	2%	18%	80%

## Registration activity

### Applications for approval to teach

The QCT received a total of 8,414 applications for approval to teach (a decrease of 2.4% compared to 2022 but still a 12.6% increase on 2021). The continued elevated application numbers is mainly attributed to higher numbers of PTT applications being received.

Applicants who had attained an initial teaching qualification from a Queensland institution within the past two years made up 30.2% (2022: 30.6%). The remainder were PTT applicants, applicants with interstate or overseas qualifications, applicants under mutual recognition or those who had obtained Queensland qualifications more than two years ago.

The QCT has several mechanisms in place for the assessment of complex and non-standard applications and holds a substantial bank of information and online resources to assist in complex qualification assessments.

Applicants who have not obtained the prescribed qualifications under the Education (Queensland College of Teachers) Regulation 2016 (the Regulation) may have their application assessed under alternative provisions of the Act. Applicants assessed under these provisions need to satisfy the QCT that their 'education, demonstrated abilities, experience, knowledge and skills' establish that they meet the requirements for registration under the Australian Professional Standards for Teachers (APST). These applicants may submit a structured professional portfolio addressing the APST using guidelines or a proforma submission developed by the QCT. The QCT may also consider other evidence related to the applicant's qualifications and experience.

In 2023, 42 applications for registration were assessed under the APST (2022: 18). Of these, 12 applications were refused, ten applicants were granted provisional registration, 19 were granted provisional registration with conditions and one applicant was granted full registration.

### Recognition of teachers with overseas qualifications

The Queensland Cultural Diversity Policy recognises the need to maximise the benefits of cultural diversity and promote equitable access to services and helps to increase the pool of teachers.

Overseas qualifications are assessed by experienced QCT staff after considering advice from the Australian Government's Qualifications Recognition Policy Unit and information from a range of other reliable and authoritative Australian and international sources. The QCT maintains a comprehensive collection of data on overseas qualifications; subscribes to online databases which provide information, advice and opinion on the assessment of qualifications from overseas countries; and liaises with and shares information on qualifications with other teacher regulatory authorities.

Queensland legislation requires that teachers can communicate in spoken and written English at a professional level. The QCT's English language policy aligns with nationally consistent registration processes, to ensure a consistent standard for English language proficiency for the registration of teachers across Australian states and territories.

In 2023, the QCT received 771 applications from teachers with overseas qualifications (2022: 567) and approved 433 applications (2022: 384). The majority of overseas applications were from teachers whose undertook initial preparation in the United Kingdom, South Africa, New Zealand, the United States of America, Canada and India.

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**Mutual recognition of teachers from interstate and New Zealand**

Under the provisions of the mutual recognition Acts, the teacher regulatory authorities in all Australian jurisdictions grant equivalent registration status to teachers transferring among these states/territories. Similarly, authorities are bound under the Trans-Tasman Mutual Recognition Acts to recognise registered teachers transferring between New Zealand (NZ) and these states.

The number of teachers from each jurisdiction who were granted registration in Queensland under mutual recognition in 2023 is shown in Table 8, along with figures from the previous two years.

**Table 8:** Mutual recognition applications approved in 2021–2023, by jurisdiction of origin

Jurisdiction	2021	2022	2023
Australian Capital Territory	61	65	53
New South Wales	590	610	537
Northern Territory	104	113	97
New Zealand	120	212	350
South Australia	107	76	89
Tasmania	29	46	39
Victoria	573	501	464
Western Australia	93	106	105
<b>Total</b>	<b>1,677</b>	<b>1,729</b>	<b>1,734</b>

**Permission to teach**

In certain circumstances, the QCT may grant PTT to a person who is not a registered teacher. This can occur only if the QCT is reasonably satisfied the person:

- a) has been offered a teaching position in a school and the employing authority or, principal of, the school cannot find an appropriate registered teacher to fill the position
- b) has knowledge, qualifications, skills or training reasonably considered by the QCT to be relevant to the position the person has been offered
- c) is suitable to teach
- d) can communicate in spoken and written English at a professional level.

Applicants must undergo a criminal history check. The QCT may impose conditions on the PTT. The period of a PTT must not be longer than two years, after which time a new application must be made to the QCT.

In 2023 1,133 PTT applications for PTT were received (2022: 1,076) and 1,050 PTT applications were approved which was an increase of 18.2% compared to PTTs approved in 2022 (888). One application for PTT was refused.

ITE students represented 94% of persons granted PTT and approximately 40% approved under PTT in 2023 now hold registration.

Of all approvals 63% of PTT holders were approved to teach in State schools (2022: 64%) 18% (2022: 20%) were approved to teach in Independent schools and 18% (2022: 16%) approved in Catholic schools. The majority of PTT approvals (68%) were for schools located outside of the South-East Queensland metropolitan region, which is defined as any area outside the postcodes 4000 to 4310 (2022: 67%).

Prominent subject areas included General Primary (23%), English (13%), Design and Technologies (Industrial Technology contexts) (11%), Mathematics (10%), Health and Physical Education (9%), and the Sciences (7%).

The QCT Board approved changes to the PTT policies, effective from 1 August 2023, to ensure that the ELP requirements were fit for purpose and current workforce needs and to streamline renewal and reapplication processes.

## Provisional registration

The initial period of provisional registration is two years. Before the end of that period a person holding provisional registration can give notice to the QCT to extend their provisional registration period for a further two years. Only one extension of provisional registration is permitted under the Act.

In 2023, a total of 379 (2022: 377) provisionally registered teachers had their extended period of provisional registration come to an end; these teachers needed to re-apply for teacher registration to remain registered. Of this group, 266 (2022: 251) did not re-apply for registration by 31 December 2023.

During 2023, 3,240 provisionally registered teachers successfully transitioned from provisional to full registration (2022: 2,979).

## Renewal and restoration of full registration

Teachers with full registration who wish to remain registered at the end of their five-year period of registration must apply to renew their registration. Assessment of a renewal application includes whether a person has met or is meeting any condition on their registration, a criminal history check on the teacher and other suitability matters. A teacher who applies after their registration end-date but within three months after their registration ends must apply to have their registration restored. Activity regarding renewal and restoration of registration during 2023 is summarised in Table 9.

**Table 9:** Number of applications for renewal or restoration of registration in 2023

Activity	Number
Renewal applications received	8,565
Restoration applications received	1,253
Renewals and restorations processed* (total)	9,840
– renewed with a condition (mostly RTT)	344
– refused (not suitable to teach)	1
– refused (not complying with conditions)	1

\* Includes applications received in previous year – applications are available six months prior to registration end-date.

## Suitability to teach checks

All applicants for teacher registration, PTT and renewal or restoration must undergo a 'suitability to teach' criminal history check. In 2023, 13,652 criminal history checks on applicants were received from the Queensland Police Service (QPS) and the QCT relied on the Blue Card 'working with children' checks for another 5,021 applicants.

## Refusal of registration or PTT

During 2023, 70 (2022: 97) applications for approval to teach in Queensland were refused for reasons including failure to meet requirements regarding suitability to teach, qualifications, or English language proficiency (ELP).

## Processing times and customer feedback

Application processing times are contingent on the applicant providing all the required evidence for a decision to grant or refuse their application. In 2023:

- 45% of applications for registration were processed within 30 days (2022: 44%)
- 56% of applications for PTT were processed within 14 days (2022: 49%)
- 96% of renewal applications were processed within 14 days (2022: 96%), with 66% processed on the day received (2022: 67%)
- 77% of applications under mutual recognition were finalised within 30 days (2022: 81%).

Customer satisfaction levels for the various application streams for registration are monitored via feedback surveys. The QCT aims for an overall satisfaction rate of at least 80%, and in 2023 achieved 85%.

## Pillar 1: Regulating the profession in the public interest

### Internal review of decisions

A person dissatisfied with certain decisions made by the QCT can apply for a review of the decision by the Internal Review Committee (IRC) within 28 days after the decision is given to them.

Where the original decision was made within the QCT office under delegated power, the IRC must decide whether to confirm the original decision, amend the original decision, or substitute another decision for the original decision. In cases where the original decision was made by the QCT Board or the Professional Capacity and Teacher Conduct Committee (PC&TCC), the IRC must make a recommendation to the QCT Board.

Seven original decisions of the QCT to refuse an application relating to professional practice were reviewed by the IRC at six meetings in 2023. All reviewed decisions were delegated decisions (2022: 11).

Five of the applications had been refused due to professional practice requirements relating to qualifications and experience not being met for registration; one was refused on the basis that the professional practice requirements to transition to full registration were not met; and the final application was a renewal application refusal based on a condition imposed on the applicant's registration not being met.

Of these professional practice applications, the IRC decided to substitute a new decision and grant registration for three of the applications for registration. The remaining four professional practice applications, including the transition to full registration application and the renewal application, were confirmed by the IRC.

In addition to the seven professional practice applications heard by the IRC, a further professional practice application for review was received but subsequently withdrawn by the applicant following the QCT making an alternative decision and granting registration following new information being provided by the applicant.

There were no applications for review received in 2023 based on suitability to teach decisions.

One meeting of the IRC was held in 2023 to review two original delegated decisions of the QCT regarding applications for certification as a Highly Accomplished or Lead teacher.

In one of these cases the IRC confirmed the original decision. In the other case the IRC decided to substitute another decision for the original decision.

### The QCT's Regulatory Compliance Framework

The QCT is responsible for monitoring and enforcing compliance with the Act and associated policies. The Act prescribes offences and penalties that can be applied and enforced by a court where an offence is proved. QCT policies outline how provisions of the Act apply and consequences for non-compliance.

The QCT Regulatory Compliance Framework provides an overarching structure for the QCT to manage its obligations as the regulator of the teaching profession in Queensland. The QCT Compliance Management Strategy details the way potential compliance matters are monitored and managed.

In 2023, the QCT developed a regulatory performance plan mapped against the QCT strategic plan to guide its regulatory enforcement activities over the next few years. Planning has included reporting on compliance and enforcement activities and more effective data use, monitoring compliance with conditions on registration, conducting the annual census of teachers in schools, undertaking an annual program of school audits, stakeholder engagement and information provision and review of the QCT Compliance Management Strategy.

### Conditions on approvals to teach

The Act provides for the QCT to grant an applicant registration or PTT with a condition if the QCT is reasonably satisfied the condition is necessary to ensure the person meets the requirements to be approved to teach in Queensland. One teacher had their registration cancelled and one applicant for five-yearly renewal was refused in 2023 for failure to meet the requirements of their registration condition.

An approved teacher who is subject to a condition may make a written application to the QCT asking for the condition to be reviewed and amended or cancelled.

Table 10 shows the outcome of reviews of registration conditions in 2023.

**Table 10: Outcome of reviews of registration conditions in 2023**

Type of condition	Action	No. of teachers
A criminal record check	Condition cancelled	9
Further study required	Condition cancelled	1
	Condition amended	1
	Refuse to cancel condition	1
Conditional accreditation NSW	Condition cancelled	11
Required to complete professional development	Condition cancelled	6
	Condition amended	1
Conditions apply – see statement of condition	Condition cancelled	12
Required to improve English language proficiency	Condition cancelled	33
	Condition amended	9
	Refuse to cancel/amend condition	4
Complete a Returning to Teaching Program	Condition cancelled	15
	Condition amended	2
	Refuse to cancel condition	1
RTT (excluding reviews conducted during renewal)	Condition cancelled	240
	Condition omitted*	35

\* Section 42 of the Act provides for a condition to be omitted if doing so is not adverse to the teacher's interests. Omission of the RTT condition is often due to teachers realising that they had incorrectly answered a question on their renewal form and did in fact have evidence of recency of practice for their preceding five-year registration period.

**Table 11: Registration conditions applied in 2023**

Type of condition	Teachers with provisional registration	Teachers who have PTT	Total
A Criminal Record Check	5	2	8
Complete Returning to Teaching Program	1	0	24
Conditional accreditation NSW – ITE condition	16	0	16
Conditions Apply – see Statement of Conditions	3	1	11
Further study required	20	0	21
Required to complete professional development	17	0	17
Required to improve English language proficiency	37	4	42
<b>Total</b>	<b>99</b>	<b>7</b>	<b>139</b>



## Pillar 1: Regulating the profession in the public interest

### Annual census

The QCT conducted the 2023 online annual census of teachers in schools in March via each school's QCT account. Principals at non-State schools were emailed instructions on how to complete and submit the census return online on the relevant date. This facility can be used at any time during the year by the school administration to update teaching staff records.

To capture census information for State schools, the QCT worked with the DoE to undertake a centralised transfer of information on teachers employed in all State schools. This initiative ensures a regular exchange of information about State school teachers and negates the need for approximately 1,300 State school Principals to respond individually to the QCT annual school census. This process also ensures that all State schools are checked.

Nearly every Queensland school completed a census return in 2023.

### Audits

The QCT conducts school audits to promote compliance with the Act to ensure that only approved teachers are teaching in Queensland schools.

Ten school audits were completed, covering the status of 972 staff (including 348 registered teachers and nine persons with PTT). One likely breach of section 82(1) of the Act was identified by a school's administration during the audit. It was inconclusive if a breach of section 82(1) of the Act likely occurred at another school. No likely breaches were identified at the remaining schools. All audits were completed and finalised within six months of their commencement.

### Investigations

The QCT works with teacher-employing authorities to promote compliance with the legislative requirement that only approved teachers are employed as teachers in prescribed schools. Information regarding possible breaches of the general offence provisions of the Act is obtained by the QCT through various means including complaints from members of the public, employees at schools, and in applications for approval to teach. The QCT may initiate a compliance investigation of a school after assessing the information received.

**Table 12: School compliance investigations in 2022 and 2023**

	2022	2023
Number of investigations in progress at start of year	5	4
Number of new investigations	6	6
Number of investigations finalised	7	6
Number of investigations remaining at the end of the year to be completed in following year	4	3

All investigations finalised in 2023 identified likely breaches of the general offence provisions of the Act. A total of eleven likely breaches of section 82(1) and two likely breaches of 83(2) were identified across the investigations finalised in 2023.

### General offences

In 2023, 128 compliance issues were assessed (2022: 103) and in 43% of the matters, no breaches of the general offence provisions of the Act were identified. 26 warnings were issued to individuals, schools or employing authorities and no further action was undertaken on 20 minor breaches. The remaining matters will be addressed in 2024.

A Teacher Approval Checklist for Schools was generated in 2023 to inform schools how to properly cross-check a teacher's approval to teach before they started teaching. This was emailed to all Prep to Year 12 schools in Queensland, key stakeholders, and was promoted in eNews.

### RTT conditions

In the renewal process, teachers with an RTT condition on their registration are required to demonstrate that they have complied with the condition. Renewing teachers with an RTT condition who have taught in their five-year registration period and have not complied with the requirements of their condition enter a case management process. If they do not comply with the condition or provide adequate information otherwise, their registration may be refused or a further condition placed on their registration.

In 2023, no teachers with an RTT condition who applied for renewal was refused, 31 completed their requirements and the condition was cancelled, 109 teachers had their RTT conditions remain upon renewal, and three had their condition omitted at renewal.

## Conduct

### Regulate the profession in the public interest

To assist the QCT to protect children, students, the public and the profession, the QCT receives and deals with a range of information about teachers' conduct, competence and suitability to teach.

Where appropriate, the QCT also conducts investigations and disciplinary proceedings into teacher conduct and competence.

### Registration suitability assessments

When considering an application or renewal for teacher registration or Permission to Teach (PTT), the QCT must be satisfied that, amongst other things, the person is Suitable to Teach (STT) before it can grant registration or PTT. This includes consideration of the person's conduct, competence and suitability to work in a child-related field.

The QCT assesses the person's national criminal history and where appropriate overseas criminal history, Working with Children exclusions and information related to previous employment or professional registration.

The QCT can impose conditions on, or refuse registration, where appropriate

**Table 13:** Registration suitability assessments

	2021	2022	2023
STT assessments for applications for registration or PTT	386	461	505
STT assessments for renewals for registration or PTT	2,047	1,072	1,075
Registration/PTT granted with STT condition/s	3	4	3

### Mandatory notifications

#### Change in criminal history notifications

The Queensland Police Service (QPS) and prosecuting authorities must notify the QCT about changes in a teacher's criminal history, including all charges and findings of guilt. A daily automated data match search between the QPS and QCT enables the QPS to identify changes in criminal history relating to teachers and notify the QCT without delay. A teacher must also notify the QCT if there is a change in their criminal history.

#### Employing authority notifications

An employing authority must notify the QCT when it starts and finishes dealing with an allegation of harm caused, or likely to be caused, to a child because of the conduct of a teacher.

An employing authority must also notify the QCT if it terminates the employment of a teacher for reasons related to the teacher's competence to be employed as a teacher.

The QCT provides advice to stakeholders including employers, principals and schools including regular formal information sessions. It also maintains fact sheets and other information on its website to assist employers to comply with their mandatory obligations.

**Table 14:** Employing authority notifications

	2021	2022	2023
Change in criminal history notifications	224	190	175
Employing authority harm to children notifications	592	608	681
Employing authority competence notifications	4	8	11

## Pillar 1: Regulating the profession in the public interest

### Complaints and other notifications

Anyone can make a complaint to the QCT, including members of the public, teachers and employing authorities, alleging a ground for disciplinary action against a teacher. The QCT may refuse to deal with the complaint in certain circumstances, including where the complaint is more appropriately dealt with, or has already been adequately dealt with, by another entity.

The QCT also receives information relating to conduct, competence and suitability to teach from other Queensland and interstate entities via information sharing agreements and generally.

**Table 15:** Complaints and other notifications

	2021	2022	2023
Complaints	67	38	58
Other notifications	31	49	84

### Authorised investigations

The QCT can authorise an investigation where it believes a ground for disciplinary action may exist against a teacher or a former teacher.

**Table 16:** QCT authorised investigations

	2021	2022	2023
QCT authorised investigations	23	12	18

## Suspension of registration or PTT

### Mandatory suspensions

The QCT must suspend a teacher's registration or PTT if the teacher is charged with an offence listed as a serious offence within the *Working with Children (Risk Management and Screening) Act 2000*.

If the teacher is convicted of the serious offence the QCT must cancel the teacher's registration or permission to teach, and the person becomes an excluded person.

### Discretionary suspensions

The QCT may also suspend a teacher's registration or PTT if the QCT believes that the teacher poses an unacceptable risk of harm to children.

All suspensions are required to be referred the Queensland Civil and Administrative Tribunal (QCAT) for consideration as to whether the suspension

should be continued. After considering submissions from the teacher, QCAT may determine not to continue the suspension. A suspension is also not continued where a person becomes former approved between being suspended and the suspension hearing.

**Table 17:** Suspension of registration or PTT

	2021	2022	2023
Suspension for a serious offence charge/continued	16/14	16/17	20/19
Suspension – unacceptable risk of harm/continued	17/15	12/12	18/16
Cancellation of excluded person	5	1	4

Notes:

1. QCAT continuation decisions may be made in the year following the year in which the suspension was effected.
2. If a teacher surrenders their registration, or otherwise ceases to be an approved teacher, the QCT is not required to refer the suspension to QCAT for a review.

### Disciplinary proceedings

After considering information before it, if the QCT believes that a ground for disciplinary action exists against a teacher, or former registered teacher, it must commence a disciplinary action.

Where the QCT considers that minor disciplinary action is appropriate and the teacher consents, the QCT can enter into a Practice and Conduct Agreement. Minor disciplinary action includes formal warning or reprimand and/or conditions on the teacher's registration or PTT.

In circumstances where the QCT believes that a ground for disciplinary action exists and minor disciplinary action is reasonable but either a practice and conduct agreement is not appropriate or the teacher did not consent to an agreement, the QCT can refer the matter to the Professional Capacity and Teacher Conduct Committee (PC&TCC). The QCT must also refer all authorised investigations which find that a ground for disciplinary action exists, to the PC&TCC.

The PC&TCC is established under the QCT Act and is constituted by three QCT Board members. The PC&TCC can deal with impairment matters or authorise an investigation, in addition to imposing one or more of the minor disciplinary sanctions. It can also refer the matter to QCAT in circumstances where it believes a sanction only available to QCAT would be more appropriate.

QCAT can impose minor discipline, authorise an investigation or deal with impairment matters. It can also impose one or more additional sanctions including suspend or cancel the teacher's registration or PTT, prohibit the teacher from reapplying for registration, make a notation, end a suspension, order costs or impose a fine (penalty units) and impose conditions on registration or re-application of registration.

**Table 18: Disciplinary proceedings**

	2021	2022	2023
Finalised Practice and Conduct Agreements	28	39	26
Matters referred to PC&TCC	40	37	35
Matters referred to QCAT	7	8	21

**Table 19: Disciplinary outcomes**

	2021	2022	2023
No further action	2	3	2
Warning	21	42	29
Reprimand	31	22	21
Accept undertaking from teacher	2	0	0
Conditions on registration	9	10	7
Suspension	0	0	1
Suspension ended	2	2	2
Cancellation	1	3	4
Prohibition	3	5	7
Costs	0	0	0
Fine	0	0	0
Notation on the register	14	9	10
Conditions on re-application for registration	0	0	1
Withdrawn/dismissed	2	1	0
Matters requiring a health assessment	1	2	1

## Eligibility declaration

Excluded persons are not able to apply for registration unless they are granted an eligibility declaration. Applications for eligibility declarations are considered by the Eligibility Declarations Committee (EDC). The EDC will only grant an eligibility declaration in circumstances where it is satisfied that it is an exceptional case and would not harm the best interests of children to issue the eligibility declaration. If an eligibility declaration is granted, the person's suitability to teach is considered by the Suitability To Teach Committee (STTC).

**Table 20: Eligibility declarations**

	2021	2022	2023
Eligibility declarations applications received/granted	0/0	0/0	1/1

## External reviews and appeals

A person who is dissatisfied with an internal review of a QCT decision relating to registration, PTT, certification or a PC&TCC decision may seek an external review at QCAT.

A person who is dissatisfied with a QCAT decision may seek an appeal of QCAT's decision, including where the decision was to continue the suspension of the teacher's registration or PTT.

**Table 21: External reviews and appeals**

	2021	2022	2023
External review	1	1	5
Appeal/review	0	4	5

## Prosecutions

The QCT takes a proportionate approach to regulatory compliance issues and works with its stakeholders to promote trust and achieve compliance. In determining the most appropriate response to contraventions of the criminal offences in the Act, the welfare and best interests of children are the QCT's primary considerations.

**Table 22: Prosecutions**

	2021	2022	2023
Commencement of prosecution in court	0	0	1

## Pillar 2: Promote the profession

### Engaging the profession

Each year, we engage with registered and preservice teachers across Queensland to further develop teachers' understanding of the QCT's role, registration requirements for teachers and the use of the Australian Professional Standards for Teachers (APST) across teachers' careers.

Engagement in 2023 was primarily through online presentations and webinars, reference groups, and the provision of print and digital resources.

At the request of Queensland Higher Education Institutes (HEIs), we delivered 12 presentations to final year preservice teachers. Sessions varied from providing a brief overview of the role of the QCT and teacher registration requirements as part of orientation programs, through to full workshops that promoted understanding of the APST and the process of applying for provisional registration and professional boundaries.

In addition to sessions for preservice teachers, we delivered 21 workshops to provisionally registered teachers and their mentors throughout Queensland. These sessions focused on the process and requirements for transitioning from provisional to full registration. Additional sessions were also delivered to promote engagement with the APST.

QCT webinars were well supported with recordings made available to both registered participants via an email link and all registered teachers through their myQCT account. More than 1,600 preservice and registered teachers watched recordings of the sessions in 2023.

Workshops for supervising teachers continued online. These sessions supported 150 teachers to make judgements of preservice teacher performance at the Graduate career stage of the APST.

Training workshops were provided for DoE and Catholic Education assessors and teachers as part of the QCT's role in certification of Highly Accomplished teachers and Lead teachers. Training activities included initial assessor training and assessor refresher training.

Other educational engagement activities/workshops were presented at events organised by: Employing authorities; DoE 'Teach Queensland'

and 'Teach Rural' Career Fairs; school clusters on a range of topics. In total, we engaged with more than 2,100 teachers in live workshops and information sessions in 2023.

Feedback from these sessions indicates that participants are engaging positively with the APST and using these in reflective practice and registration processes. 646 survey responses were received during the year with 95% of participants satisfied with the session they engaged in.

Quarterly meetings of the Principals' Engagement Reference Group are convened by the QCT and allow the effective sharing of information with principals' associations and school leaders in all sectors.

The Queensland Beginning and Early Career Teachers reference group, a professional forum for discussion about how the QCT can better support teachers in the early stages of their career, met once each term to discuss strategic issues of relevance to the QCT and early career teachers.

### Transitioning from provisional to full registration

The period of provisional registration forms part of the continuum of ongoing development from preservice education to career-long learning. This period of supported induction to the teaching profession includes guided reflection on practice, professional development and growth, and collegial support and participation in collegial activities.

Eligibility for transitioning from provisional to full registration depends on the capacity of the provisionally registered teacher to provide evidence of 200 days of teaching experience in a recognised setting, and the provision of evidence to a reviewer that all the APST have been met at the Proficient career stage.

The QCT continues to support provisionally registered teachers delivering approved kindergarten programs in early childhood settings, including through the publication of *Transition to full registration: An evidence guide for early childhood teachers*. Although registration in such settings is not currently mandatory in Queensland, the QCT recognises this teaching experience for the purpose of progressing to full registration.

A review of the Transition to Full Registration policy and process commenced in 2022, with stakeholder feedback sought through a series of focus groups and surveys. Some recommendations arising from the review were implemented in 2023, by launching:

- a refreshed policy
- new guidelines
- revised resources available in myQCT
- updated communications between the QCT, applicants and reviewers.

### Maintaining full registration – Returning to Teaching condition

A Returning to Teaching (RTT) condition is placed on a fully registered teacher’s registration where they have not taught for 100 days or more in their five-year period of registration. The RTT policy includes mandatory professional development elements – focussed on code of conduct, child protection and understanding of the APST – for all returning teachers, with further obligations about updating skills and knowledge following completion of a threshold number of teaching days after their return to the classroom.

There are three pathway options available to comply with an RTT condition – the QCT web-based support system (individual QCT RTT pathway), endorsed RTT programs, and a school-based pathway.

The QCT RTT pathway is accessed via a teacher’s myQCT account. In this pathway, the teacher engages in a range of user-selected professional development activities, in which they satisfy the elements and program content, but which have not been formally approved by the QCT.

The number of teachers using each pathway to meet an RTT condition in 2023 is shown in Table 23. Since its introduction in 2017, the web-based individual pathway is increasingly popular, with a consequent decline in the numbers of teachers choosing to use the other two pathways.

At the start of the 2023 school year, 7,747 registered teachers had an active RTT condition on their registration. During 2023, 352 renewing teachers had an RTT condition applied to their registration and 109 teachers had their existing RTT condition remain at renewal. By the end of the year a total of 7,243 fully registered teachers had an RTT condition (2022: 8,282).

**Table 23:** Number of teachers using each pathway to meet an RTT condition

Pathway	2021	2022	2023
Web-based individual QCT RTT pathway	214	146	196
QCT-endorsed RTT professional development programs	33	11	15
School/Employer-based pathway	5	2	5

### Certification of Highly Accomplished and Lead Teachers

The certification of teachers at the two higher career stages of the APST is designed to recognise and reward expert teachers whose career preference is to stay in the classroom. The national process is being implemented in most Australian jurisdictions. Certification is voluntary.

Under the Act, the QCT is the certifying authority for teachers employed in Queensland State schools and schools represented by the QCEC. To ensure national consistency, rigour, quality and fidelity, the QCT applies national processes and quality assurance activities.

The assessment of applications for certification is in two stages. An application fee of \$850 applies to stage one. Applicants successful at stage one progress to stage two. Teachers pay a further \$650 at the commencement of stage two. These fees help fund the process. Additional funding for certification is provided by both the DoE and the QCEC to ensure the certification process remains a cost-neutral function of the QCT.

In 2023, the QCT received 53 applications for certification from State schools and employers represented by the QCEC and trained 14 additional teachers and school leaders to join the pool of experienced assessors for the assessment of applicants’ portfolios. In addition, 36 certified teachers successfully renewed their certification for a further five-year period.

## Pillar 2: Promote the profession

A total of 38 teachers were certified during 2023 as Highly Accomplished teachers and five as Lead teachers. This brings the total number of teachers certified by the QCT to 211 Highly Accomplished and 20 Lead teachers across State schools and employers represented by the QCEC.

### Initial teacher education program accreditation and approval

During 2023, the QCT continued its implementation of national accreditation processes, including panel consideration and approval by the QCT's Professional Standards Committee (PSC) of 19 programs at stage two accreditation and three programs at stage one accreditation, for six providers.

The following programs were granted accreditation under the national system in 2023:

- **Central Queensland University**  
Bachelor of Education (Early Childhood)
- **Central Queensland University**  
Bachelor of Education (Primary)
- **Central Queensland University**  
Bachelor of Education (Secondary)
- **Griffith University**  
Master of Teaching (Primary)
- **James Cook University**  
Bachelor of Education (Early Childhood)
- **James Cook University**  
Bachelor of Education (Primary)
- **James Cook University**  
Bachelor of Education (Secondary)
- **Queensland University of Technology**  
Bachelor of Education (Early Childhood)
- **Queensland University of Technology**  
Bachelor of Education (Primary)
- **Queensland University of Technology**  
Bachelor of Education (Secondary)
- **Queensland University of Technology**  
Bachelor of Education (Secondary)/  
Bachelor of Fine Arts
- **Queensland University of Technology**  
Bachelor of Education (Secondary)/  
Bachelor of Business
- **Queensland University of Technology**  
Bachelor of Education (Secondary)/  
Bachelor of Information Technology
- **University of Queensland**  
Bachelor of Education (Primary)

- **University of Queensland**  
Bachelors of Arts/Bachelor of Education  
(Secondary)
- **University of Queensland**  
Bachelors of Business Management/  
Bachelor of Education (Secondary)
- **University of Queensland**  
Bachelors of Science/  
Bachelor of Education (Secondary)
- **University of Queensland**  
Bachelors of Mathematics/  
Bachelor of Education (Secondary)
- **University of Queensland**  
Bachelors of Music (Honours)/  
Bachelor of Education (Secondary)
- **University of Southern Queensland**  
Bachelor of Education (Early Childhood)
- **University of Southern Queensland**  
Bachelor of Education (Primary)
- **University of Southern Queensland**  
Bachelor of Education (Secondary).

In addition to the program approval process, nine program change notifications were considered and approved by the PSC. Program changes reported to the QCT have included new entry pathways, adjustments to primary specialisations and professional experience placements.

A list of all Queensland ITE programs currently approved by the QCT for teacher registration purposes can be found in Appendix 1 and on the QCT website at: <https://www.qct.edu.au/teaching-in-queensland/approved-accredited-teacher-education-programs>.

Implementation of the national ITE accreditation processes includes training of panel members by AITSL. In 2023, 16 Queensland teachers, teacher educators and employer representatives, relevant QCT officers and PSC members completed the national accreditation panellist training program. Two experienced panel members completed the AITSL panel chair training. Three Queensland panellists contributed to the national system of accreditation by participating on interstate panels.

Providers of teacher education programs are required to report annually, outlining challenges or changes in the implementation of programs, and to supply data to contribute to a cumulative database of evidence related to the quality of teacher education.

This information is mainly provided through the submission of the Annual Statement on Programs to the QCT. Annual Statements on 2022 programs for all institutions were considered and approved by the PSC and aggregated data, provided to AITSL to form part of the national ITE data set.

The QCT continued its support of providers of ITE programs, with QCT staff liaising with specific institutions to provide dedicated support to ensure a consultative and collaborative program approval process. Providers have been supported in their preparation for accreditation in 2024.

## Media

In 2023, the QCT responded to media enquiries regarding matters of teacher regulation, conduct, initial teacher education (ITE) accreditation, Permission to Teach (PTT) and other general enquiries. We conducted daily media monitoring of press articles concerning the teaching profession in Queensland, Australia and internationally.

We remained active across our four social media platforms (Facebook, X, Instagram, and LinkedIn); proactively promoting the QCT's work and the profession. We also undertook two school photoshoots to update our promotional image library to reflect the diversity of registered teachers in the profession.

## QCT eNews

All registered teachers received a quarterly digital newsletter each term. Issues included articles about teacher registration, professional standards and conduct, certification and key QCT promotional activities including TeachX. The newsletter plays a role in the promotion of the achievement of teachers and the role of teacher registration.

## TEACHX Awards

The TEACHX Awards ran for the fifteenth consecutive year, adding a seventh award category to recognise the work of an educator in the ITE space. A total of 31 recipients were each recognised for their outstanding contribution with a prestigious award at a live-streamed ceremony in Brisbane at the Queensland Conservatorium on 26 October 2023. View all recipients' accomplishments and stories on the TEACHX website: <https://www.qct.edu.au/stories/story-group>

The awards are made possible with the generous support of our Principal Partner; Queensland Department of Education, and Presenting Partners; TUH Health Fund, RemServ Lease, Griffith University, and Schoolzine.

## Research Grants for Teachers

In 2023, the QCT provided Research Grants for Teachers funding for two different joint-research projects conducted by four Queensland registered teachers. The grants provided financial assistance to help the teachers present their research at key Australian education conferences.

Two teachers from Cairns State High School attended the 24th AFMLTA International Languages Conference in Perth to present their research on Content and Language Integrated Learning (CLIL) as a method to foster intercultural capabilities and global mindedness. Another teacher from Springwood Central State School attended the Australian Literacy Educators' Association and Australian Association for the Teaching of English in Canberra. She presented research she conducted with her colleague regarding how encounters with quality literature, in open-ended and exploratory ways, can support students to write from the heart.

## Promotion of the profession: World Teachers' Day and Be That Teacher campaign

We worked with Queensland education sector organisations to devise a strategy to promote and share the 2023 World Teachers' Day theme 'Teaching: Where the Future Begins.'

The QCT was also proud to promote the joint Australian, state and territory government campaign: 'Be That Teacher.' This campaign seeks to elevate the status of the profession and celebrate the significant contributions teachers make to students' lives.

## 2023 Photo competition

Queensland registered teachers were given the opportunity to submit photographic images that met the theme 'My Teacher Life: Capturing the diversity of everyday teaching moments'. We received a significant number of entries, from which judges selected three winners and ten runners up who received cash prizes for their school. The winner and runner up images can be viewed on our website: <https://www.qct.edu.au/PhotoComp/2023-winners>



## Pillar 3: Collaborate with our partners

### Contribution to state initiatives

We contribute to maintaining public confidence in the teaching profession and to promoting awareness of the complex and important work undertaken by teachers in Queensland schools and early childhood settings. The Director regularly provides advice on national issues to both the Minister for Education and the Director-General.

### Trade to Teach Internship Program

In 2023, we participated in the Trade to Teach stakeholder working group to progress initiatives that support the attraction of teacher applicants for Information and Technologies Design subjects. All applicants who had been accepted for participation in the Trade to Teach Internship Program were approved to teach during their internships under permission to teach. The internships will commence in 2024.

### Turn to Teaching Internship Program

We worked with the DoE to ensure all interns who had been accepted for participation in the Turn to Teaching Internship Program in 2024 were approved to teach during their internship under permission to teach.

### Contribution to national priorities

We continued to play a significant role in 2023 in national reforms related to teaching quality. We continued to provide substantial support to AITSL and ATRA in the establishment of nationally consistent understandings and practices in the accreditation of ITE programs and participated in regular meetings of the ATRA Teacher Quality and Regulation Forum, ATRA Executive Officers Working Group and Professional Standards Working Group and chaired the Initial Teacher Education Working Group.

The Board Chair regularly leads discussion with ATRA Chairs to consider shared issues and challenges for teacher regulatory authorities. With the Director as co-convenor of ATRA, we led the coordination of an ATRA response to the draft National Teacher Workforce Action Plan.

We again participated in the Australian Teacher Workforce Survey (ATWS) by facilitating the

communication of a voluntary survey to Queensland registered teachers. This survey provides insight into the national teacher workforce to identify how to better support the profession. The completion rate by Queensland teachers for 2023 was 13,500 (11.6% of the register).

### Responding to Action 5 of the National Teacher Workforce Action Plan

Action 5 of the National Teacher Workforce Action Plan (NTWAP) is aimed at improving teacher supply. In 2023 we implemented initiatives in strategies directly relevant to Action 5, including:

- Ensuring that we are well engaged in national dialogue and collaboration about national consistency in teacher registration.
- Engaging in ATRA Registration working group on national consistency in qualification assessment, ELP and alternative authorisation to teach/PTT.
- Minimising barriers for applicants who have obtained teaching qualifications overseas.
- Reviewing the implementation of QCT policies to streamline reapplications.
- Introducing greater flexibility in the implementation of the ELP requirements for approval to teach, including the use of conditions.
- Embedding a framework for assessing education, demonstrated abilities, experience, knowledge and skills in qualification assessment practices.
- Minimising requirements, including increased reliance on previous assessments, consideration of work history and streamlining processes for reapplicants and previously requested teachers
- Prioritising applicants where it is known that they are relocating particularly to rural and remote schools.

### Contribution to international priorities

An ATRA working group has been established to organise the delivery of the International Forum of Teacher Regulatory Authorities (IFTRA) Conference. QCT will host the international conference on behalf of ATRA in Brisbane in June 2024. IFTRA includes teacher regulatory authorities in Africa, Canada, Ireland, Scotland, Wales and New Zealand.

# Pillar 4: Thrive as an organisation into the future

## Quality customer service and registration communications

The QCT continued to pursue initiatives to improve customer service. Teachers' myQCT accounts now include copies of all notices sent by mail, as well as some emails, with further planned expansion.

We continue to strive to provide excellence in customer service to teachers, applicants, stakeholders and the general public. During 2022, we answered more than 20,000 telephone calls; made over 13,000 calls to assist applicants to undertake the application process and teachers to comply with registration requirements; sent over 580,000 email communications to teachers, applicants and employers to assist with applying for approval to teach and maintaining teacher registration; and issued 98,681 notices for renewal, restoration or annual fees.

## Business innovation

As part of the QCT's strategy to ensure contemporary customer service the following business improvements were launched in 2023:

- A new online enquiry form on our website which provides users with self-help information. An automated system allocates such enquiries to the most appropriate team at the QCT, with tools to ensure the most efficient response.
- Teachers with an RTT Condition can apply for a review online in myQCT.
- Employers have an improved view of their current and historical PTTs.
- Expanded automatic processing steps for teachers reapplying at the end of four years of provisional registration, and introduced a new customer satisfaction survey stream.
- A new Online Review of a Condition form enables teachers to apply to have their RTT condition reviewed through their myQCT.

## Finance

We undertook a major financial optimisation project to future proof revenue into the outer years and ensure QCT remains financially viable as an agency majority funded through teacher registration fees. Through the use of consultants, an interactive financial model has been developed to support various financial scenarios and support any future need for additional funding.

## WFQ survey

Our staff participated in the annual Queensland Government Working for Queensland staff satisfaction survey in August/September 2023. Completion rates were 100% with employee satisfaction at 82%, up 2% from 2022. Overall 99% of staff reported they understood how their work contributed to the strategic objectives; 93% acknowledged the effectiveness of their workgroup; 93% had clarity on their role; 91% reported satisfaction with the workplace flexibility.

## Systems upgrades

We support the systems upgrade of our Finance 1 financial system, an upgrade to Aurion HR system and upgrade of Content Manager Records Management system throughout the year to ensure we are working with robust information systems to support our business. Our teacher registration database (ATIS) will be migrated to a cloud-based solution in 2024.

## Internal audit

Two internal audits were undertaken in 2023 in line with the Internal Audit Plan 2023-2025. This included an audit of our information technology governance; and delegations of authority.

# Financial Performance

QCT is primarily funded through fees derived from registration applications and annual renewals (88%). The operating result for 2023 financial year was \$1.4 million. Total assets were valued at \$18.5 million at 31 December 2023 and total liabilities were \$13.4 million. Total income for the year was \$14.2 million and total expenses were \$12.8 million. Employee expenses were the large expense (74%), following by supplies and services (16%).

The QCT's 2023 budget was approved by the Minister and monitored by the Board and the Audit and Risk Committee throughout the year.

## Internal audit, risk management and external scrutiny

In 2023, QCT undertook two internal audits as part of the three year internal audit plan. The two audits for 2023 were Information Systems; and Delegations of Authority. Both internal audit made internal recommendations to improve business process and efficiencies. The instrument of delegation for Delegations against the Act, human resources and financial delegations were reviewed and approved for implementation in 2023. This is part of our commitment to good governance.

Following the engagement of external consultants in 2022 to review the risk management framework, policy and register, these were redesigned and approved by the Board at the April 2023 meeting. The risk register continues to be reviewed and refined and reported to the Board and the Audit and Risk Committee. Risks are considered and reclassified as awareness of risks increases such as cybersecurity.

In June 2023, the QAO report entitled 'Education 2022 (Report 16: 2022-23)' was tabled in the Queensland Legislative Assembly. This report summarises the results of the QAO audits of the entities in Queensland's education sector, and the report provides an overview of finances of those entities at 31 December 2022 and of the financial accounting and risk issues that arose during the audits.

## Open data, consultancies and overseas travel

Open data information is available regarding QCT engagement of consultants via <https://www.qct.edu.au/about/corporate-publications>.

No overseas travel was undertaken in 2023.

## Strategic workforce planning, performance and separation

QCT's workforce is high engaged and agile and consists of highly dedicated and skilled employees. We continue to mature and build capability and capacity within our workforce.

We are committed to supporting all employees and increasing a diverse and inclusive workforce to reflect the community we serve. In 2023 a Diversity and Inclusion Working Party meet on several occasions to progress action plans and develop a First Nations strategy.

We continue to align workforce planning with the QCT Strategic Plan 2023-2026 to ensure we are well placed to meet future demands. 2023 saw the introduction of the Integrity Unit, the uniting of the Professional Conduct Unit and the Legal Unit. This is part of implementation of Phase 2 of the 2021 Strategic HR review. The appointment of General Manager, Integrity focus has been pivotal in streamlining professional conduct and legal units including staffing and processes. This work will continue into 2024.

Our employees are engaged under the *Public Sector Act 2022* and were part of the ballot process for the certification of the State Government Entities Certified Agreement 2023, certified on 23 October 2023, which nominally expires 30 June 2025. Our employees continue to access flexible work arrangements through a hybrid working model. All staff access flexible work arrangements including part-time, compressed hours and remote working. Currently seven staff have part-time arrangements in place.

QCT has engaged TELUS Health (formerly Benestar) as our employee assistance providers to support employees and their immediate families with counselling and to support our managers through Manager-Connect. We will continue our arrangement into 2024 with TELUS Health.

Staff are provided with the opportunity to participate in the annual influenza vaccination program at no cost. The Queensland Public Sector values guide the behaviours, standards and decision-making of all employees.

No redundancies, early retirements or retrenchments were offered or paid in 2023.

### Information systems and recordkeeping

QCT using Content Manager for electronic document and records management. Our work is guided by information legislation, policies and standards in line with Queensland Government Records Governance Policy and General Retention and Disposal Schedule. The Information Management unit continue deliver ICT services across QCT including ATIS (Approved Teacher Information System), MyQCT, and general core software platforms to allow staff to work efficiently in the office and remotely. QCT partners with Corporate Administration Agency (CAA) via a service level agreement to provide Content Manager, Finance 1 and Aurion (HR system). 2024 will see ATIS migrate to the cloud to provide long term support. Cybersecurity continues to be high risk and regular active reporting, monitoring, mitigating an ongoing management of cyber risks, in partnership with CAA. Our business continuity plan continues to be reviewed, particularly prior to each storm season.

### *Public Sector Ethics Act 1994*

The QCT follows the *Code of Conduct for the Queensland Public Service*. All employees undertake mandatory training about the code of conduct through the mandatory training platform (ELMO) annually to ensure we demonstrate the highest ethical standards, integrity and accountability.

### *Human Rights Act 2019*

As a public entity, we are bound by the *Human Rights Act 2019*. We support the aim of the *Human Rights Act 2019* to embed respect for human rights into the culture of the Queensland public sector and the objectives of the Act to protect and promote human rights. As part of our commitment, we continue to review our policies, procedures and services to ensure compatibility with human rights legislation. In 2023, QCT received no human rights complaints.

## Workforce profile data

As at 31 December 2023, QCT employed 73.89 full-time equivalent employees. The permanent separation rate for 2023 was 8%.

Gender	Number (headcount)	% of total workforce
Woman	48	62.3%
Man	29	37.7%
Non-binary	<5	
Diversity Group		
Women	48	62.3%
Aboriginal Peoples and Torres Strait Islander Peoples	<5	
People with disability	<5	
Cultural and Linguistically Diverse-Born overseas	<5	
Cultural and Linguistically Diverse – speak a language at home other than English (including Aboriginal and Torres Strait Islander languages or Australian South Sea islander languages).	<5	

To ensure privacy, in tables where there are less than 5 respondents in a category, specific numbers have been replaced with <5.

Women in Leadership roles	Number (headcount)	% of total Leadership Cohort (calculated on headcount)
Senior Executive Service	1	100%
Senior Officers (Classified)	3	100%

Women in Leadership roles are considered those positions that are Senior Officer and equivalent and above.

# Glossary

AITSL	Australian Institute for Teaching and School Leadership
AMR	Automatic Mutual Recognition (of occupational licences)
APST	Australian Professional Standards for Teachers
ATRA	Australasian Teacher Regulatory Authorities
ATWD	Australian Teacher Workforce Data
CAA	Corporate Administration Agency
CPD	Continuing Professional Development
DoE	Department of Education (Queensland)
HEI	Higher Education Institution
HR	Human resources
ICT	Information and Communication Technology/ies
IFTRA	International Forum of Teacher Regulatory Authorities
IRC	Internal Review Committee
ISQ	Independent Schools Queensland
IT	Information Technology
ITE	Initial Teacher Education
PC&TCC	Professional Capacity and Teacher Conduct Committee
PSC	Professional Standards Committee
PTT	Permission to Teach
QCAT	Queensland Civil and Administrative Tribunal
QCEC	Queensland Catholic Education Commission
QCT	Queensland College of Teachers
QPERF	Queensland Professional Experience Reporting Framework
QPS	Queensland Police Service
RTT	Returning to Teaching
WFQ	Working for Queensland
WHS	Work Health and Safety

# Compliance Checklist

Summary of requirement	Basis for requirement	Annual report reference
<b>Letter of compliance</b>	<ul style="list-style-type: none"> <li>A letter of compliance from the accountable officer or statutory body to the relevant Minister/s</li> </ul>	ARRs – section 7 i
<b>Accessibility</b>	<ul style="list-style-type: none"> <li>Table of contents</li> <li>Glossary</li> </ul>	ARRs – section 9.1 35
	<ul style="list-style-type: none"> <li>Public availability</li> </ul>	ARRs – section 9.2 inside front cover
	<ul style="list-style-type: none"> <li>Interpreter service statement</li> </ul>	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3 inside front cover
	<ul style="list-style-type: none"> <li>Copyright notice</li> </ul>	<i>Copyright Act 1968</i> ARRs – section 9.4 inside front cover
	<ul style="list-style-type: none"> <li>Information Licensing</li> </ul>	<i>QGEA – Information Licensing</i> ARRs – section 9.5 inside front cover
<b>General information</b>	<ul style="list-style-type: none"> <li>Introductory Information</li> </ul>	ARRs – section 10 4-5
<b>Non-financial performance</b>	<ul style="list-style-type: none"> <li>Government’s objectives for the community and whole-of-government plans/specific initiatives</li> </ul>	ARRs – section 11.1 5
	<ul style="list-style-type: none"> <li>Agency objectives and performance indicators</li> </ul>	ARRs – section 11.2 5
	<ul style="list-style-type: none"> <li>Agency service areas and service standards</li> </ul>	ARRs – section 11.3 –
<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Summary of financial performance</li> </ul>	ARRs – section 12.1 32
<b>Governance – management and structure</b>	<ul style="list-style-type: none"> <li>Organisational structure</li> </ul>	ARRs – section 13.1 12
	<ul style="list-style-type: none"> <li>Executive management</li> </ul>	ARRs – section 13.2 12
	<ul style="list-style-type: none"> <li>Government bodies (statutory bodies and other entities)</li> </ul>	ARRs – section 13.3 7-8
	<ul style="list-style-type: none"> <li>Public Sector Ethics</li> </ul>	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4 33
	<ul style="list-style-type: none"> <li>Human Rights</li> </ul>	<i>Human Rights Act 2019</i> ARRs – section 13.5 33
	<ul style="list-style-type: none"> <li>Queensland public service values</li> </ul>	ARRs – section 13.6 33

Summary of requirement	Basis for requirement	Annual report reference
<b>Governance – risk management and accountability</b>	• Risk management	ARRs – section 14.1 32
	• Audit committee	ARRs – section 14.2 9
	• Internal audit	ARRs – section 14.3 32
	• External scrutiny	ARRs – section 14.4 32
	• Information systems and recordkeeping	ARRs – section 14.5 33
	• Information Security attestation	ARRs – section 14.6 –
<b>Governance – human resources</b>	• Strategic workforce planning and performance	ARRs – section 15.1 32
	• Early retirement, redundancy and retrenchment	<i>Directive No.04/18 Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2 33
<b>Open Data</b>	• Statement advising publication of information	ARRs – section 16 32
	• Consultancies	ARRs – section 31.1 <a href="https://data.qld.gov.au">https://data.qld.gov.au</a>
	• Overseas travel	ARRs – section 31.2 <a href="https://data.qld.gov.au">https://data.qld.gov.au</a>
	• Queensland Language Services Policy	ARRs – section 31.3 <a href="https://data.qld.gov.au">https://data.qld.gov.au</a>
<b>Financial Statements</b>	• Certification of Financial Statements	FAA – section 62 63 FPMS – sections 38, 39 and 46 ARRs – section 17.1
	• Independent Auditor’s Report	FAA – section 62 64 FPMS – section 46 ARRs – section 17.2

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs *Annual report requirements for Queensland Government agencies*





# Financial Statements

for the financial year ended  
31 December 2023



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## Statement of Comprehensive Income

for the year ended 31 December 2023

	<i>Note</i>	<i>2023 Actual \$'000</i>	<i>2022 Actual \$'000</i>
<b>Income from Continuing Operations</b>			
<b>Revenue</b>			
Fees	2	12,538	11,966
Grants and contributions	3	564	509
Interest		564	181
Criminal history checks		360	232
Other revenue	4	139	95
<b>Total Income from Continuing Operations</b>		<b>14,165</b>	<b>12,983</b>
<b>Expenses from Continuing Operations</b>			
Employee expenses	5	9,537	8,458
Supplies and services	6	2,136	1,853
Depreciation and amortisation	7	500	920
Criminal history checks	8	436	441
Finance costs	9	153	156
<b>Total Expenses from Continuing Operations</b>		<b>12,762</b>	<b>11,828</b>
<b>Operating Result from Continuing Operations</b>		<b>1,403</b>	<b>1,155</b>
<b>Total Comprehensive Income</b>		<b>1,403</b>	<b>1,155</b>

The accompanying notes form part of these financial statements.

# Statement of Financial Position

as at 31 December 2023

	<i>Note</i>	<b>2023 Actual \$'000</b>	<b>2022 Actual \$'000</b>
<b>Current assets</b>			
Cash and cash equivalents	10	15,285	13,446
Receivables	11	150	131
Other		88	78
<b>Total current assets</b>		<b>15,523</b>	<b>13,655</b>
<b>Non-current assets</b>			
Intangible assets	12	605	604
Right-of-use asset	13	2,351	2,754
Plant and equipment	14	112	141
<b>Total non-current assets</b>		<b>3,068</b>	<b>3,499</b>
<b>TOTAL ASSETS</b>		<b>18,591</b>	<b>17,154</b>
<b>Current liabilities</b>			
Payables	15	333	245
Accrued employee benefits	16	742	707
Contract liabilities	17	8,952	8,633
Lease liability	13	451	408
<b>Total current liabilities</b>		<b>10,478</b>	<b>9,993</b>
<b>Non-current liabilities</b>			
Lease liability	13	2,891	3,342
<b>Total non-current liabilities</b>		<b>2,891</b>	<b>3,342</b>
<b>TOTAL LIABILITIES</b>		<b>13,369</b>	<b>13,335</b>
<b>NET ASSETS</b>		<b>5,222</b>	<b>3,819</b>
<b>EQUITY</b>			
Accumulated Surplus		5,222	3,819
<b>TOTAL EQUITY</b>		<b>5,222</b>	<b>3,819</b>

The accompanying notes form part of these financial statements.

Statement of Changes in Equity  
for the year ended 31 December 2023

	<b>Accumulated Surplus</b>	
	<b>2023 \$'000</b>	<b>2022 \$'000</b>
<b>Balance as at 1 January</b>	<b>3,819</b>	<b>2,664</b>
Operating results from continuing operations	1,403	1,155
<b>Balance as at 31 December</b>	<b>5,222</b>	<b>3,819</b>

The accompanying notes form part of these financial statements.

# Statement of Cash Flows

for the year ended 31 December 2023

	<i>Note</i>	<b>2023 Actual \$'000</b>	<b>2022 Actual \$'000</b>
<b>Cash Flows from operating activities</b>			
<b>Inflows:</b>			
Receipts from customers		13,234	12,497
Grant funds received		650	519
Other funds received		45	-
Interest		564	181
GST input tax credits from ATO		250	276
GST collected from customers		16	65
<b>Outflows:</b>			
Employee expenses		(9,503)	(8,464)
Supplies and services		(2,564)	(2,246)
GST paid to suppliers		(266)	(254)
GST remitted to the ATO		(26)	(66)
Finance charges		(153)	(156)
<b>Net cash from operating activities</b>		<b><u>2,247</u></b>	<b><u>2,352</u></b>
<b>Cash Flows from financing activities</b>			
<b>Outflows:</b>			
Payments for lease liability		(408)	(601)
<b>Net cash used in financing activities</b>		<b><u>(408)</u></b>	<b><u>(601)</u></b>
Net increase in cash and cash equivalents		1,839	1,751
Cash and cash equivalents at beginning of financial year		13,446	11,695
<b>Cash and cash equivalents at end of financial year</b>	10	<b><u>15,285</u></b>	<b><u>13,446</u></b>

The accompanying notes form part of these financial statements.

# Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

## **1 Basis of financial statement preparation**

### **(a) General Information about the reporting entity**

These financial statements cover the Queensland College of Teachers (the College).

The Queensland College of Teachers is a statutory body established under the *Education (Queensland College of Teachers) Act 2005*. The College does not control other entities, the financial statements are for the College as an individual entity.

The objective of the College is to uphold the standards of the teaching profession, maintain public confidence in the teaching profession, and protect the public by ensuring education in schools is provided in a professional and competent way by approved teachers. The head office and principal place of business of the College is 601 Coronation Drive, Toowong QLD 4066.

### **(b) Authorisation of financial statements for issue**

The financial statements are authorised for issue by the Director and Chairperson at the date of signing the Management Certificate.

### **(c) Compliance with Prescribed Requirements**

The financial statements have been prepared in compliance with the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*.

These general purpose financial statements are prepared in accordance with the disclosure requirements of Australian Accounting Standards – Simplified Disclosures. The financial statements comply with the recognition and measurement requirements of all Australian Accounting Standards and Interpretations applicable to not-for-profit entities, and the presentation requirements in those standards as modified by AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*.

With respect to compliance with Australian Accounting Standards and Interpretations, the College has applied those requirements applicable to not-for-profit entities as the College is a not-for-profit statutory body. Except where stated, the historical cost convention is used.

### **(d) Underlying measurement basis**

The financial statements are prepared on an accrual basis, with the exception of the statement of cash flows which is prepared on a cash basis.

The historical cost convention is used as the measurement basis except for land and buildings which are measured at fair value.

### **(e) Other Presentation Matters**

Amounts included in the financial statements are in Australian dollars and rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required.

Comparative information reflects the audited 2022 financial statements.

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the College does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

# Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

## 1 Basis of financial statement preparation (continued)

### (f) Taxation

The College is exempted from income tax under the *Income Tax Assessment Act 1936* and is exempted from other forms of Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Receivables and payables in the balance sheet are shown inclusive of GST. GST credits receivable from, and GST payable to, the ATO at reporting date are separately recognised in receivables within Note 11).

### (g) Key accounting estimates and judgements

The preparation of financial statements requires the determination and use of certain critical accounting assumptions and management judgements that have the potential to cause material adjustment to the carrying amounts of assets and liabilities within the next financial year. Such estimates, judgements and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods as relevant.

Estimates and assumptions that have a potential significant effect are outlined in the financial statement notes: Depreciation and amortisation Note 7, Intangible assets Note 12, Plant and Equipment Note 14 and Leases Note 13.

### (h) New and Revised Accounting Standards

#### First time mandatory application of Australian Accounting Standards and Interpretations

No new accounting standards or interpretations that apply to the College for the first time in the 2023 financial year had any material impact on the financial statements.

#### Early adoption of Australian Accounting Standards and Interpretations

No accounting pronouncements were early adopted in the 2023 financial year.

#### Voluntary changes in accounting policy

No voluntary changes in accounting policies occurred during the 2023 financial year.



# Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

<b>2</b>	<b>Fees</b>	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
	Teacher registration, application and renewal fees	12,347	11,785
	Certification fees	73	65
	Late payment fees	118	112
	Other fees	-	4
	<b>Total</b>	<b>12,538</b>	<b>11,966</b>

## Accounting policy

Amounts disclosed as revenue are, where applicable, net of returns, allowances and duties and taxes. Revenue is recognised for each of the College's major activities in accordance with AASB 15 *Revenue from Contracts with Customers* and AASB 1058 *Income of Not-for-profit Entities* as follows:

### Application fees

Application fees are received in advance of a teacher's registration and it is split and recognised between two performance obligations:

- *Application* - The applicant is required to complete an application form. The College is required to perform an initial assessment of the applicant's skills in respect to their ability to teach. Approval of the application grants the applicant registration or permission to teach in Queensland. If the applicant fails to meet the requirements to be registered or the applicant chooses to cease the registration process once it has commenced the fee is refundable. The fee is recognised when registration is granted.
- *Annual Registration* - Once the applicant is registered the teacher then receives access to a number of services and benefits provided by the College. As the services and benefits are offered throughout the year, it is determined the performance obligation is satisfied over this period. The fee is recognised over the year on a straight-line basis, commencing from the date of the teacher's registration.

### Registration fees

Registration fees are received every year after the initial registration and provides the same annual benefits as noted for the application fees. The annual registration fees entitle the teacher to services and benefits throughout the year. The fee is recognised on a straight-line basis over the year commencing from the date of the teacher's anniversary of their registration.

### Renewal fees

Renewal and registration fees received from teachers as part of the 5 yearly Renewal of Registration is not a distinct service from the annual benefits. This registration is only recognised as revenue over the period of re-registration once all assessment documentation and processes are complete as this constitutes a valid application for re-registration. Any amounts received which are not accompanied by assessment documentation are disclosed in Note 17 as unearned application and renewal fees. Immediately the registration is renewed and the fee is recognised on a straight-line basis over the year.

### Late payment, other fees

Late payment fees, and other fees charged to prospective and registered teachers are recognised as revenue on receipt.

# Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

<b>3 Grant and Contributions</b>	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
HAT & LT Grant carried over from prior year	71	83
HAT & LT Grant received	650	497
Unearned component of HAT & LT Grant received	(157)	(71)
	<u><b>564</b></u>	<u><b>509</b></u>

## Accounting policy

Grants, contributions, donations and gifts arise from transactions that are non-reciprocal in nature (i.e. do not require any goods or services to be provided in return).

Where the grant agreement is enforceable and contains sufficiently specific performance obligations for the College to transfer goods or services to a third-party on the grantor's behalf, the grant is accounted for under AASB 15 *Revenue from Contracts with Customers*. In this case, revenue is initially deferred as unearned revenue (contract liability) and recognised as or when the performance obligations are satisfied.

Otherwise, the grant or donation is accounted for under AASB 1058 *Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the grant funding.

Contributions of assets received from the government and other parties are recognised at fair value on the date of transfer in the Statement of Financial Position, with a corresponding amount of revenue recognised in the Statement of Comprehensive Income.

## Disclosure – Grants and other contributions

The HAT & LT grant received from the Department of Education, is identified as a contract with a customer under AASB 15. The College's obligation under the grant agreement is to deliver the Highly Accomplished & Lead Teachers program, which is a national certification process developed by the Australian Institute for Teaching and School Leadership (AITSL). According to the agreement, the College must not use the Program Grant for any other purpose. Total funding of \$690,000 was received in advance in 2022-23, this amount is allocated to fund the resources required to undertake the HAT & LT certification process and revenue is recognised as the resources utilised.

The portion of grant funds unspent at year end are to be rolled over to the next financial year once the Department of Education have verified a reconciliation of the grant funds as per the grant agreement between the Department of Education and the College.

<b>4 Other Revenue</b>	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
Program recoveries	104	69
Advertising	33	10
Reimbursement	2	16
<b>Total</b>	<u><b>139</b></u>	<u><b>95</b></u>

## Accounting policy

### *Other Revenue*

Other revenue is recognised when goods or services are delivered.

### *Interest Revenue*

Interest revenue is recognised on a time proportionate basis that takes into account the effective yield on the financial asset (cash).

# Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

<b>5 Employee Expenses</b>	<b>2023 \$*000</b>	<b>2022 \$*000</b>
<i>Employee benefits</i>		
Wages, salaries and annual leave	7,824	6,982
Employee superannuation contributions	1,008	846
Long service leave levy	204	181
<i>Employee related expenses</i>		
Workers compensation premium	14	14
Payroll tax	437	388
Other employee related expenses	50	47
<b>Total</b>	<b>9,537</b>	<b>8,458</b>

The number of employees including both full-time employees and part-time employees measured on a full-time equivalent basis is:

	<b>As at 31 December 2023</b>	<b>As at 31 December 2022</b>
Number of Employees	73.89	67.26

## Accounting policy for wages and salaries

### Employer superannuation contributions

Superannuation benefits are provided through either defined contribution (accumulation) plans or the Queensland Government's defined benefit plan (the former QSuper defined benefit categories now administered by the Government Division of the Australian Retirement Trust), in accordance with employees' conditions of employment and employee instructions as to superannuation plans (where applicable).

*Defined contribution plans* – Employer contributions are based on rates specified under conditions of employment. The College's contributions are expensed when they become payable at each fortnightly pay period.

*Defined benefit plan* - The liability for the Queensland Government's defined benefit obligations is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. Employer contributions to the defined benefit plan is based on rates determined on the advice of the State Actuary. The College's contributions are expensed when they become payable at each fortnightly pay period. The College's obligations to the defined benefit plan is limited to those contributions paid.

### Other employee benefits – sick leave

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. This is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

# Notes To and Forming Part of the Financial Statements

## for the year ended 31 December 2023

<b>6 Supplies and Services</b>	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
Travel related expenditure	113	69
Postage & Handling	433	411
Printing, Stationery & Storage	94	67
Communications - Services & Equipment	315	319
Minor equipment	6	3
Legal fees	119	102
Teacher Release Scheme	22	18
Subscriptions & Memberships	24	19
Catering - Non-FBT	18	20
Audit fees*	28	29
Board fees	25	33
Bank charges	61	71
Other expenses	48	70
Asset operating costs	28	24
Consulting, contracting and bureau fees	657	465
Professional Conduct and Disciplinary costs	22	24
Property costs and maintenance	123	109
<b>Total</b>	<b>2,136</b>	<b>1,853</b>

\*Total external audit fees paid to the Queensland Audit Office relating to the 2023 financial statements are estimated to be \$30k (2022: \$29k). There are no non-audit services included in this amount.

The College undertook two internal audits in 2023, as per the internal audit plan. The first internal audit reviewed the QCT governance framework of the ICT function. The second internal audit reviewed the effectiveness of Delegations at QCT. The QCT outsources the internal audit function as in prior years. The current internal audit partner is Deloitte, who is engaged to perform the service over a 3 year internal audit plan. The cost of internal audits for 2023 was \$52k. There were no internal audits undertaken in 2022, due to the expiry of the agreement with the previous audit partner along with shortages in supply services.

<b>Related Party Transactions</b>	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
Consulting, contracting and bureau fees *	206	223
<b>Total</b>	<b>206</b>	<b>223</b>

\* Includes Corporate Administration Agency (Shared service provision) charges.

There are no material transactions with other Queensland Government-controlled entities.

<b>7 Depreciation and Amortisation</b>	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
Depreciation and amortisation were incurred in respect of:		
Amortisation: Software purchased	69	146
Depreciation: Plant and equipment	28	159
Depreciation: Right of use asset	403	615
<b>Total</b>	<b>500</b>	<b>920</b>

The following depreciation rates are used:

<b>Class</b>	<b>Depreciation/Amortisation Rate (%)</b>
<b>Plant and equipment</b>	
Leasehold Improvements	7
Plant and equipment	20 - 25
<b>Right-of-use asset</b>	8
<b>Intangible assets:</b>	
Software purchased	1 - 7

## Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

<b>8 Criminal history checks</b>	<b>2023</b>	<b>2022</b>
	<b>\$'000</b>	<b>\$'000</b>
Incurring in respect of Applications	168	163
Incurring in respect of Renewal of Registration*	268	278
	<u>436</u>	<u>441</u>

\*Teacher registrations are required to be renewed every five years. Approximately 9,232 teachers who registered during 2018 and 2019 representing 8% of registered teachers in Queensland, were consequently required to renew their registration during 2023 (2022: 10,196).

<b>9 Finance costs</b>	<b>2023</b>	<b>2022</b>
	<b>\$'000</b>	<b>\$'000</b>
Lease liability	153	156
	<u>153</u>	<u>156</u>

### Accounting policy

Finance costs are recognised as an expense in the period which they are incurred. Finance costs include amortisation of discounts or premiums relating to borrowings and provisions.

## 10 Cash and Cash Equivalents

	<b>2023</b>	<b>2022</b>
	<b>\$'000</b>	<b>\$'000</b>
Cash at bank	1,677	1,764
Deposits at call	13,608	11,682
<b>Total</b>	<u>15,285</u>	<u>13,446</u>

Cash deposited with the Queensland Treasury Corporation earned interest at rates between 3.79% and 5.26% (2022: 0.28% and 3.67%).

Funds totalling \$4.7 million (2022: \$4.5 million) of the above Deposits held at call have been invested in a designated account to cater for the future Criminal History Checks commitment detailed in Note 8.

The college reduces its exposure to credit default by ensuring that it invests in secure capital guaranteed assets, predominantly with the Queensland Treasury Corporation, monitoring all funds owed on a timely basis. Any impairment losses are determined according to the amount of lifetime expected credit losses however these are considered to be negligible.

### Accounting policy

For the purposes of the Statement of Financial Position and the Statement of Cash Flows, cash and cash equivalents include all cash and cheques receipted but not banked at 31 December as well as deposits at call with financial institutions. It also includes investments with short periods to maturity that are readily convertible to cash on hand at the College's option and that are subject to a low risk of changes in value.

# Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

<b>11 Receivables</b>	<b>2023</b>	<b>2022</b>
	<b>\$'000</b>	<b>\$'000</b>
GST receivable	86	60
Long service leave reimbursements	17	60
Other receivables	47	11
<b>Total</b>	<b>150</b>	<b>131</b>

## Accounting policy

Receivables are comprised of other debtors, and generally arise from transactions outside the usual operating activities of the College, being recognised at their assessed values. Terms are a maximum of three months; no interest is charged and no security is obtained.

The collectability of receivables is assessed periodically with allowance being made for impairment.

Finance costs are recognised as an expense in the period which they are incurred. Finance costs include amortisation of discounts or premiums relating to borrowings and provisions.

<b>12 Intangible Assets</b>	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<i>Software purchased</i>		
At cost	2,214	2,214
Software WIP	70	-
Less accumulated amortisation	(1,679)	(1,610)
<b>Total</b>	<b>605</b>	<b>604</b>

## Intangible Assets Reconciliation

	<b>Carrying amount at 1 January</b>	<b>Acquisitions</b>	<b>WIP</b>	<b>Amortisation</b>	<b>Carrying amount at 31 December</b>
<b>2023</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
<i>Software purchased</i>	604	-	70	(69)	605
	<b>604</b>	<b>-</b>	<b>70</b>	<b>(69)</b>	<b>605</b>

Amortisation of the purchased software intangible is included in the line item "Depreciation and Amortisation" in the Statement of Comprehensive Income and in Note 7.

The purchased software intangible asset of the College has a finite useful life and is amortised on a straight-line basis. Refer to Note 7.

## Accounting policy

Intangible assets with a cost or other value being greater than \$100,000 are recognised in the financial statements, items with a lesser value being expensed. Each intangible asset is amortised over its estimated useful life to the College, less any anticipated residual value. The residual value is zero for all the College's intangible assets.

It has been determined that there is not an active market for any of the College's intangible assets. As such, the assets are recognised and carried at cost less accumulated amortisation and accumulated impairment losses.

### *Purchased Software*

The purchase cost of this software has been capitalised and amortised on a straight-line basis over the period of the expected benefit to the College, namely 13 years.

## Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

<b>13 Leases</b>	<b>2023 \$'000</b>	<b>2022 \$'000</b>
<b>Right of use assets – Building</b>		
Opening balance at 1 January	2,754	4,500
Depreciation charge	(403)	(615)
Other adjustments*	-	(1,131)
<b>Closing balance at 31 December</b>	<b>2,351</b>	<b>2,754</b>
<b>Lease liabilities</b>		
<i>Current</i>	451	408
<i>Non-Current</i>	2,891	3,342
<b>Total</b>	<b>3,342</b>	<b>3,750</b>
<b>Amounts recognised in profit or loss</b>		
Interest expense on lease liabilities	153	156
<b>Total cash outflow for leases</b>	<b>561</b>	<b>757</b>

\* Other adjustments represent the reduction in right of use asset due to the accounting for the lease modification with respect to the amendment of the existing leased premises in 2022.

### Accounting policy

#### Right-of-use assets

Right-of-use assets are initially measured at cost comprising the amount of the initial measurement of the lease liability, any lease payments made at or before the commencement date (less any lease incentives received), initial direct costs incurred and the initial estimate of restoration costs (where applicable). Subsequent to initial recognition, right-of-use assets are measured at cost and depreciated over the lease term and subject to impairment testing on an annual basis.

#### Lease liabilities

Lease liabilities are initially recognised at the present value of lease payments over the lease term that are not yet paid. The lease term includes any extension or renewal options that the College is reasonably certain to exercise.

Current operating lease rental payments will be apportioned between a reduction in the recognised lease liability and the implicit finance charge (the effective rate of interest) in the lease. The finance cost is recognised as an expense (Note 9).

Leases are recognised as a right-of-use asset and a corresponding liability at the date at which the leased asset is available for use by the College. Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities are to include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payment that are based on an index or a rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable by the College under residual value guarantees
- the exercise price of a purchase option if the College is reasonably certain to exercise that option, and payments of penalties for terminating the lease, if the lease term reflects the College exercising that option.

Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

# Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

## 13 Leases (continued)

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the QTC's Fixed Rate Loan rates that correspond with the lease commencement month and lease term.

### Details of leasing arrangements as lessee

The Queensland College of Teachers entered into an 8-year lease, commencing 01 November 2015 of the fifth floor of office building 601 Coronation Drive Toowong. The lease was due to expire 31 October 2023.

During 2022, the College negotiated an early extension of the lease, in the form of an amendment to the original agreement, rather than acceptance of the option to extend for 5 years. This amendment allowed for an early take up of lease extension, beginning 01 November 2022 through to 31 October 2029. The advantage of extending the lease 12 months early, was a rental abatement of \$1.5m, to be discounted over the remaining extension of the amended agreement, along with a reduced fixed increment from 3.5% annually to 3.25% annually.

The amended contract includes no make good obligation, therefore no make good provision has been included in the calculation of the right of use asset. The original contract included a \$1.2m office fit out incentive that was recognised as a plant and equipment asset.

The right of use asset and corresponding lease liability were amended according to these changes.

### Lease Liability Maturity

Undiscounted future lease payments included in the lease liability are as follows.

	<b>2023</b> <b>\$'000</b>	<b>2022</b> <b>\$'000</b>
Not later than one year	586	561
Later than one year and no later than five years	3,210	3,197
Later than five years	-	599
Less: effect of discounting	(454)	(607)
<b>Lease liabilities at 31 December</b>	<b>3,342</b>	<b>3,750</b>



## Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

<b>14 Plant and Equipment</b>	<b>2023 \$'000</b>	<b>2022 \$'000</b>
<i>Leasehold Improvements</i>		
At cost	1,152	1,152
Less accumulated depreciation	<u>(1,050)</u>	<u>(1,032)</u>
	102	120
<i>Plant and equipment</i>		
At cost	273	273
Less accumulated depreciation	<u>(263)</u>	<u>(252)</u>
	<u>10</u>	<u>21</u>
<b>Total</b>	<b><u>112</u></b>	<b><u>141</u></b>

### Plant and Equipment Reconciliation

	<b>Carrying amount at 1 January \$'000</b>	<b>Acquisitions \$'000</b>	<b>Depreciation \$'000</b>	<b>Carrying amount at 31 December \$'000</b>
<b>2023</b>				
<i>Leasehold Improvements</i>	120	-	(18)	102
<i>Plant and equipment</i>	<u>21</u>	-	(11)	<u>10</u>
	<b><u>141</u></b>	-	<b><u>(29)</u></b>	<b><u>112</u></b>

The College has plant and equipment with an original cost of \$230k (2022: \$205k) and a written down value of zero which is still being used in the provision of services.

### Acquisitions of Assets

Actual cost is used for the initial recording of all non-current physical asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use, including architects' fees and engineering design fees. However, any training costs are expensed as incurred.

Where assets are received free of charge from another Queensland public sector entity (usually via an involuntary transfer), the acquisition cost is recognised as the gross carrying amount in the books of the transferor immediately prior to the transfer together with any accumulated depreciation.

Assets acquired at no cost or for nominal consideration, other than from an involuntary transfer from another Queensland government agency, are recognised at their fair value at date of acquisition in accordance with AASB 116 *Property, Plant and Equipment*.

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

# Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

## 14 Plant and Equipment (continued)

### Recognition of property, plant and equipment

Items of property, plant and equipment with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Land	\$1
Buildings	\$10,000
Plant and equipment	\$5,000

Items with a lesser value are expensed in the year of acquisition. Expenditure is only capitalised if it increases the service potential or useful life of the existing asset. Maintenance expenditure that merely restores original service potential (arising from ordinary wear and tear etc.) is expensed.

Assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset.

### Measurement of plant and equipment at cost

Plant and equipment is measured at cost in accordance with the Treasurer's Non-Current Asset Policies. The carrying amounts for plant and equipment at cost approximate their fair value.

### Depreciation

Plant and equipment is depreciated on a straight-line basis over their useful lives. The estimation of the useful lives of assets is based on historical experience with similar assets as well as considerations such as manufacturers' warranties, asset turnover practices and the College's strategic asset plan. Reassessments of useful lives are undertaken annually by the College. Any consequential adjustments to remaining useful life estimates are implemented prospectively.

Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the College.

### Impairment

For all property, plant and equipment and intangible assets to which impairment applies, the College assesses for indicators of impairment annually.

Plant and equipment and intangible assets, which are measured at cost, are reduced to the asset's recoverable amount, being the higher of the asset's fair value less costs of disposal and its value in use. The adjustment is recorded as an impairment loss and recognised immediately in the Statement of Comprehensive Income

## 15 Payables

	2023 \$'000	2022 \$'000
Trade creditors	19	54
Criminal history checks	105	54
Other creditors and accruals	209	137
<b>Total</b>	<b>333</b>	<b>245</b>

### Accounting policy

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

# Notes To and Forming Part of the Financial Statements

for the year ended 31 December 2023

<b>16</b>	<b>Accrued Employee Benefits</b>	<b>2023</b>	<b>2022</b>
		<b>\$'000</b>	<b>\$'000</b>
	<i>Current</i>		
	Annual leave	634	640
	Salaries on costs payable	108	67
	<b>Total</b>	<b>742</b>	<b>707</b>

## Accounting policy

### Annual Leave

A provision is recognised in the College's financial statements for annual leave as the liability vests with the entity and is reported in these financial statements. The provision covers the cost of employees' annual leave (including leave loading and on-costs).

A fortnightly allowance is accrued based on employees' annual leave allocation with amounts paid to employees for annual leave being deducted from the provision.

### Long Service Leave

Under the Queensland Government's long service leave scheme, a levy is made on the College to cover this cost. Levies are expensed in the period in which they are paid or payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

No provision for long service leave is recognised in the financial statements, the liability being held on a whole-of-Government basis and reported in the financial report prepared pursuant to *AASB 1049 Whole of Government and General Government Sector Financial Reporting*.

<b>17</b>	<b>Contract Liabilities</b>	<b>2023</b>	<b>2022</b>
		<b>\$'000</b>	<b>\$'000</b>
	<i>Current</i>		
	Unearned revenue - Grant	157	72
	Unearned revenue – Fees	8,750	8,561
	Unearned revenue – Other	45	-
	<b>Total</b>	<b>8,952</b>	<b>8,633</b>

## Accounting policy

The College recognises monies received as unearned income until services and benefits promised to customers have been fully satisfied (*AASB 15 – Revenue from Contracts with Customers*). The unearned income is mainly comprised of registration fees received upfront in respect to future periods of registration, application fees awaiting the College's assessment and contractual amounts received under specific contracts yet to be fulfilled.

### Unearned fees

A liability is recognised in respect to refundable fees. The fees are recognised as income when the College has performed its obligations and has obtained the right to record the income.

Notes To and Forming Part of the Financial Statements  
for the year ended 31 December 2023

**18 Key Executive Management Personnel and Remuneration**

**(a) Key Executive Management Personnel**

The following details for key executive management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of the Queensland College of Teachers during 2023. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Responsibilities	Current Incumbents	
		Contract classification and appointment authority	Date appointed to position (Date resigned from position)
Director	The Director is responsible for providing advice to the Minister on strategic educational issues and manages the staff, functions and resources of the Office of the College in accordance with relevant legislation.	The Director is at classification level SES 2.3 under s 110 of the <i>Public Service Act 2008</i>	Contract start date 07/05/2019, contract completion date 06/05/2024
General Manager, Professional Standards	The General Manager, Professional Standards leads the development, implementation and promotion of College's policy approach to Professional Standards, Continuing Professional learning, and reporting.	SO2 classification level under s 110 of the <i>Public Service Act 2008</i>	Appointment date 12/04/2023
Corporate Legal Counsel	General Counsel for QCT. Provision of expert legal advice to Director and QCT including Sponsorships, Contracts, Queensland College of Teachers Act revisions.	PO 6 classification level under sections 119 of the Public Service Act 2008	Appointment date 05/09/2022
General Manager, Integrity*	The General Manager, Integrity is responsible for the development and implementation of strategies to support the disciplinary and investigative aspect of the College's professional conduct and legal functions.	SO2 classification level under s 110 of the <i>Public Service Act 2008</i>	Appointment date 23/10/2023
Executive Manager, Legal	The Executive Manager, Legal is responsible for the development and implementation of strategies to support the disciplinary aspect of the College's professional conduct functions.	PO 6 classification level under sections 119 of the Public Service Act 2008	Appointment date 19/09/2022

Notes To and Forming Part of the Financial Statements  
for the year ended 31 December 2023

**18 Key Executive Management Personnel and Remuneration (continued)**

**(a) Key Executive Management Personnel (continued)**

Position	Responsibilities	Current Incumbents	
		Contract classification and appointment authority	Date appointed to position (Date resigned from position)
Executive Manager, Professional Conduct	The Executive Manager, Professional Conduct is responsible for the development and implementation of strategies to support the investigative aspect of the College's professional conduct functions.	AO 8 classification level under sections 119 of the <i>Public Service Act 2008</i>	Appointment date 31/03/2008
Executive Manager, Registration	The Executive Manager, Registration is responsible for the development and implementation of strategies to support the College's registration functions	AO 8 classification level under sections 119 of the <i>Public Service Act 2008</i>	Appointment date 21/02/2013
General Manager, Corporate Services	The General Manager, Corporate Services provides the strategic leadership of Corporate Services, as well as overseeing operational efficiency.	SO2 classification level under s 110 of the <i>Public Service Act 2008</i>	Appointment date 22/08/2022

\* New position to 2023 from 23/10/2023. Replaces Executive Manager, Legal and Executive Manager, Professional Conduct as KMP.

**(b) Remuneration**

*Key management personnel and remuneration*

Key management personnel and remuneration disclosures are made in accordance with section 5 of the *Financial Reporting Requirement for Queensland Government Agencies* issued by Queensland Treasury. There are no material transactions with people/entities related to the KMP.

Remuneration policy for the agency's key executive management personnel is set by the Queensland Public Service Commission as provided for under the *Public Service Act 2008*. The remuneration and other terms of employment for the key executive management personnel are specified in employment contracts. The contract provides for the provision of motor vehicle benefits.

For the 2023 year, remuneration of key executive management personnel increased by 4% in July 2023.

# Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

## 18 Key Executive Management Personnel and Remuneration (continued)

### (b) Remuneration (continued)

Remuneration packages for key executive management personnel comprise the following components:-

- Short term employee benefits which include:
  - Base – consisting of base salary, allowances and leave entitlements paid and provided for the entire year or for that part of the year during which the employee occupied the specified position. Amounts disclosed equal the amount expensed in the Statement of Comprehensive Income.
  - Non-monetary benefits – consisting of provision of vehicle together with fringe benefits tax applicable to the benefit.
- Long term employee benefits include long service leave paid.
- Post employment benefits include superannuation contributions.
- Redundancy payments are not provided for within individual contracts of employment. Contracts of employment provide only for notice periods or payment in lieu of notice on termination, regardless of the reason for termination.
- Performance bonuses are not paid under contracts in place.

Total fixed remuneration is calculated on a 'total cost' basis and includes the base and non-monetary benefits, long term employee benefits and post-employment benefits.

Remuneration of Board members is disclosed in Note 22.

#### 1 January 2023 – 31 December 2023

Position (Date Resigned if applicable)	Short Term Employee Benefits		Long Term Employee Benefits	Post Employment Benefits	Total Remuneration
	Base \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000
Director	209	-	6	28	243
Corporate Legal Counsel	88	-	2	11	101
Executive Manager, Legal <sup>~</sup>	111	-	3	14	128
Executive Manager, Professional Conduct <sup>~</sup>	119	-	3	15	137
General Manager, Integrity <sup>Ω</sup>	38	-	1	5	44
General Manager, Professional Standards <sup>Ω</sup>	148	-	4	20	172
Executive Manager, Registration	159	-	4	21	184
General Manager, Corporate Services	157	-	4	20	181
<b>Total Remuneration</b>	<b>1,029</b>	<b>-</b>	<b>27</b>	<b>134</b>	<b>1,190</b>

<sup>~</sup> Positions classified as KMP only up until the appointment of the General Manager, Integrity (23/10/2023)

<sup>Ω</sup> New position for 2023 (established 23/10/2023)

<sup>Ω</sup> Renamed from Executive Manager, Professional Standards

Notes To and Forming Part of the Financial Statements  
for the year ended 31 December 2023

**18 Key Executive Management Personnel and Remuneration (continued)**

**(b) Remuneration (continued)**

**1 January 2022 – 31 December 2022**

Position (Date Resigned if applicable)	Short Term Employee Benefits		Long Term Employee Benefits	Post Employment Benefits	Total Remuneration
	Base \$'000	Non- Monetary Benefits \$'000	\$'000	\$'000	\$'000
Director	204	-	5	22	231
Corporate Legal Counsel	87	-	2	11	100
Executive Manager, Legal and General Counsel	150	-	4	18	172
Executive Manager, Professional Conduct	147	-	4	19	170
Executive Manager, Registration	155	-	4	19	178
Executive Manager, Professional Standards	97	-	3	18	118
Principal Advisor <sup>+</sup>	95	-	2	11	108
General Manager, Corporate Services	89	-	2	7	97
Business Manager, Corporate Services <sup>+</sup>	88	-	2	11	101
Manager, IT Services <sup>+</sup>	90	-	2	10	102
<b>Total Remuneration</b>	<b>1,202</b>	<b>-</b>	<b>30</b>	<b>146</b>	<b>1,377</b>

<sup>+</sup> Positions classified as KMP only up until the appointment of the General Manager, Corporate Services (22/08/2022)

**19 Financial Instruments**

**Accounting policy**

*Recognition*

Financial assets and financial liabilities are recognised in the Statement of Financial Position when the College becomes party to the contractual provisions of the financial instrument.

*Classification*

Financial instruments are classified and measured as follows:

- Cash and cash equivalents – held at fair value through profit and loss
- Receivables – held at amortised cost
- Payables – held at amortised cost

There are no changes to Financial Instrument measurement using the new AASB 9 *Financial Instruments* as the carrying amounts are a reasonable approximation of fair value.

The College does not enter into transactions for speculative purposes, nor for hedging. Apart from cash and cash equivalents, the College holds no financial assets classified at fair value through profit and loss.

# Notes To and Forming Part of the Financial Statements for the year ended 31 December 2023

## 19 Financial Instruments (continued)

### Fair value

The College does not recognise any financial assets or financial liabilities at fair value. The fair value of receivables and payables is assumed to approximate the value of the original transaction less any impairment.

## 20 Accumulated Surplus

In considering the College's equity position, reference is made to the following significant events:

### Criminal History Checks

The College has an obligation at its own expense to conduct Criminal History Checks for teachers seeking to renew their registration, six months prior to the termination of their initial 5-year registration period.

Based on current Criminal History Check fees, management has estimated the cash outflow over the next five years to be approximately of \$3.2 million (2022: \$3.1 million).

Funds from the \$4.7 million (2022: \$4.5 million) of the total Deposits at Call (Note 10) will be utilised to service the cash flow impact of the bulk cohort renewals which will occur in 2024 - 25.

## 21 Contingencies

There were no known contingent assets or liabilities of a significant nature as at 31 December 2023 (2022: Nil).

## 22 Remuneration of Board Members

The College's Board comprised the following members during 2023:

Name	Membership Category
Emeritus Professor W Patton (Chairperson)	Nominee of the Minister for Education
A Beattie	Practising teacher nominated by the Queensland Teachers' Union
S Blair <sup>a</sup>	Practising teacher representing State schools, nominated by the Director-General
A Connellan	Practising teacher nominated by the Queensland Independent Education Union
B Goldberg	Elected non-State school practising teacher
A Chissell	Nominee of Qld Council of Parents and Citizens' Associations
D Bliss	Nominee of the Association of Independent Schools Queensland (AISQ)
Dr A O'Brien	Nominee of the Qld Catholic Education Commission (QCEC)
L Eager	Elected State school practising teacher
B Woollett	Elected State school practising teacher
L Kliese	Practising teacher representing State schools, nominated by the Director-General, Department of Education
W Crase	Joint nominee of the Federation of Parents and Friends Associations of Catholic Schools in Queensland and the Queensland Independent Schools Parents' Network
M Goos <sup>~</sup>	Practising teacher educator nominated jointly by universities providing an approved preservice teacher education program



Notes To and Forming Part of the Financial Statements  
for the year ended 31 December 2023

**22 Remuneration of Board Members (continued)**

<b>Name</b>	<b>Membership Category</b>
C Dempster <sup>#</sup>	Practising teacher representing non-State schools, jointly nominated by the QCEC and ISQ
C Lassig <sup>#</sup>	Nominee of the Director-General, Department of Education
V Walduck <sup>*</sup>	Practising teacher representing State schools, nominated by the Director-General

<sup>a</sup> Resigned 10 July 2023

<sup>~</sup> Resigned 29 December 2023

<sup>#</sup> Appointed 30 June 2023

<sup>\*</sup> Appointed 7 December 2023

<b>Total Remuneration paid to Board Members</b>	<b>2023 \$'000</b>	<b>2022 \$'000</b>
Emeritus Professor W Patton (Chairperson)	19	28
Professor W Blayney	-	2
A Chissell	5	4
W Crase	1	3
	<b>25</b>	<b>37</b>

Board Remuneration included fees of \$23k and superannuation of \$2k (2022: included fees of \$35k and superannuation of \$2k).

Board members employed by the Department of Education are not entitled to remuneration from the College.

**23 Events occurring after balance date**

There are no other events subsequent to balance date that have arisen that require adjustment or disclosure in these financial statements.

**24 Other Information**

**Insurance**

The College's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund, premiums being paid on a risk assessment basis. In addition, the College pays premiums to WorkCover Queensland in respect of its obligations for employee compensation.

Notes To and Forming Part of the Financial Statements  
for the year ended 31 December 2023

**CERTIFICATE OF QUEENSLAND COLLEGE OF TEACHERS**

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 39 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with Section 62(1) (b) of the Act we certify that in our opinion:

- a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- b) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Queensland College of Teachers for the financial year ended 31 December 2023 and of the financial position of the College at the end of that year.

We acknowledge responsibility under s 7 and s 11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects of an appropriate and effective system of internal control and risk management processes with respect to financial reporting throughout the reporting period.



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D Fishburn  
*Director*

9 February 2024



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Emeritus Professor W Patton  
*Chairperson*

9 February 2024

## INDEPENDENT AUDITOR'S REPORT

To the Board of Queensland College of Teachers

### Report on the audit of the financial report

#### Opinion

I have audited the accompanying financial report of Queensland College of Teachers.

In my opinion, the financial report:

- a) gives a true and fair view of the entity's financial position as at 31 December 2023, and its financial performance and cash flows for the year then ended
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards – Simplified Disclosures.

The financial report comprises the statement of financial position as at 31 December 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

#### Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

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

#### Responsibilities of the entity for the financial report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards – Simplified Disclosures, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Board is also responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the entity or to otherwise cease operations.

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

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 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 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. This is not done for the purpose of expressing an opinion on the effectiveness of the entity's internal controls, but allows me to express an opinion on compliance with prescribed requirements.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the entity.
- Conclude on the appropriateness of the entity'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 my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- 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.



## Report on other legal and regulatory requirements

### Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 31 December 2023:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

### Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.

A handwritten signature in blue ink, appearing to read "BD" followed by a stylized flourish.

15 February 2024

Bhavik Deoji  
as delegate of the Auditor-General

Queensland Audit Office  
Brisbane

# Appendices

## Appendix 1:

# Approved initial teacher education programs

Following is a list of Queensland preservice (initial) teacher education programs approved by the QCT for purposes of teacher registration in Queensland as of December 2023. The programs listed below also have national accreditation.

Information about these programs is available from the QCT website: <https://www.qct.edu.au/teaching-in-queensland/approved-accredited-teacher-education-programs>.

### AUSTRALIAN CATHOLIC UNIVERSITY

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- Bachelor of Arts/Master of Teaching (Secondary)
- Bachelor of Education (Early Childhood and Primary)
- Bachelor of Education (Primary)
- Bachelor of Education (Primary and Special Education)
- Bachelor of Education (Primary and Secondary)
- Bachelor of Education (Secondary)
- Bachelor of Education (Secondary and Special Education)
- Bachelor of Education (Secondary)/Bachelor of Arts (Humanities)
- Bachelor of Education (Secondary)/Bachelor of Exercise Science
- Bachelor of Education (Secondary)/Bachelor of Arts (Mathematics)
- Master of Teaching (Secondary)
- Master of Teaching (Secondary)/Graduate Certificate in Religious Education

### CENTRAL QUEENSLAND UNIVERSITY

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- Bachelor of Education (Early Childhood)
- Bachelor of Education (Primary)
- Bachelor of Education (Secondary)
- Master of Teaching (Early Childhood)
- Master of Teaching (Primary)
- Master of Teaching (Secondary)

### CHRISTIAN HERITAGE COLLEGE

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

### GRIFFITH UNIVERSITY

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- Bachelor of Education
- Master of Primary Teaching
- Master of Secondary Teaching

### JAMES COOK UNIVERSITY

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- Bachelor of Education (Early Childhood Education)
- Bachelor of Education (Primary)
- Bachelor of Education (Secondary)
- Master of Teaching and Learning (Primary)
- Master of Teaching and Learning (Secondary)

### QUEENSLAND UNIVERSITY OF TECHNOLOGY

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- Bachelor of Education (Early Childhood)
- Bachelor of Education (Primary)
- Bachelor of Education (Secondary)
- Bachelor of Education (Secondary)/Bachelor of Business
- Bachelor of Education (Secondary)/Bachelor of Fine Arts
- Bachelor of Education (Secondary)/Bachelor of Information Technology
- Bachelor of Mathematics/Master of Teaching (Secondary)
- Bachelor of Science/Master of Teaching (Secondary)
- Master of Teaching (Early Childhood)
- Master of Teaching (Primary)
- Master of Teaching (Secondary)



### **SOUTHERN CROSS UNIVERSITY**

---

- Master of Teaching
- Bachelor of Education

### **UNIVERSITY OF QUEENSLAND**

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- Bachelor of Arts/Bachelor of Education (Secondary)
- Bachelor of Business Management/  
Bachelor of Education (Secondary)
- Bachelor of Education (Primary)
- Bachelor of Business (Primary) Honours
- Bachelor of Health, Sport and Physical Education  
(Honours)
- Bachelor of Mathematics/  
Bachelor of Education (Secondary)
- Bachelor of Music/  
Bachelor of Education (Secondary)
- Bachelor of Science/  
Bachelor of Education (Secondary)
- Master of Teaching (Primary)
- Master of Teaching (Secondary)

### **UNIVERSITY OF SOUTHERN QUEENSLAND**

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- Bachelor of Education (Early Childhood)
- Bachelor of Education (Primary)
- Bachelor of Education (Secondary)
- Master of Learning and Teaching (Early Years)
- Master of Learning and Teaching (Primary)
- Master of Learning and Teaching (Secondary)

### **UNIVERSITY OF THE SUNSHINE COAST**

---

- Bachelor of Education (Early Childhood)
- Bachelor of Education (Secondary)/  
Bachelor of Science
- Bachelor of Education (Secondary)/  
Bachelor of Arts
- Bachelor of Education (Secondary)/  
Bachelor of Recreation and Outdoor  
Environmental Studies
- Bachelor of Primary Education
- Master of Teaching (Primary)
- Master of Teaching (Secondary)





Appendix 2:

# Endorsed *Returning to Teaching* programs

Provider	Name of program
Department of Education, Queensland	<i>Restart Teaching</i>
Australian Catholic University	<i>Return to Teaching in Schools</i>

