



# ANNUAL REPORT 2014

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# VISION / HE ARONGA

To be the leading facilitator of excellent quality tertiary education outcomes in Taranaki / Ko  
Te Kura Matatini te taumata ki Te Toi o Ngā Mātauranga e whāia ai e te tauira.

## OUR CULTURE

We / I put students first  
We / I foster well-being and encourage growth  
We / I take responsibility  
We / I will be the best we can be

## OUR VALUES / NĀGA MATAPONO

Kotahi / One  
Whai mana / Integrity  
Manaaki / Embracing  
Whai hiringa / Inspiring

## KARAKIA – E TAU NEI

**E tau nei ki runga i a tātou katoa,  
Te wairua o ngā matua tūpuna.  
Nā rātou i whakatakoto i te ara,  
Hei hikoinga mā tātou ngā uri.  
I whakatōkia o tātou ngākau ki ngā tikanga,  
Hei arataki i a tātou.  
Kia ngākaunui ki te hāpai i a tātou mahi katoa,  
I roto i te pono, i te tika, i te māramatanga,  
Me te aroha anō o tētehi ki tētehi.  
E Rongo whakairihia ake ki runga  
Tūturu whakamaui kia tinā! Tinā  
Hui e! Taiki e!**

We have within us  
the spirit of our forebears who laid the foundations  
that we maintain and continue to develop.  
Embedded within our consciousness  
are inherited skills that we use to guide and lead us  
in our day to day existence.  
Let us be courageous by upholding what we do  
in truth, faith and understanding  
while respecting the differences  
that make us human  
As our ultimate goal is to maintain balance.



*Diploma and Degree Graduation May 2014*

# FROM THE CHAIR AND CHIEF EXECUTIVE



*Barbara George Chief Executive and Mary Bourke Chair*

## **We are pleased to present the 2014 Annual Report of the Western Institute of Technology at Taranaki, Te Kura Matatini o Taranaki.**

During 2014, WITT Council and leadership continued to develop our strategic plan and to work towards realising goals designed to see our Institute go from strength to strength establishing our unique place in the tertiary sector, the community, and the learning journey of our students. The vision is that WITT is the leading facilitator of tertiary outcomes in Taranaki.

Our vision is supported by five strategic outcomes, or goals that highlight flagship programmes, collaboration through critical alliances, a vibrant campus that is compelling for our learners and the community, the importance of delivery that is state of the art, and the drive for students to begin their learning journey with us and pathway into long term sustainable employment, or further study. Each of these goals presents unique opportunities for us, and each of them presents challenges.

We began our year building on the success of 2013 which was the first year that WITT appeared to be emerging from the financial struggles of the previous decade and we were looking to a bright future with solid plans for the realisation of our goals. Early indications were that we were well on track to meet KPIs in the 2013-2015 Investment Plan. Those that were not achieved in 2013 were examined and interventions put in place to ensure a better result in 2014.

An investigation as a result of a complaint into enrolments and completions of two programmes, Level 4 Māori Performing Arts and Level 6 Māori Performing Arts (MPA), for the period 2008 – 2013, saw a dramatic decline in student numbers for 2014 cohorts. By the time the situation was uncovered, one 2014 cohort had just completed, but it was found that these results were unsafe. The remaining Equivalent Fulltime Students (EFTS) for the year saw students formally or informally withdraw. As the student numbers in these programmes were significant, there was a dramatic effect on some of our overall achievement and success statistics, particularly those for Māori learners. By and large however, the remaining 62 programmes performed well, and trended similarly or better than previous years.



*Orientation February 2014*



*Students win big at Hospitality awards*



*Explosive Atmospheres course*



*Nursing students in simulation laboratory*

## STUDENT ACHIEVEMENT AND SUCCESS

WITT once again achieved better than target results in the key areas of retention, participation and student satisfaction. We saw increasing numbers of school leavers participating, and there was significant growth in international student enrolments. The following is of note:

- **Trades Academy** – the number of WITT Trades Academy spaces funded in 2014 was the largest increase in the sector, enabling WITT to facilitate 150 Trades Academy places to Taranaki secondary schools. In addition, the year also saw the inaugural Build-a-Bach project begin. This project was run in partnership with Taranaki Futures, employers, industry and secondary schools.
- **Social Work** – we exceeded our Wintec EFTS target for the delivery of Bachelor of Social Sciences (Social Work). WITT has worked in collaboration with Wintec and NMIT in the development of a new four year Bachelor of Social Work which is being offered in 2015.
- **School leavers** – continued efforts to engage with school leavers was a successful initiative for the Institute. We saw growth in regional school leavers engaging with WITT, which was important in reducing Taranaki's youth not in employment, education or training (NEETs).
- **International** – we doubled our international enrolment intake for the year and had a further intake in September.
- **Marae Catering** – Māori learners experiencing success in Level 2 programmes were encouraged to staircase into the Level 3 Culinary Arts Cookery programme. Graduates from this programme attained the International City and Guilds

qualification. Through offering the Certificate in Marae Catering with support of iwi, Māori are experiencing success as Māori.

- **Hospitality** – the discipline continued to experience high demand for their programmes. Interest from both domestic and international markets saw the department run at capacity for several years and in 2015 there will be a new kitchen extension to cater for this constant and growing demand. The department remained well connected with industry and students continued to experience excellent employment outcomes.
- **New programme successes** – WITT offered new programmes for 2014 including Certificates in: Fashion Make up Artistry; Fitness (Exercise Consultant); Fitness (Personal Training Business Skills); and Industry Trades (Hydrocarbon Drilling). All of the above programmes have been in high demand and in some areas we had student waiting lists (eg Industry Trades received 78 applications for 16 places).

## ORGANISATIONAL PERFORMANCE

Our current performance sets the scene for a viable and sustainable WITT over the next few years. Discipline has been brought to our spending and resourcing, and the new strategic plan requires both investment in future development and a more energetic approach to new income sources. These are good for business as they will require closer links with industry, more effective partnerships with other education providers, particularly ITPs, and critical thinking around what makes Taranaki unique.

Full cost recovery programmes in Engineering, Oil and Gas provided not only valuable revenue and teaching experience, but tangible and measurable results on industry partnerships that can be built on and enhanced each year.





*International student delegation with NPDC Mayor Andrew Judd*

Legislative changes and immigration policy that previously made it more difficult for us to reach our documented targets, have been overcome with amendments to programmes and an innovative social media campaign, and international numbers began building again in a sustainable way with integration across the institute.

The new Bachelor of Nursing curriculum entered its third year and graduates from 2013 were successful in finding employment placements with the Taranaki District Health Board, and as occupational nurses.

Our major funding partner, the Tertiary Education Commission (TEC), agrees financial and non-financial KPIs with us and you will see the results of these with brief commentaries alongside each. To summarise our performance against these benchmarks, we consider that as an organisation we have risen to the challenge and have a viable and sustainable operation.

Of particular note is the following:

- **Space utilisation** – has remained steady with plans for increased usage coming into effect in 2015.
- **Full cost recovery courses** – saw a threefold increase in 2014 and are planned to increase again in 2015.

Each year we are asked to deliver a return on TEC's investment in the form of a cash surplus. We have reported an operating surplus of 2.29%. As well, managed capital expenditure ensures that our repairs and maintenance are appropriate, that our teaching spaces are compelling, and that health and safety requirements at least meet minimum standards.

## ORGANISATIONAL STRUCTURE

WITT's governance structure has a Council of eight: four are government appointed and four are appointed by Council. The Chairman is Mary Bourke and the Deputy Chair is Malcolm Inglis. There are varying terms of appointment and each year self-assessments are carried out. A skills matrix and key competencies informs the replacement of any vacancies. Conflicts of interest are managed by the Chair and any issues are documented in a register. There is only one formal Committee of Council and this is the Performance Committee who oversee the conditions and performance of the Chief Executive. An executive committee of Council operates as needs be, should there be a requirement, for example, in the area of additional financial and audit oversight and support.

WITT Council encourages partnerships with other tertiary providers to ensure that the Taranaki region, our students and our people are well supported for learning and outcomes. To this end it is always pleasing to hear success stories of collaborations with entities such as Te Reo o Taranaki – a private training enterprise (PTE) that has at its core, the teaching of Te Reo with its specific Taranaki dialect and tikanga. We all recognise the importance of keeping our unique region, its culture, history and mana, alive and well for future generations to enjoy and likewise embrace.

WITT Council is also informed of changes in legislation that affect the institute, the students and our programme offerings. For example, through the Academic Board, programme changes and NZQA's TROQ process is reported.

Under the current structure, WITT Council has one employee who is the Chief Executive. She in turn employs all WITT staff. The Chief Executive and Council together manage and interact with



*Trolley Derby October 2014*



*Headstart prize winners*



*Masquerade Fashion Parade November 2014*

key stakeholders, a list that includes current and future students, staff, whanau, hāpu, iwi, industry, local residents and the business community, unions, the TEC and other tertiary providers. The information needs of our stakeholders are managed by the Chief Executive and her team. Information is collected via a variety of channels, including surveys, and disseminated through media, the major WITT website, WITT's intranet, other websites, social media, and word of mouth through stakeholder groups.

In June 2014 WITT, the shareholder of NZIHT, exercised its option to disestablish the Board and replace them with the Chief Executive of WITT as its sole director. The company is led by Executive Director NZIHT, Glen West, who is an integral part of the executive team of WITT. Moves are underway to bring synergies back to the relationship under a "one team" structure, whilst still retaining the excellent national brand.

### **2014 CHALLENGES AND FUTURE SUCCESS**

2014 was marred with a significant investigation that consumed resources and energy. With that now behind WITT, we are again focused on positively building a new future. The impact of this is being seen across the Institute where learning spaces and facilities in many cases are already at capacity.

WITT is keen to re-engage with the Māori community and rebuild Te Wānanga Māori in a way that is effective, compelling, safe and sustainable. This will take time, but we recognise the importance of this kaupapa.

The future for WITT remains bright and the Taranaki "can-do" spirit will win out. At the end of 2014 NZQA approved the delivery of a new business degree for WITT – the Bachelor of Applied Management, as well as a number of graduate diplomas. New programme development is underway across the Institute as well as an increase in the number of delivery sites.

2015 will see significant attention given to pathway options for students, creating a seamless learning journey, and to connect with industry to help provide a line of sight for future careers for our students. Industry engagement is crucial to developing programmes that are suitable for Taranaki learners now and into the future.

We wish to acknowledge WITT Council, staff, students and the Taranaki community for their ongoing efforts in ensuring quality tertiary learning opportunities remain strong in this region. We thank our partner providers, Te Reo o Taranaki Trust, G & H, Agriculture New Zealand, and Taratahi – we acknowledge the legacy of our friend and colleague Dr Donovan Wearing and continue to mourn his passing. We look to maintain our collaborations in 2015 with a number of tertiary providers including FEATS, Wintec, Weltec, and University of Canterbury.

### **Ngā mihi nui**

**Mary and Barbara**

# WITT EXECUTIVE

AS AT 31 DECEMBER 2014



## TUMU WHAKARAE CHIEF EXECUTIVE

**Barbara George**  
MBA, Dip Bus, BMus



## EXECUTIVE DIRECTOR SYSTEMS

**Nicola Conley**  
MComms, BBS, DipAdultEd



## EXECUTIVE DIRECTOR COMMUNICATIONS

**Danny Hall** BBS (Marketing),  
Dip Management



## EXECUTIVE DIRECTOR NZIHT

**Glen West** Dip FBS



## EXECUTIVE DIRECTOR TEACHING & LEARNING

**Michael Campbell**  
MMktgMgmt

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## EXECUTIVE COMMITTEES 2014

- **Executive Team** – met at least weekly.
- **Equal Employment Opportunities (EEO)**  
Oversees and implements WITT's EEO policy, in particular ensuring the Institute complies with the provisions of its annual EEO Programme. Met informally.
- **Health and Safety**  
Oversees all aspects of health and safety within the Institute. Met nine times.
- **Te Kāhui Matanui**  
Constituted as a means of giving visible expression to WITT's commitment to bi-culturalism and to engage in genuine partnership with Māori learners. Met informally.
- **International Management**  
Addresses day-to-day issues arising with respect to international students studying at WITT, including WITT's compliance with the Code of Practice for the Pastoral Care of International Students. Met informally.

## WITT ACADEMIC BOARD 2014

Ensures the academic values outlined in WITT's key planning and strategic documents are adhered to; fosters academic freedom and excellence; provides a forum for debate on educational policies, issues and philosophies; and ensures WITT complies with the standards of its QMS. Met 14 times. Supported by the following subcommittees:

- **Academic Standing Committee.** Did not meet.
- **Academic Standards Committee.** Met 11 times.
- **Academic Appeals.** Did not meet.
- **Boards of Studies.** Technology – met twice. Humanities – met three times. NZIHT – met five times.
- **Research.** Met five times.

# WITT COUNCIL



**MARY K BOURKE**

**Chair**

Mary Bourke understands well the concept of long term viability and its importance to WITT. She also holds strong views about the importance of WITT to the whole region. Self-employed, specialising in independent facilitation she chaired the Taranaki District Health Board, is presiding member of the Lotteries Community facilities and Special Projects committees, and sits on the TSB community Trust, the Bishop's Action Foundation, the F&E Rodie, Taranaki Families/Whanau, and Audio History charitable Trusts and has been involved with the Taratahi Taranaki Advisory Committee. She believes WITT can become Taranaki's tertiary education provider of first choice primarily for learners, employers and importantly for prospective staff members.



**MALCOLM INGLIS**

**Deputy Chair**

Malcolm is a Chartered Accountant who, over the last two decades, has worked in a range of consulting, management and governance roles across both private and public sector organisations, some facing significant challenges. From 2001 until 2005 Malcolm was a Deputy Commissioner at the State Services Commission. He has also been Crown Observer at WITT and four other tertiary institutions. He is also currently Chair of UCOL and Deputy Chair of Whanganui and Partners Limited. Malcolm and Robina have a small lifestyle block in South Taranaki. Malcolm holds degrees in Commerce and Psychology and is a Chartered Member of the Institute of Directors.



**RUAKERE HOND**

Tēnā rā taku nui, taku rahi,  
e huhua mai nei ki Taranaki  
whānui

Ruakere has whakapapa to the iwi of Taranaki, Ngāti Ruanui and Te Ati Awa. He has had direct involvement in many Taranaki Maori community initiatives over the last thirty years, particularly related to Maori language and culture, along with community education. He often provides a Taranaki voice in national forums on Māori language revitalisation and community development, and is a past teaching staff member and student of WITT. He holds qualifications in teaching, Maori studies and completed a PhD in Public Health with Massey University in 2013. Ruakere lives in the coastal community of Parihaka and highlights the pivotal role WITT has in supporting the advancement of Taranaki communities and iwi, and in providing tertiary education pathways for all students specific to Taranaki needs.

Me ruku te puna mātauranga,  
me whakamātau tōna  
hōhonutanga.



**SRIYAN ELANGA  
EKANAYAKE**

Elanga Ekanayake was appointed to the WITT Council by the Minister for Tertiary Education in May 2010. He is a Fellow Chartered Accountant, a Fellow Chartered Secretary and a Certified Management Accountant of Australia.

Elanga was the Chief Financial Officer of Powerco Limited, the second largest energy distribution company in New Zealand for over 20 years and retired from this position just prior to joining the WITT Council. He has also worked in Papua New Guinea for many years as a Consultant Accountant of an Asian Development Bank project.

It is Elanga's aspiration to see WITT and its wholly owned subsidiary NZIHT becoming premier tertiary education providers in Taranaki and beyond maintaining very high quality academic standards, financial stability and good governance.



**JANINE WRIGHT**  
**(resigned November 2014)**



**JACKIE BROUGHTON**  
**(resigned February 2014)**



**PAUL GOLDSMITH**  
**(term ended April 2014)**



### REX HENDRY

NZSSM, B.A.(Soc), Dip Mgt.

“I would like to see WITT as the best polytech in the country – a vibrant and dynamic place for students to learn and an enjoyable place for staff to work.” Rex took up growing garlic and lavender in 2005 after 35 years full-time work. He was previously an Area Manager for the Department of Conservation in Taranaki, the Operations Manager at Scott Base in Antarctica, and has also worked as a local authority planner, a professional outdoor instructor and an electrician. He is Chairman for Land Search and Rescue New Zealand, runs a consultancy in Parks, Recreation and Tourism, and also works as a Regional Adviser for the Walking Access Commission.”



### CASSANDRA CROWLEY (May 2014)

Cassandra Crowley joined the WITT Council in 2013 after returning to Taranaki after 16 years away from the region.

A Chartered Accountant and Barrister and Solicitor of the High Court of New Zealand, Cassandra is an independent director on Student Job Search Aotearoa and the industry training organisation the Skills Organisation. Cassandra is also and is a member of the Chartered Accountants Australia New Zealand Council. She is the Kaitumuaki for Te Korowai o Ngāruahine Trust based in Hawera.

Cassandra’s vision for WITT is that it is a sustainable institute that is supported by, and delivering to the needs of, the entire Taranaki community.



### ALLIE HEMARA- WAHANUI (May 2014)

Mai Parininihi ki Waitotara, Tihei Mauriora

Allie has a long history in Māori development having worked for the public and private sectors growing Māori capability. She is the General Manager – Stakeholder Engagements for Parininihi ki Waitotara Inc (PKW) and was motivated to join Council last year because of WITT’s ongoing commitment to Taranaki and the strategic flagships. Her whānau whakapapa to Ngaruahine where she was actively involved in negotiating a treaty settlement for Ngaruahine after completing the fisheries settlement as well. She is a member of the Taranaki Māori Trust Board for Ngaruahine and an MBA student with Massey University.

Nō reira te te mouna, mai ngā kete e toru, ka hāpaitia te whānau



### ROSS DINGLE (May 2014)

Is CEO of TenderLink a digital procurement platform provider owned by Fairfax Media. Ross is responsible for strategic direction and overall management of operations across Australia and New Zealand.

Previously, Ross has held senior finance and operations positions at Fletcher Challenge Energy, KCL Property, and Doctor Global.

Ross has a strong interest in seeing the youth of Taranaki succeed through education and sport. Previous posts include Chairman of Spotswood College Board of Trustees, and West End School Board of Trustees.

Ross is currently President of Taranaki Triathlon, and Patrol Director at New Plymouth Old Boys Surf Lifesaving Club.

## COUNCIL COMMITTEES 2014

### PERSONNEL COMMITTEE

Monitors and reviews the appointment of the Chief Executive and WITT Council members; and their performance relative to the terms of reference attached to their positions. Met four times.

# WITT AT A GLANCE

# WITT

## WESTERN INSTITUTE

## OF TECHNOLOGY

## TARANAKI

Excellence



### Student Gender



67% Male



33% Female

**15%** 18 years & under

**23%** 19 - 24 years old

**62%** 25+ years old

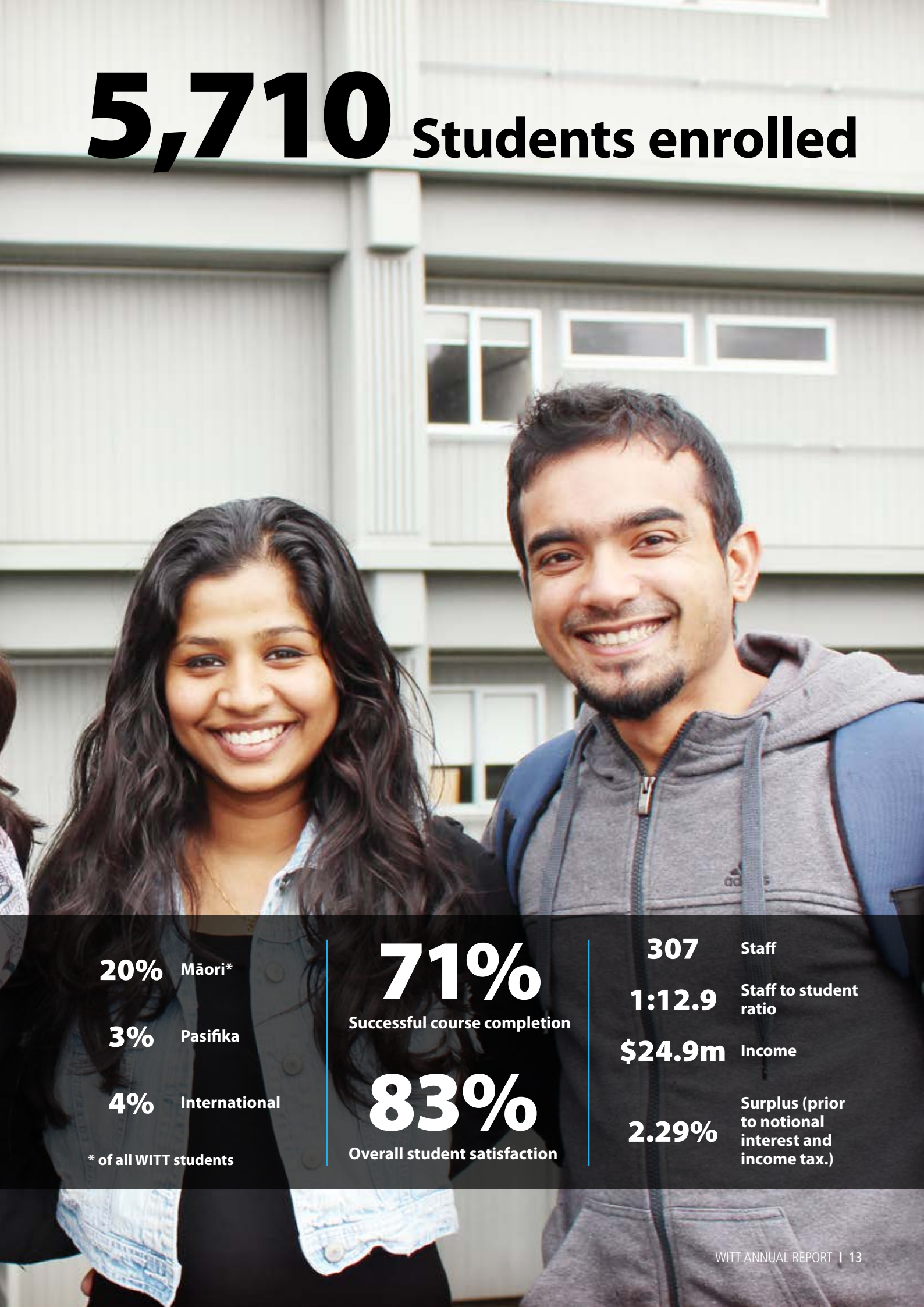
# 1,735

Equivalent Full Time Students

# 1,178

Graduates

# 5,710 Students enrolled



**20%** Māori\*

**3%** Pasifika

**4%** International

\* of all WITT students

**71%**

Successful course completion

**83%**

Overall student satisfaction

**307** Staff

**1:12.9** Staff to student ratio

**\$24.9m** Income

**2.29%** Surplus (prior to notional interest and income tax.)

# 2014 HIGHLIGHTS & SUCCESS STORIES

**2014 was a successful year filled with many student achievements and growth in trades. New programmes such as makeup artistry and fitness sparked high numbers with students excelling in competitions and industry. There was a strong secondary school presence in Trades Academy and Youth Guarantee students leading them into full time study at WITT. The stories below are only a snapshot of the exciting highlights that our staff and students have achieved in 2014.**

## JANUARY

### TRADES ACADEMY FILLING UP FAST

**Now in its third year, Technology faculty head Glen West says the academy started with 30 students, grew to 80 last year and it now looks as though there will be around 150 this year.**

"That's 67% growth, it's huge, the biggest in the sector for an academy," he says.

Glen points out the success of the academy is in the simple concept that underpins it.

"In years 11, 12 and 13 at school, you engage at WITT one day a week, in an area that interests you. It might be welding, automotive, hairdressing, beauty therapy, business administration or fitness. Those are all available at trades academy courses we run at WITT now.

"Students are still very much engaged at school, and when students are released into the tertiary environment at WITT and they start working towards NCEA credits within the areas of their interest."

## FEBRUARY



### MAKE-UP ARTISTRY PROVING POPULAR

**There's a new course on campus and it's bound to raise more than a few eyebrows.**

"There's been a lot of demand, says technology faculty head Glen West, especially in the last three years, in a make-up programme.

"We're offering a Certificate in Make-Up Artistry for the first time this year and already we've had 46 applications for the 18 places."

"The programme covers things like skin care, day make-up, evening make-up, retail skills – which is one of the biggest things beauty therapists and hairdressers are wanting from qualified students, that ability to up-sell products.

Glens says time spent on that gives graduates the confidence and the skills to sell product from the studio, while maintaining that professionalism which is so vital.

It's a very practical hands-on programme.



Photo credit: Chris Hill

### WITT TUTOR WORLD CLASS

**Learn photography from the best at WITT where you'll find award-winning photography tutor Chris Hill behind the lens, sharing the secrets of what makes a great photo.**

Chris added yet another achievement to his superb CV by having one of his photos selected to represent New Zealand in the World Photographic Cup, in Phoenix Arizona in January.

It's a stunning shot of well-known New Plymouth architect Murali Bhaskar in front of a building. The combined effect is a superb photo which has taken centre stage at one of the world's most prestigious photographic competitions.

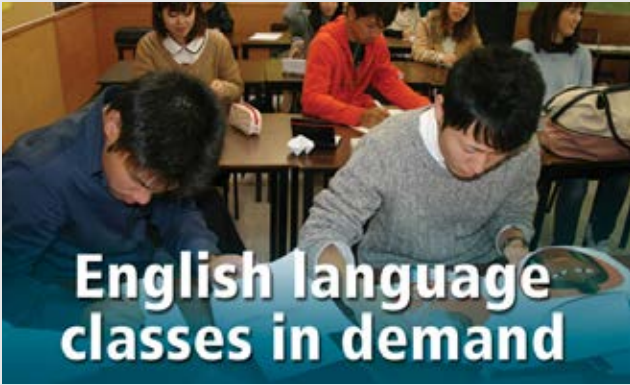
Chris did say he was thrilled to learn that one of his former students, Thomas Busby, also had a photo selected to represent New Zealand.

"Thomas was a student of mine in 2009 and his image was selected in the landscape category. It was a real thrill to see him make it as well."

"Altogether there were 18 photos submitted by New Zealand (three images in six categories) and while neither Thomas or myself were finalists, it was a privilege for us to represent the best of New Zealand photography."



## MARCH



**The booming oil and gas industry in Taranaki has meant an influx of international workers and their families which has resulted in an upsurge in demand for English classes.**

WITT tutor Nita Hutchinson is an acknowledged expert in teaching English for Speakers of Other Languages (ESOL) and she says WITT is offering a variety of courses, both short and long, to cater for the demand.

## APRIL



**Trades Academy students cook up a feast at the Hawera Hub with the amazing Steve Rasmussen (Head chef from Arborio) standing in for tutor, Denis Duthie.**

Year 11, 12 and 13 students from secondary schools across the region get the opportunity to learn hands-on practical skills with some of the top chefs in Taranaki.



**TARANAKI LEAD THE WAY TO THE FUTURE**  
**WITT is at the forefront of a bold new initiative to encourage youths to stay and work in the region.**

Taranaki Futures is an exciting collaboration of education, industry and the community and WITT's involvement, led by chief executive Barbara George, is deeply ingrained throughout the new organisation.

Ms George is a trustee of Taranaki Futures, but WITT's involvement goes far deeper than that, with several staff, including Marketing Manager Danny Hall, Head of Technology faculty Glen West and Trades Academy Co-ordinator Caroline Shaw all performing key roles.

The brainchild of New Plymouth MP Jonathan Young, the scheme concentrates on the 70 per cent of secondary school students who never go to university. Of them, most are keen to take up a trade and Mr Young's initiative is designed to make that a lot easier with all three sectors, education, industry and the community, working together.

## MAY



**The Diploma and Degree Graduation is WITT's most significant day of the academic year.**

It's graduation day and for 258 students, the culmination of up to three year's hard work.

"It's the culmination of the educational journey for these students, who have worked hard to gain their qualifications. Every one of the students have studied for a minimum of one year, and many for three years.

"Apart from the traditional robes, students can now opt to wear koro wai, which is the traditional Māori ceremonial dress; international students can dress in their own country's traditional costumes and other students can choose to simply wear appropriate attire."

In another departure from tradition, the guest speaker will be Ms George, who will be adopting a theme of the importance of Māori learning being conducted in an environment which increases their chances of success.

## JUNE



### **As Taranaki's global reputation for oil and gas continues to grow, so does WITT's involvement in training the next generation of workers.**

Programme co-ordinator Joanna Brown reports that the Certificate in Process Operations (Oil & Gas) 32-week programme is well underway.

"We've got 20 brilliant students who are currently out on their first eight-week placement with key industry stakeholders," she says.

"They're certainly getting that hands-on exposure which is so important in the role of an operator."

## THE WISDOM OF DR SEUSS

### **One of the highlights of WITT's graduation ceremony was the keynote address given by chief executive Barbara George.**

Her inspirational speech was well received by the 258 graduating students, their families and staff.

Ms George's inspirational speech drew on her own personal experiences and the lessons in life she learned. Many of those influenced her own determination to apply those philosophies to WITT, and in particular the needs of Māori students. Here are some extracts:

"The inspiration for this korero this evening came from a conversation that happened between two people when I was sitting at the table. It was one of those very quick exchanges that had I been distracted I would have missed.

"The theme of this kōrero is my place in the world or tūrangawaewae. As you graduate, and leave us, you are heading out into the world, and it will be up to you to make the best of this for yourself. You may choose to do it alone, you may choose to do it with friends and family, you may choose to do it by simply focusing on the future, or you may choose to do it carrying with you your ancestors, your heritage, your past learning, and even the snippets of conversation you might hear sitting around a table."

"We had high hopes for you when you came to WITT. It had been our intentions you would succeed."

## JULY



### **A SITE TO SEE**

#### **New technology continues to influence the way we do things and WITT is once again at the forefront.**

Just having a website used to be enough, but that was back in the dim dark early days of the internet. Nowadays, you have to be a bit more sophisticated than that, as WITT Marketing Manager Danny Hall explains.

"We will soon have a mobile-friendly website. What's driven that is we've seen a number of people accessing the WITT website from mobile devices. As an example, in June 2013, only 11% of our visitors were from either a mobile phone or a tablet. In June of this year, that number had increased to 31%.



### **GETTING TO KNOW WITT**

#### **With WITT's third term starting Monday (July 21) there are a couple of days of orientation that is specially laid on for new students.**

Marketing team member Veronica Andrews says the Headstart programme is a great opportunity for new students to get their study year sorted and off to a good start.

"We have two workshops, one in the evening and one during the next day. It's also a great way to network and meet other students, your tutors and support staff – all before you begin their journey with WITT," she says.

It's more than a chance to talk to others though, with essential programme information, timetables, and room locations also given out, Veronica says.

## AUGUST

### MANAGEMENT DEGREE COULD BE ON OFFER NEXT YEAR

**WITT Business and Computing department head Catherine Lo-Giacco is not easily excited, but when it comes to what 2015 may hold, she's doing everything she can to ensure there's an important new degree on offer.**

"We are proposing to offer a Bachelor of Applied Management Degree next year," she explains, but before that happens it needs to be approved by the New Zealand Qualifications Authority (NZQA).

The introduction of the course came about as a result of demand from both industry and students, Catherine says. "There is no one in Taranaki who offers a business degree. A lot of people don't want to do it by correspondence, but are keen to do a degree – they want to stay in the region. It's far more cost effective and this is a potentially unique offering."



## SEPTEMBER



### SESSIONS HAIR COMPETITIONS

**Congratulations to the WITT Hairdressing students and staff who entered SESSIONS hair competitions.**

The students work was out-standing and is evident by the results, with students winning several categories. The show was fantastic exposure for WITT and the hair and make-up programmes, but what's not so well known is that WITT's Beauty Therapy and Make-up students were involved in the show for the first time with some make-up students doing the make-up for the hairdressing models.

A great opportunity for growth and show-casing their skills.

The unique experience for students, would serve them well in their studies, said tutor Sarah-Jane Thomson.



### MODELLING THEIR MAKE-UP

**Fashion Make-Up is one of the most popular offerings at WITT. Students also learn how to create looks for different media, including fashion photographic work and fashion catwalk work, comply with the service requirements of a professional make-up artist, create period inspired looks by application of make-up and hairstyling.**

After successfully completing the course, students receive the National Certificate in Make Up Artistry. "Just as importantly though," says Sarah-Jane, "they also end up with a great portfolio."

This is one course where there is far more to it than meets the eye, and this is the perfect pathway to full-time study or entry into a supervised position within the make-up artistry industry as a make-up artist including pharmacies, cosmetic counters, make up houses, television or retail positions.

## OCTOBER



**Waitara High School year 13 students were the big winners in a recent promotion run by WITT and the Edge. The Edge and WITT Intern programme is set up to give year 12 and 13 students an insight into the radio industry through practical work experience, which gives students an insight into the radio and communications industry**

WITT Marketing Assistant Nicole Goble says voting was done on Facebook and the Waitara students ran a great campaign to get the most votes. For their efforts the students got \$2000 to spend on all sorts of goodies, which she said filled up The Edge Road Runner car, for their common room at the school. Nicole and Dayna, one of the interns, went on the shopping spree which included the latest appliances, gadgets and a sophisticated sound system which will certainly drown out any complaints! Nicole said the students were savvy buyers and decided to buy second-hand sofas and furnishings, rather than blow the bulk of their money on a lounge suite, or similar.

## CATERING FOR MORE INTERNATIONAL STUDENTS

**WITT'S hospitality department continues to attract more and more high calibre international students and recently appointed Head of the Department Angela Ferguson couldn't be happier.**

"We've had a wonderful group of students arrive from India recently. There's 27 of them, with one lovely girl in the group, so she's lucky she's got a female tutor," says Angela with a laugh.

"They're now in their fourth week and vary in age from 18 to their late twenties.

"It's an 18-month course for international students. Part of it is they do 300 hours industry experience, and they do that over the summer when it is a busy time in the industry."

Angela is well connected in the industry and recently arranged for five students to go to a large hotel in Wanaka for their work experience.

WITT students' recent success in hospitality industry competitions played a huge role in that, says Angela.



## NOVEMBER



**WITT students Luke Etheridge and Jack Burr remain near the top of their sport after excellent performances in the national ATV Motocross championships in Amberley.**

Luke won the 450cc Open Class on his Honda, while Jack finished second in the 450cc production class.

Both are nearing the end of the one year certificate in Automotive course, and agree the knowledge they gained in the last 12 months has helped their racing careers enormously.

"All the stuff that (tutor) Nigel's taught us has been a huge help. If you know what your bike can do you've got a better chance of winning," says Luke.

Jack agrees. We understand how it all works that much better. We've both put into practice a lot of the stuff we've learned on the course.

Last year Jack rode in the national championships at Te Kuiti and finished second overall in his class. "This year I went down to Amberley, just north of Christchurch, where they have a purpose-built ATV track. It was pretty tough competition and I came second overall." Jack says his bike also came with some help from Mum and Dad. Call it parental sponsorship," he says.

## DECEMBER



### A boil-up and a rogan josh

**The much anticipated fusion of Indian and Māori culture through WITT's hospitality students was a huge success, says Department head Angela Ferguson.**

In late November WITT's 19 marae catering students shared a feast and a cultural exchange with the 27 Indian students on the international intake on the Diploma of Professional Cookery internship course, before they go onto the diploma itself.

Angela oversees their study and she and marae catering tutor Ashley Urwin decided both groups would benefit from the cultural fusion.

Angela said the food was fantastic. "They all shared the same kitchen facilities and produced totally different food reflecting their cultures.

"I don't recall how many pots we used to make our kai, but it sure was a lot. As I sit back and watched the two cultures unfold in the WITT kitchen, I see many similarities between Indian and Māori cultures. "A huge banquet of tasty morsels was being prepared, every one of us, preparing dishes close to our hearts and passed down from many generations.



### "Taster Days" run by WITT staff for high school students are becoming popular.

WITT marketing team member Nicole Goble says New Plymouth Girls' High School students recently spent two days on campus doing just that. "It helps them follow the vocational path framework and select the right subjects for NCEA level I. From there we can create tailored plans with the school to suit the students' needs."

Nicole says the NPGHS students spent their time on campus attending various one-hour workshops.

"They were interactive and created a great snapshot of what's available when they leave secondary school. The girls went to all sorts of different departments to find out more. They included the automotive workshop, the hospitality kitchens, the art & design block and lots more."



### Kay and Stevie Baker did what few mothers and daughters do – they graduated from their courses at WITT.

As the mother, it was only right that Kay started first. At the beginning of the year she enrolled in the National Certificate in Mental Health and Addiction Support, a level four, 12-month course.

At the start of the second semester in July daughter Stevie, partly inspired by her mother, enrolled in the level three Certificate of Creative Graphics six-month course.

Both passed, and are quietly proud of their achievements, not only of their own, but also of each other's.

Kay said she was moved to do the course because she knew people who'd suffered from mental illness. "I wanted to learn more about it and how to help them."

She says she found the course "really amazing".

"The tutors were fantastic and near the end of the course, I got a job!" Kay had been assigned to do work experience at Pathways and when a job opened up she was asked if she wanted the position.

# INDEPENDENT AUDITOR'S REPORT

## **To the readers of Western Institute of Technology at Taranaki and group's financial statements and nonfinancial performance information for the year ended 31 December 2014**

The AuditorGeneral is the auditor of Western Institute of Technology at Taranaki (the Institute) and group. The AuditorGeneral has appointed me, Clint Ramoo, using the staff and resources of Audit New Zealand, to carry out the audit of the financial statements and nonfinancial performance information of the Institute and group on her behalf.

We have audited:

- the financial statements of the Institute and group on pages 23 to 57, that comprise the statement of financial position as at 31 December 2014, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date and statement of accounting policies and the notes to the financial statements that include other explanatory information; and
- the nonfinancial performance information of the Institute and group in the statement of service performance on pages 58 to 61.

## **OPINION**

In our opinion:

- the financial statements of the Institute and group on pages 23 to 57:
  - comply with generally accepted accounting practice in New Zealand; and
  - fairly reflect the Institute and group's:
    - financial position as at 31 December 2014; and
    - financial performance and cash flows for the year ended on that date;
- the nonfinancial performance information of the Institute and group on pages 58 to 61 fairly reflects the Institute and group's service performance achievements measured against the performance targets adopted in the investment plan for the year ended 31 December 2014.

### ***Failure to complete the financial statements within three months of the end of the financial year***

Without modifying our opinion, we draw your attention to note 23 on page 55 about the Council not complying with section 156 (1) (a) of the Crown Entities Act 2004 in that it did not complete its financial statements within three months after the end of the financial year.

Our audit was completed on 15 December 2015. This is the date at which our opinion is expressed.

The basis of our opinion is explained below. In addition, we outline the responsibilities of the Council and our responsibilities, and we explain our independence.

## **BASIS OF OPINION**

We carried out our audit in accordance with the AuditorGeneral's Auditing Standards, which incorporate the International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and carry out our audit to obtain reasonable assurance about whether the financial statements and nonfinancial performance information are free from material misstatement.

Material misstatements are differences or omissions of amounts and disclosures that, in our judgement, are likely to influence readers' overall understanding of the financial statements and nonfinancial performance information. If we had found material misstatements that were not corrected, we would have referred to them in our opinion.

An audit involves carrying out procedures to obtain audit evidence about the amounts and disclosures in the financial statements and nonfinancial performance information. The procedures selected depend on our judgement, including our assessment of risks of material misstatement of the financial statements and nonfinancial performance information, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the Institute and group's preparation of the financial statements and nonfinancial performance information that fairly reflect the matters to which they relate. We consider internal control in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Institute and group's internal control.

An audit also involves evaluating:

- the appropriateness of accounting policies used and whether they have been consistently applied;
- the reasonableness of the significant accounting estimates and judgements made by the Council;
- the adequacy of all disclosures in the financial statements and nonfinancial performance information; and
- the overall presentation of the financial statements and nonfinancial performance information.

We did not examine every transaction, nor do we guarantee complete accuracy of the financial statements and nonfinancial performance information. Also we did not evaluate the security and controls over the electronic publication of the financial statements and nonfinancial performance information.

We have obtained all the information and explanations we have required and we believe we have obtained sufficient and appropriate audit evidence to provide a basis for our audit opinion.

## RESPONSIBILITIES OF THE COUNCIL

The Council is responsible for preparing financial statements that:

- comply with generally accepted accounting practice in New Zealand; and
- fairly reflect the Institute and group's financial position, financial performance and cash flows.

The Council is also responsible for preparing nonfinancial performance information that fairly reflects the Institute and group's service performance achievements measured against the performance targets adopted in the investment plan.

The Council is responsible for such internal control as it determines is necessary to enable the preparation of financial statements and nonfinancial performance information that are free from material misstatement, whether due to fraud or error. The Council is also responsible for the publication of the financial statements and nonfinancial performance information, whether in printed or electronic form.

The Council's responsibilities arise from the Education Act 1989 and the Crown Entities Act 2004.

## RESPONSIBILITIES OF THE AUDITOR

We are responsible for expressing an independent opinion on the financial statements and nonfinancial performance information and reporting that opinion to you based on our audit. Our responsibility arises from section 15 of the Public Audit Act 2001 and the Crown Entities Act 2004.

## INDEPENDENCE

When carrying out the audit, we followed the independence requirements of the AuditorGeneral, which incorporate the independence requirements of the External Reporting Board.

Other than the audit, we have no relationship with or interests in the Institute or any of its subsidiaries.



Clint Ramoo  
Audit New Zealand  
On behalf of the AuditorGeneral  
Wellington, New Zealand

# EQUAL EMPLOYMENT OPPORTUNITIES

WITT is committed to the principle of equal employment opportunities for everyone and fully recognises the need to give practical effect to its responsibilities as a good employer and a tertiary educational provider. We provide good and safe working conditions, do not accept unfair discrimination on any grounds, and recognise the:

- Aims, aspirations and employment requirements of Māori;
- Aims, aspirations and cultural differences of ethnic and minority group members; and
- Employment requirements of women and of people with disabilities

## STAFF GENDER

**307** Staff

**33%** of staff are male

**67%** of staff are female

**57%** of academic staff are female

**79%** of support staff are female

**9%** of female staff are Māori

## STAFF ETHNICITY

**46%** New Zealander

**16%** Māori

**1%** Indian

**8%** European/Pakeha

**10%** Other European

**1%** Asian and Oceania

**18%** Unknown

# STATEMENT OF RESPONSIBILITY

For the financial year ended 31 December 2014 the Council and Management of the Western Institute of Technology at Taranaki were responsible for:

1. The preparation of the Group financial statements and statement of service performance, and the judgements made in them; and
2. Establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.

In the opinion of Council and Management of Western Institute and Technology at Taranaki, these financial statements and statement of service performance fairly reflect the financial position and operations of Western Institute of Technology at Taranaki for the year ended 31 December 2014.



**Mary K Bourke**  
Chair of WITT Council  
25 November 2015



**Elanga Ekanayake**  
Councillor  
25 November 2015



**Barbara George**  
Chief Executive  
Tumu Whakarae  
25 November 2015



# 2014 POLICIES STATEMENT OF ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 DECEMBER 2014

## 1. Reporting Entity

The financial statements of Western Institute of Technology at Taranaki ("WITT") and its subsidiaries ("the Group") for the year ending 31 December 2014 were authorised for issue by the Chair of Council and the Chief Executive in accordance with the Education Act 1989 Section 220.2AA on 25 November 2015.

WITT is a Crown Entity domiciled in New Zealand and is established under the New Zealand Education Act 1989 as a Public Institution. WITT offers a range of programmes from foundation to Degree level, most of the programmes may be studied on a part-time or full-time basis. Accordingly, WITT has designated itself and the Group as public benefit entities ("PBEs") for the purposes of New Zealand equivalents to International Financial Reporting Standards ("NZ IFRS").

The consolidated financial statements of the Group are presented for WITT ("the Parent") and New Zealand Institute of Highway Technology Limited ("NZIHT") which is a wholly owned subsidiary of WITT, domiciled in New Zealand.

## 2. Summary of Significant Accounting Policies

### Basis of preparation

#### Statement of compliance

The financial statements have been prepared in accordance with the requirements of the Crown Entities Act 2004 and the Education Act 1989, which include the requirement to comply with New Zealand Generally Accepted Accounting Practice ("NZ GAAP").

The financial statements have been prepared in accordance with NZ GAAP. They comply with NZ IFRS and other applicable Financial Reporting Standards, as appropriate for PBEs.

### Changes in Accounting Policies

There have been no changes in accounting policies during the financial year.

In May 2013, the External Reporting Board issued a new suite of PBE accounting standards for application by public sector entities for reporting periods beginning on or after 1 July 2014. WITT and the Group will apply these standards in preparing the 31 December 2015 financial statements.

In October 2014, the PBE suite of accounting standards was updated to incorporate requirement of guidance for the not for profit sector. These updated standards apply to PBEs with reporting period beginning on or after 1 April 2015. WITT and the Group will apply these updated standards in preparing its 31 December 2016 financial statements. WITT and the Group expect there will be minimal or no change in applying these updated accounting standards.

### Measurement system

The financial statements are presented in New Zealand Dollars (NZD) and all values are rounded to the nearest thousand dollars (\$'000). As a result, some rounding errors may occur in the financial statements and notes. The functional currency of WITT and its subsidiary is NZD.

The financial statements are prepared on the historical cost basis except;

- land and buildings have been measured at fair value
- financial instruments at fair value through other comprehensive income.

## 3. Basis of Consolidation

The consolidated financial statements comprise the financial statements of WITT and its subsidiary, NZIHT as at 31 December each year ("the Group"). The financial statements of subsidiaries are prepared for the same reporting period as the Parent company. All have been prepared using consistent accounting policies.

Subsidiaries are entities that are controlled, either directly or indirectly, by the parent. NZIHT is consolidated using the purchase method to prepare the Group financial statements, which involves aggregating like items of assets, liabilities, revenues, expenses and cashflows on a line-by-line basis. All inter-entity balances and transactions, including unrealised profits arising from intra-group transactions, have been eliminated in full.

The operational results of NZIHT are consolidated into the Group's financial statements for the years ended December 2013 and 2014.

Investments in subsidiaries are carried at cost in the WITT parent entity financial statements.

## 4. Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Group and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised:

### Government grants

Government grants are recognised when eligibility to receive the grant has been established and it is recognised over the period in which the course is taught by reference to the stage of completion of the course as at the Statement of Financial Position date. If Government grants are not used for stated purpose or planned level of student enrolments are not achieved, funding must be paid back to the Ministry of Education.

The stage of completion is measured by reference to the number of days of the course completed as a percentage of the total day's duration for each course.

Where funds have been received but not earned at balance date a "revenue in advance" liability is recognised.

#### **Student tuition fees**

Revenue from student tuition fees is recognised over the period in which the course is taught by reference to the stage of completion of the course as at balance date.

The stage of completion is measured by reference to the number of days of the course completed as a percentage of the total day's duration for each course.

#### **Sale of materials**

Revenue is recognised when the significant risk and rewards of ownership have passed to the buyer and can be measured reliably.

### **5. Interest**

Revenue is recognised as the interest accrues to the net carrying amount of the financial asset (using the effective interest method which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument).

### **6. Cash and Cash Equivalents**

Cash and short-term deposits in the Statement of Financial Position comprise cash and cash equivalents and short-term deposits with an original maturity of three months or less.

For the purposes of the cashflow statement, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

#### **Operating Activities:**

Transactions and other movements that are not investing or financing activities.

#### **Investing Activities:**

Activities relating to acquisition, holding and disposal of fixed assets and of investments, not falling within the definition of cash.

#### **Financing Activities:**

Activities that change the equity and debt capital structure of WITT.

### **7. Receivables**

#### **Student fees and other receivables**

Student fees and other receivables are initially measured at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment.

A provision for impairment of receivables is established when there is objective evidence that WITT will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted using the effective interest method.

### **8. Inventories**

Inventories held for distribution or consumption in the provision of services that are not supplied on a commercial basis is measured at cost, adjusted where applicable, for any loss of service potential. Where inventories are acquired at no cost or for nominal consideration, the cost is the current replacement cost at the date of acquisition.

Inventories held for use in the production of goods and services on a commercial basis are valued at the lower of cost and net realisable value.

Costs incurred in bringing each product to its present location and condition is accounted for as follows:

- Inventories held for resale – purchase cost on a first-in, first-out basis
- Materials and consumables to be utilised for rendering of services – purchase cost on a first-in, first-out basis.

Net realisable value is the estimated selling price in the ordinary course of activities, less the estimated costs necessary to make the sale.

### **9. Other Financial Assets**

Financial assets are initially recognised at fair value plus transaction costs unless they are carried at fair value through surplus or deficit in which case the transaction costs are recognised in the Statement of Comprehensive Income.

Purchases and sales of financial assets are recognised on trade-date, the date on which WITT and the Group commits to purchase or sell the asset. Financial assets are recognised when the rights to receive cash flows from the financial assets have expired or have been transferred and WITT and the Group has transferred substantially all the risks and rewards of ownership.

Financial assets are classified into the following categories for the purposes of measurement:

- fair value through surplus or deficit;
- loans and receivables; and
- fair value through other comprehensive income.

Classification of the financial asset depends on the purpose for which the instruments were acquired.

#### **Fair value through surplus or deficit**

Financial assets at fair value through the Statement of Comprehensive Income include financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short-term or is part of a portfolio that are managed together and for which there is evidence of short-term profit-taking.

Financial assets acquired principally for the purpose of selling in the short-term or part of a portfolio classified as held for trading are classified as a current asset.

After initial recognition, financial assets in this category are measured at their fair values with gains for losses on remeasurement recognised in the Statement of Comprehensive Income.

*Loans and receivables (including cash and cash equivalents, term deposits, student fees and other receivables)*

After initial recognition, investments loans and receivables are measured at amortised cost using the effective interest method less any provision for impairment.

For Bank deposits, impairment is established when there is objective evidence that WITT will not be able to collect amounts due according to the original terms of the deposit. Significant financial difficulties of the Bank, probability that the Bank will enter into bankruptcy and default in payments are considered indicators that the deposit is impaired.

Impairment of a loan or a receivable is established when there is objective evidence that WITT and the Group will not be able to collect amounts due according to the original terms of the debt. Significant financial difficulties of the debtor, probability that the debtor will enter into bankruptcy and default in payments, are considered significant indicators that the asset is impaired. The amount of the impairment is the difference between the assets carrying amount and the net present value of the estimated future cashflows, discounted using the original effective interest rate. For debtors and other receivables, the carrying amount of the asset is reduced through the use of an allowance account and the loss is recognised in the surplus or deficit. When the receivable is uncollectible, it is written off against the allowance account. For other financial assets, impairment losses are recognised directly against the instruments carrying amount.

Gains and losses when an asset is impaired or derecognised are recognised in the Statement of Comprehensive Income.

***Financial assets at fair value through other comprehensive income***

WITT designates equity investments at fair value through other comprehensive income. After initial recognition these investments are measured at their fair value with gains and losses recognised directly in other comprehensive, except for impairment losses which are recognised in the Statement of Comprehensive Income.

On derecognition the cumulative gain or loss previously recognised in other comprehensive income is reclassified from equity to the Statement of Comprehensive Income.

At each Statement of Financial Position date, WITT assesses whether there is any objective evidence that an investment is impaired.

Equity investments where there is a significant prolonged decline in the fair value of the investment below its cost, is considered objective evidence of impairment.

If impairment evidence exists for investments at fair value through other comprehensive income, the cumulative loss recognised in other comprehensive income is reclassified from equity to the Statement of Comprehensive Income.

Equity instrument impairment losses are recognised in the Statement of Comprehensive Income, are not reversed through the Statement of Comprehensive Income.

## **10. Property, Plant and Equipment**

Property, plant and equipment consist of the following asset classes: land and buildings, plant and equipment, motor vehicles and computer hardware.

The measurement bases used for determining the gross carrying amount for each class of assets are as follows:

- Land is measured at fair value and buildings are measured at fair value, less subsequent accumulated depreciation and impairment losses. Land and Buildings were last revalued as at 31 December 2012. The valuation was completed as determined by an independent Registered Valuer.
- Plant and equipment, motor vehicles and computer hardware are stated at cost, less accumulated depreciation and any accumulated impairment in value.

Where material parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

Fair value as at 31 December 2005 has been used as the deemed cost on transition as at 1 January 2006 for the valuation of library books, plant and equipment, office equipment, furniture and fittings, motor vehicles and computer hardware. Library books, plant and equipment, office equipment, furniture and fittings, motor vehicles and computer hardware are stated at cost, less accumulated depreciation and accumulated impairment value.

Library books, plant and equipment, office equipment, furniture and fittings and motor vehicles are classified under plant and equipment in the financial statements.

### **Additions**

The cost of an item of property, plant and equipment is recognised as an asset if and only if, it is probable that future economic benefits or service potential associated with the item will flow to WITT and the Group and the cost of the item can be measured reliably.

Work in progress is recognised at cost, less impairment and is not depreciated.

In most instances, an item of property, plant and equipment is initially recognised at its cost. Where an asset is acquired at no cost, or for a nominal cost, it is recognised at fair value as at the date of acquisition.

### **Depreciation**

Depreciation is calculated on a straight-line basis on all property, plant and equipment, other than land, at rates that will write off the cost (or valuation) of the assets to their estimated residual values over the estimated useful lives. The useful lives and associated depreciation rates of major classes of assets have been estimated for WITT and the Group as follows:

	<b>Useful Life</b>	<b>Method Used</b>
Computer hardware	3-5 years	SL
Plant and equipment	3-15 years	SL
Buildings		
Structure/envelope	26-86 years	SL
Fit-out	20 years	SL
Services	12-35 years	SL
Infrastructure	5-50 years	SL
Vehicles	3-15 years	SL

### **Assets under construction**

Capital work in progress is valued on the basis of expenditure incurred. Work in progress is not depreciated. The total cost of the asset of the project is transferred to the relevant asset class on its completion and then depreciated.

### **Impairment**

The carrying values of plant and equipment, other than those whose future economic benefits are not directly related to their ability to generate net cash, are reviewed for impairment when changes in circumstances indicate that the carrying value may not be recoverable.

If any such indication exists and where the carrying values exceed their estimated carrying amount, the assets are written down to their recoverable amount. The recoverable amount is the higher of the asset's fair value less costs to sell and value in use.

All assets are primarily held for the purpose of providing education and related activities and related activities are assessed for impairment by reviewing the assets for obsolescence, changes in useful life assessments, optimisation and other related matters.

Value in use is depreciated replacement cost for an asset where the future economic benefits or service potential of the asset are not primarily dependent on the asset's ability to generate net cash inflows and where WITT and the Group would, if deprived of the asset, replace its remaining future economic benefits or service potential.

The value in use for cash-generating assets is the present value of expected future cashflows.

If an asset's carrying amount exceeds its recoverable amount, the asset is impaired and the carrying amount is written-down to the recoverable amount. For revalued assets the impairment loss is recognised in other comprehensive income to the extent the impairment loss does not exceed the amount in the revaluation reserve in equity for that same class of asset. Where that results in a debit balance in the revaluation reserve, the balance is recognised in the surplus or deficit.

For assets not carried at a revalued amount, the total impairment loss is recognised in the surplus or deficit.

The reversal of an impairment loss on a revalued asset is credited to other comprehensive income and increases the asset revaluation reserve for that class of asset, however to the extent that an impairment loss for that class of asset was previously recognised in the surplus or deficit, a reversal

of the impairment loss is also recognised in the surplus or deficit.

For assets not carried at a revalued amount, the reversal of an impairment loss is recognised in the surplus or deficit.

### **Revaluations**

Land and buildings are revalued with sufficient regularity to ensure that their carrying amount does not differ significantly from fair value at least every five years.

The carrying values of revalued assets are assessed bi-annually by Management to ensure they do not differ materially from fair value. If there is evidence supporting material differences, the off-cycle asset classes are revalued.

Revaluation of property is carried out on a "class of asset" basis.

Fair value is determined by a depreciated replacement cost valuation method for buildings and market based evidence for land.

Any net revaluation surplus is credited or debited to other comprehensive income and is accumulated to an asset revaluation reserve in equity for that class of asset.

Any net revaluation decrease is recognised in the surplus or deficit, unless it directly offsets a previous net revaluation reserve increase in the same revaluation reserve.

Any subsequent increase in the revaluation that reverses previous decrease in value recognised in the surplus or deficit will be recognised in the surplus or deficit up to the amount previously expensed and then recognised in other comprehensive income.

Any accumulated depreciation as at revaluation date is eliminated against the gross carrying amount of the asset and the net carrying amount is reinstated to the revalued amount of that asset.

Upon disposal, any revaluation reserve relating to that particular class of asset being sold is transferred to retained earnings.

### **Disposals**

Any gain or loss arising from the derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the item) or when no future benefits are expected to arise, is included in the surplus or deficit in the year it is derecognised.

### **Assets held for resale**

Property, plant and equipment is re-classified as an asset held for resale, when its carrying amount will be recovered principally through a sale transaction rather than continuing use. The re-classification takes place when the asset is considered to be available for immediate sale in its present condition, subject only to the usual and customary terms of sale of such assets and the sale is highly probable.

Assets held for resale are measured at the lower of their carrying value and fair value less costs to sell.

Any impairment losses for write-downs of assets held for resale are recognised in the Statement of Comprehensive Income.

Any increases in fair value (less costs to sell) are recognised up to the level of any impairment losses that have been previously recognised.

Current assets (including those that are part of a disposal group) are not depreciated or amortised while they are classified as assets held for resale.

## 11. Leased Assets

Finance leases which transfer to WITT and the Group substantially all the risks and rewards of ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased property or, if lower, at the present value of the minimum lease payments. WITT has received Ministerial approval for all such leases.

Lease payments are apportioned between the finance charges and the reduction of the leased liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are included in the statement of comprehensive income as finance costs.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and lease term.

Leases where the lessor retains substantially all the risks and benefits of ownership of the asset are classified as operating leases.

Operating leases are recognised as an expense in the surplus or deficit on a straight-line basis over the lease term.

## 12. Intangible Assets

### Computer software and Radio Licence

Computer software and Radio Licence are separately acquired and capitalised at its cost as at date of acquisition. After initial recognition, separately acquired assets are carried at cost less accumulated amortisation and accumulated impairment costs.

Costs associated with maintaining computer software are recognised as an expense when incurred.

### Course development costs

Course development costs relate to the development of educational courses and are capitalised when it is probable that future economic benefit arising from the use of the intangible asset will flow to WITT and the Group. The development costs primarily consist of employee costs.

Staff training costs are recognised as an expense when incurred.

Following the initial recognition of the course development expenditure, the cost model is applied and the asset is carried at cost, less accumulated amortisation and accumulated impairment losses.

### Website development costs

Website development cost are separately acquired and capitalised at its cost as at date of acquisition. The capitalised cost of the website development include only external consultancy costs relating to the website application and infrastructure development phase all other costs associated with the development of the website

was been recognised as an expense when incurred. After initial recognition, separately acquired assets are carried at cost less accumulated amortisation and accumulated impairment costs.

Costs associated with maintaining the website content are recognised as an expense when incurred.

## Amortisation

A summary of the policies applied to WITT and the Group is as follows:

	Useful Life	Method used	Internally Generated or Acquired
Course Development Costs	5-15 years	SL	Internally Generated
Computer Software and Radio Licence	3-10 years	SL	Acquired
Website Development	3 years	SL	Acquired

The amortisation period and amortisation method for each class of intangible asset having a finite life is reviewed at each financial year-end. If the expected useful life or expected pattern of consumption is different from the previous assessment, changes are made accordingly. Amortisation begins when the asset is available for use and ceases at the date that the asset is derecognised. The amortisation charge for each period is recognised in the surplus or deficit.

The carrying value of each class of intangible asset is reviewed for indicators of impairment annually. Intangible assets are tested for impairment where an indicator of impairment exists. When there is an indicator of impairment, the asset's recoverable amount is estimated. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an assets fair value less cost to sell and its value in use.

Gains or losses arising from derecognition of an intangible asset are measured as difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the surplus or deficit when the asset is derecognised.

Expenditure on research activities is recognised in the Statement of Comprehensive Income when incurred.

## 13. Employee Entitlements

Provision is made in respect of WITT liability for annual leave, sick leave, long service leave and retirement gratuities.

Employee benefits that are due to be settled within 12 months after the end of the period in which the employee renders the related service, are measured at nominal values based on accrued entitlements at current year rates of pay.

Sick leave, annual leave, vested long leave and non-vesting long service leave and retirement gratuities expected to be settled within 12 month of balance date, are classified

as current liabilities. All other employee entitlements are classified as non-current liability.

Annual leave has been calculated on an actual entitlement basis for current rates of pay.

Long service leave and retirement gratuities are calculated based on the present value of estimated future cashflows determined on an actuarial basis. The discount rate is the market yield on relevant New Zealand Government Stock at the Statement of Financial Position date.

Sick leave liability has been calculated based on the expected usage in excess of accruing annual entitlements.

Obligations for contributions to defined contribution pension plans are recognised as an expense in the surplus or deficit as they are incurred.

## 14. Superannuation Schemes

### Defined contribution schemes

Obligations for contributions to the Government Superannuation Fund are accounted for as defined contribution schemes and are recognised as an expense in the surplus or deficit as incurred.

## 15. Trade and Other Payables

Trade and other payables are initially measured at face value and subsequently measured at amortised cost using the effective interest method.

## 16. Borrowing Costs

All borrowing costs are recognised as an expense when incurred.

## 17. Borrowings

Borrowings are initially recognised at their fair value net of transaction costs incurred. After initial recognition, all borrowings are measured at amortised cost using the effective interest method.

Borrowings are classified as current liabilities unless WITT or the Group has an unconditional right to defer settlement of the liability for at least 12 months after balance date.

### Floating rate debt

After initial recognition, debt instruments that are the subject of floating rate interest obligations are valued at "fair value through profit and loss". The face value of the loan obligation is likely to be a close approximation to this value and no additional accounting transactions will be necessary.

### Fixed rate debt

After initial recognition, debt instruments that are the subject of fixed rate interest obligations are valued at "amortised cost", which uses the effective interest rate of allocating the interest expense over the life of the instrument. In normal commercial circumstances, the face value of the loan obligation is likely to be a close approximation to this value and no additional accounting transactions will be necessary. Where Crown loans are provided at a concessional or zero rate of interest, the difference between the fair value and the face value of the

loan has been recognised as Equity at inception and interest costs are charged to the Statement of Comprehensive Income over the life of the instrument as though the interest rate was the prevailing market rate at the time the liability was entered into.

## 18. Provisions

Provisions are recognised when the WITT and the Group has a present obligation (legal or constructive) as a result of a past event and when it is probable that an outflow of resources, embodying economic benefits, will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

If the effect of the time value of money is material, provisions are determined by discounting the expected future cashflows at a pre-tax rate that reflects current market assessments of the time value of money and where appropriate, the risks specific to the liability.

Provisions are reviewed at each Statement of Financial Position date and adjusted to reflect the current best estimate. Where it is no longer probable that an outflow of resources embodying economic benefits will be required to settle the obligation, the provision is reversed.

Where discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

## 19. Budget Figures

The budget figures are those approved by the Council at the end of the year prior to the start of the financial year. WITT's wholly owned subsidiary budget figures are approved by their Board of Directors at the end of the year prior to the start of the financial year.

The budget figures have been prepared in accordance with NZ GAAP and are consistent with the accounting policies adopted by the Council for the preparation of financial statements.

## 20. Goods and Services Tax (GST)

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

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

The net amount of GST recoverable from, or payable to the Inland Revenue Department ("IRD"), is included as part of receivables or payables in the Statement of Financial Position.

Cashflows are included in the cashflow statement on a gross basis and the GST component of cashflows arising from investing and financing activities, which is recoverable from, or payable to the IRD, is classified as an operating cashflow.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to the IRD.

## 21. Taxation

Tertiary Institutions are exempt from the payment of income tax as they are treated by IRD as charitable organisations. Accordingly, no charge for income tax has been provided for within WITT, or NZIHT. Refer to Note 21 for additional guidance.

## 22. Equity

Equity is measured as the difference between total asset and total liabilities. Equity is disaggregated and classified into a number of components. The components of equity are:

- Public equity
- Retained earnings
- Asset revaluation reserve.

### *Asset revaluation reserve*

This reserve relates to the revaluation of land and buildings to fair value.

## 23. Critical Accounting Estimates and Assumptions

In preparing these financial statements, WITT has made estimates and assumptions concerning the future.

These estimates and assumptions may differ from the subsequent actual results. Estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

### **Crown owned land and buildings**

Property in the legal name of the Crown occupied by WITT is recognised as an asset in the Statement of Financial Position. WITT consider that it has assumed all the normal risks and rewards of ownership of the property despite legal ownership not being transferred and accordingly misleading to exclude these assets from the financial statements.

### **Distinction between revenue and capital contributions**

Most Crown revenue is operational in nature and is provided by the Crown under the authority of an expense appropriation and is recognised as revenue. Where funding is received from the Crown under the authority of a capital appropriation, WITT and the Group accounts for the funding as a capital contribution directly in Equity.

### **Research leave**

Teaching staff are entitled to research leave in certain circumstances. The substance of this leave is that it is leave from teaching duties to undertake research activity with staff continuing to earn their salary and other employee entitlements. WITT and the Group is of the view that research leave is not the type of leave contemplated in NZ IAS 19 *Employee Benefits*. Accordingly, a liability has not been recognised for such leave.

## 24. Critical Judgements in Applying WITT and Group Accounting Policies

Management has exercised the following critical judgements in applying WITT accounting policies for the year ended 31 December 2014:

### **Leases classification**

Determining whether a lease agreement is a finance or operating lease requires judgement as to whether the agreement transfers substantially all the risks and rewards of ownership to WITT or the Group. Judgement is required on various aspects that include but are not limited to, the fair value of the leased asset, the economic life of the leased asset, whether or not to include renewal options in the lease term and determining an appropriate discount rate to calculate the present value of the minimum lease payments.

### **Non-Government Grants**

WITT and the Group must exercise judgement when recognising grant income to determine if conditions of the grant contract have been satisfied. This judgement will be based on the facts and circumstances that are evident for each grant contract.

### **Rounding**

The financial statements include rounding of numbers as the model used for the financial statements calculates to the dollar but the Annual Report is rounded to the nearest thousand.

# STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	GROUP		PARENT			
		Actual 2014 \$000	Budget 2014 \$000	Actual 2013 \$000	Actual 2014 \$000	Budget 2014 \$000	Actual 2013 \$000
<b>Income</b>							
Government grants	1(a), 24	14,379	14,973	13,802	14,379	14,973	13,802
Student tuition fees	1(b)	7,822	6,818	6,918	5,521	4,998	4,642
Other income	1(c)	2,316	1,995	1,939	1,812	1,555	1,720
Finance income	1(d)	416	297	358	414	697	353
<b>Total Income</b>		<b>24,933</b>	<b>24,083</b>	<b>23,017</b>	<b>22,126</b>	<b>22,223</b>	<b>20,517</b>
<b>Expenditure</b>							
Personnel costs	1(e)	13,530	13,283	13,203	11,418	11,344	11,137
Other expenses	1(f)	8,873	8,053	7,849	9,117	8,292	8,080
Depreciation expense	6	1,715	1,770	1,658	1,648	1,687	1,585
Amortisation expense	7	218	229	187	140	132	99
Finance costs	1(d)	199	10	174	188	10	174
<b>Total Expenditure</b>		<b>24,535</b>	<b>23,345</b>	<b>23,071</b>	<b>22,511</b>	<b>21,465</b>	<b>21,075</b>
<b>Surplus / (Deficit) before tax</b>		<b>398</b>	<b>738</b>	<b>(54)</b>	<b>(385)</b>	<b>758</b>	<b>(558)</b>
<b>Income tax expense</b>	21	-	-	1,361	-	-	-
<b>Surplus / (Deficit) after tax</b>		<b>398</b>	<b>738</b>	<b>(1,415)</b>	<b>(385)</b>	<b>758</b>	<b>(558)</b>
<b>Other Comprehensive Income</b>							
Property revaluations		-	-	-	-	-	-
<b>Total Comprehensive Income</b>	<b>24</b>	<b>398</b>	<b>738</b>	<b>(1,415)</b>	<b>(385)</b>	<b>758</b>	<b>(558)</b>

Explanations of major variances against budget are provided in note 19 and the comparatives for 2013 have been restated as disclosed in note 24.

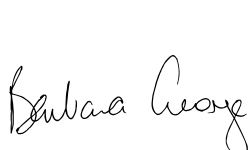
The accounting policies on pages 23 to 29 and the notes on pages 36 to 57 form part of and should be read in conjunction with these statements.



# STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2014

	Notes	GROUP			PARENT		
		Actual 2014 \$000	Budget 2014 \$000	Actual 2013 \$000	Actual 2014 \$000	Budget 2014 \$000	Actual 2013 \$000
<b>ASSETS</b>							
<b>Current Assets</b>							
Cash and cash equivalents	2	690	1,721	2,518	412	1,429	2,333
Other financial assets	5	6,060	6,750	5,810	6,060	6,750	5,810
Student fees and other receivables	3	1,261	291	563	1,045	212	215
Inventories	4	29	20	20	29	20	20
Prepayments		137	83	121	112	83	121
Accrued revenue		119	171	162	120	112	101
<b>Total Current Assets</b>		<b>8,296</b>	<b>9,036</b>	<b>9,194</b>	<b>7,778</b>	<b>8,606</b>	<b>8,600</b>
<b>Non-current Assets</b>							
Other financial assets	5	7	23	23	404	420	420
Property, plant and equipment	6	24,941	26,273	25,660	23,775	25,102	24,460
Intangible assets	7	1,554	1,482	1,628	1,172	1,055	1,200
<b>Total Non-current Assets</b>		<b>26,502</b>	<b>27,778</b>	<b>27,311</b>	<b>25,351</b>	<b>26,577</b>	<b>26,080</b>
<b>TOTAL ASSETS</b>		<b>34,798</b>	<b>36,814</b>	<b>36,505</b>	<b>33,129</b>	<b>35,183</b>	<b>34,680</b>
<b>LIABILITIES</b>							
<b>Current Liabilities</b>							
Trade and other payables	8, 24	1,640	1,288	4,813	3,648	2,507	6,006
Income tax payable	21	1,361	-	1,361	-	-	-
Employee entitlements	11	1,052	944	1,094	929	904	904
Revenue received in advance	10	2,064	662	1,108	2,064	606	1,051
<b>Total Current Liabilities</b>	<b>24</b>	<b>6,117</b>	<b>2,894</b>	<b>8,376</b>	<b>6,641</b>	<b>4,017</b>	<b>7,961</b>
<b>Non-current liabilities</b>							
Borrowings	9	3,463	3,291	3,291	3,463	3,291	3,291
Employee entitlements	11	113	131	131	113	131	131
<b>Total Non-current Liabilities</b>		<b>3,576</b>	<b>3,422</b>	<b>3,422</b>	<b>3,576</b>	<b>3,422</b>	<b>3,422</b>
<b>TOTAL LIABILITIES</b>	<b>24</b>	<b>9,693</b>	<b>6,316</b>	<b>11,798</b>	<b>10,217</b>	<b>7,439</b>	<b>11,383</b>
<b>NET ASSETS</b>	<b>24</b>	<b>25,105</b>	<b>30,498</b>	<b>24,707</b>	<b>22,912</b>	<b>27,744</b>	<b>23,297</b>
<b>EQUITY</b>							
Equity	17	29,590	29,590	29,590	29,590	29,590	29,590
Suspensory loan	17	-	-	-	-	-	-
Retained earnings	17, 24	(12,577)	(7,184)	(12,975)	(14,361)	(9,529)	(13,976)
Asset revaluation reserve	12	8,092	8,092	8,092	7,683	7,683	7,683
<b>TOTAL EQUITY</b>	<b>24</b>	<b>25,105</b>	<b>30,498</b>	<b>24,707</b>	<b>22,912</b>	<b>27,744</b>	<b>23,297</b>



**Barbara George**  
Chief Executive



**Elanga Ekanayake**  
Councillor



**Mary Bourke**  
Chairman Council

**Date: 25 November 2015**

Explanations of major variances against budget are provided in note 19 and the comparatives for 2013 have been restated as disclosed in note 24.

The accounting policies on pages 23 to 29 and the notes on pages 36 to 57 form part of and should be read in conjunction with these statements.

# STATEMENT OF CASHFLOW

FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	GROUP			PARENT		
		Actual	Budget	Actual	Actual	Budget	Actual
		2014 \$000	2014 \$000	2013 \$000	2014 \$000	2014 \$000	2013 \$000
<b>Cashflows from operating activities</b>							
Receipt of Government grants		14,584	15,198	15,154	15,393	15,141	15,154
Receipt of student tuition fees		7,115	6,860	6,839	4,671	4,988	4,770
Receipt of other ancillary income		2,292	1,995	1,936	1,826	1,555	1,665
Interest received		416	297	267	413	297	265
Dividends received		-	-	-	-	-	-
Payments to employees		(13,409)	(13,131)	(12,955)	(11,411)	(11,024)	(10,867)
Payments to suppliers		(11,418)	(7,813)	(8,043)	(11,563)	(7,938)	(7,970)
Interest paid		-	-	-	-	-	-
GST (net)		(62)	-	50	42	-	62
<b>Net cashflows from operating activities</b>	<b>2</b>	<b>(482)</b>	<b>3,406</b>	<b>3,248</b>	<b>(629)</b>	<b>3,019</b>	<b>3,079</b>
<b>Cashflows from investing activities</b>							
Purchase of property, plant and equipment		(1,029)	(2,158)	(1,682)	(980)	(1,909)	(1,617)
Purchase of intangible assets		(156)	(344)	(584)	(123)	(376)	(419)
Proceeds from sale of property, plant and equipment		56	-	-	28	-	-
Proceeds from sale of investments		33	-	-	33	-	-
Bank term deposits		(250)	(750)	(310)	(250)	(750)	(310)
<b>Net cashflows used in investing activities</b>		<b>(1,346)</b>	<b>(3,252)</b>	<b>(2,576)</b>	<b>(1,292)</b>	<b>(3,035)</b>	<b>(2,346)</b>
<b>Cashflows from financing activities</b>							
Payment of bank loan		-	-	-	-	-	-
Payment of finance lease liabilities		-	-	-	-	-	-
Proceeds from the Crown		-	-	-	-	-	-
		-	-	-	-	-	-
Net increase / (decrease) in cash and cash equivalents		(1,828)	154	672	(1,921)	(16)	733
Cash and cash equivalents at the beginning of the period		2,518	1,567	1,846	2,333	1,445	1,600
<b>Cash and cash equivalents at the end of the period</b>	<b>2</b>	<b>690</b>	<b>1,721</b>	<b>2,518</b>	<b>412</b>	<b>1,429</b>	<b>2,333</b>

The GST (net) component of operating activities reflects the net GST paid to and received from the Inland Revenue Department. The GST (net) component has been presented on a net basis, as the gross amounts do not provide meaningful information for financial statement purposes and to be consistent with the presentation basis of the other primary financial statements.

Explanations of major variances against budget are provided in note 19 and the comparatives for 2013 have been restated as disclosed in note 24.

The accounting policies on pages 23 to 29 and the notes on pages 36 to 57 form part of and should be read in conjunction with these statements.

# STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	Public Equity \$000	Suspensory Loan \$000	Retained Earnings \$000	Revaluation Reserve \$000	Total \$000	Budget \$000
<b>GROUP</b>							
<b>At 1 January 2013</b>	<b>24</b>	<b>27,168</b>	<b>2,422</b>	<b>(11,560)</b>	<b>8,092</b>	<b>26,122</b>	<b>28,896</b>
Comprehensive income							
Surplus / (Deficit)	24	-	-	(1,415)	-	(1,415)	864
<b>Total Comprehensive income / (loss)</b>		<b>-</b>	<b>-</b>	<b>(1,415)</b>	<b>-</b>	<b>(1,415)</b>	<b>864</b>
Transfer from Suspensory Loan to Equity		-	(2,422)	-	-	(2,422)	-
Transfer to Equity from Suspensory Loan		2,422	-	-	-	2,422	-
<b>At 31 December 2013</b>	<b>24</b>	<b>29,590</b>	<b>-</b>	<b>(12,975)</b>	<b>8,092</b>	<b>24,707</b>	<b>29,760</b>
Comprehensive income							
Surplus / (Deficit)		-	-	398	-	398	738
<b>Total Comprehensive income / (loss)</b>		<b>-</b>	<b>-</b>	<b>398</b>	<b>-</b>	<b>398</b>	<b>738</b>
<b>At 31 December 2014</b>		<b>29,590</b>	<b>-</b>	<b>(12,577)</b>	<b>8,092</b>	<b>25,105</b>	<b>30,498</b>
<b>PARENT</b>							
<b>At 1 January 2013</b>	<b>24</b>	<b>27,168</b>	<b>2,422</b>	<b>(13,418)</b>	<b>7,683</b>	<b>23,855</b>	<b>26,178</b>
Comprehensive income							
Surplus / (Deficit)	24	-	-	(558)	-	(558)	808
<b>Total Comprehensive income / (loss)</b>				<b>(558)</b>	<b>-</b>	<b>(558)</b>	<b>808</b>
Transfer from Suspensory Loan to Equity		-	(2,422)	-	-	(2,422)	-
Transfer to Equity from Suspensory Loan		2,422	-	-	-	2,422	-
<b>At 31 December 2013</b>	<b>24</b>	<b>29,590</b>	<b>-</b>	<b>(13,976)</b>	<b>7,683</b>	<b>23,297</b>	<b>26,986</b>
<b>Comprehensive income</b>							
Surplus / (Deficit)		-	-	(385)	-	(385)	758
Total Comprehensive income / (loss)		-	-	(385)	-	(385)	758
<b>At 31 December 2014</b>		<b>29,590</b>	<b>-</b>	<b>(14,361)</b>	<b>7,683</b>	<b>22,912</b>	<b>27,744</b>

Explanations of major variances against budget are provided in note 19 and the comparatives for 2013 have been restated as disclosed in note 24.

The accounting policies on pages 23 to 29 and the notes on pages 36 to 57 form part of and should be read in conjunction with these statements.

# STATEMENT OF PERFORMANCE POLYTOTS CHILDCARE CENTRE

## INCOME AND EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2014

The Childcare Centre is operated by WITT with the Chief Executive as Licensee. The financial performance of the Centre is incorporated in the Statement of Comprehensive Income.

	2014	2013
<b>Income</b>		
Operating grants – MOE	181,284	271,520
Equity funding	12,529	-
Grant – Staff Development	-	-
Fees – parents/whānau	38,245	40,534
Other income – income support	14,432	23,010
<b>Total</b>	<b>246,490</b>	<b>335,064</b>
<b>Expenditure</b>		
Sundries	11,588	12,644
Equipment	3,774	1,362
Professional development	693	531
Wages	268,801	253,139
<b>Total</b>	<b>284,856</b>	<b>267,676</b>
<b>Net surplus / (loss)</b>	<b>(38,366)</b>	<b>67,388</b>
<b>Statistics – Total child funded hours</b>		
Children aged under two	-	-
Children aged over two	21,599	30,817
<b>Total</b>	<b>21,599</b>	<b>30,817</b>

# STATEMENT OF RESOURCES

AS AT 31 DECEMBER 2014

Summary of Institute staff (average levels)			
Teaching departments		2014	2013
Academic		89.93	88.14
General		12.44	12.47
<b>Library</b>		3.52	3.56
<b>Central Administration</b>			
Executive		8.37	7.47
General		29.45	29.86
<b>Student Services</b>			
Academic		1.7	2.03
General		6.02	6.94
<b>Polytots</b>		4.90	5.04
<b>Total</b>		<b>156.33</b>	<b>155.51</b>

Land and premises	Land	Buildings	Value as at
			12/31/2014 \$000
Bell and Cracroft Streets (Main Campus)	68,119m <sup>2</sup>	13,653m <sup>2</sup>	21,285
5 Young Street – NZIHT	697m <sup>2</sup>	750m <sup>2</sup>	1,079

Print and Media	2014	2013	2012	2011
Non fiction	18,270	18,783	20,685	24,557
Reference	589	593	894	1,043
Māori Collection	628	585	-	-
Fiction	424	407	634	674
Media resources	131	144	188	664
Serials	-	139	-	182
<b>Total print and media titles</b>	<b>20,042</b>	<b>20,651</b>	<b>22,401</b>	<b>27,120</b>
New titles	419	612	382	578
Titles withdrawn	1203	2376	2844	1924

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

## 1. REVENUES AND EXPENSES

	Notes	GROUP		PARENT	
		2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>(a) Government Grants</b>					
Operational Bulk Grant	24	13,937	13,644	13,937	13,644
Māori and Pacific Island Grant		41	29	41	29
Disabilities Special Supplementary Grant		33	45	33	45
Under 25 Grant		283	-	283	-
Special Education Special Supplementary Grant		85	84	85	84
<b>Total Government Grants</b>	<b>24</b>	<b>14,379</b>	<b>13,802</b>	<b>14,379</b>	<b>13,802</b>

For Government Grants recognised as revenue in 2013 there were unfilled conditions relating to the non achievement of community EFTS and Embedded Literacy, Numeracy targets, the resulting liability totalling \$27,101 was recognised in accounts payable under "other payables" note 8 for 2013.

### (b) Tuition fees

Fees from domestic students	6,191	6,217	4,195	3,953
Fees from international students	1,631	701	1,326	689
<b>Total tuition fees</b>	<b>7,822</b>	<b>6,918</b>	<b>5,521</b>	<b>4,642</b>

### (c) Other income

Restaurant operations	76	97	76	97
Gain on disposal of property, plant and equipment	17	-	1	-
Gain on sale of investments	16	-	16	-
Other Government revenue	211	219	211	219
Other operating activities	1,995	1,622	1,507	1,403
Other dividend income	1	1	1	1
<b>Total other income</b>	<b>2,316</b>	<b>1,939</b>	<b>1,812</b>	<b>1,720</b>

### (d) Finance costs/income

Bank fees and overdrafts	16	10	16	10
Interest charges	11	-	-	-
Crown loans fair value	172	164	172	164
<b>Total finance costs</b>	<b>199</b>	<b>174</b>	<b>188</b>	<b>174</b>
Interest earned on bank deposits	399	343	397	341
Bad debts recovered	17	15	17	12
<b>Total finance income</b>	<b>416</b>	<b>358</b>	<b>414</b>	<b>353</b>

### (e) Personnel costs

Wages and salaries	13,337	12,904	11,174	10,823
Employer contributions to defined contribution plans	253	240	236	224
Employee welfare expenses	-	8	-	8
Increase / (decrease) in employee entitlements	(60)	51	8	82
<b>Total Personnel costs</b>	<b>13,530</b>	<b>13,203</b>	<b>11,418</b>	<b>11,137</b>

Employer contributions to defined contribution schemes include contributions to Kiwisaver and the Government Superannuation Fund (GSF).

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>(f) Other Expenses</b>				
Fees paid to principal auditor				
- audit fee related for financial statement audit	144	145	109	105
Repairs and maintenance	806	841	657	697
Advertising and public relations	498	527	438	472
Consultants and legal fees	451	173	451	173
Travel and accommodation	394	477	146	164
Research and development	-	20	-	20
Minimum lease payments – operating lease	4	4	4	4
Loss on disposal of property, plant and equipment	5	-	1	-
Doubtful debt provision	100	10	100	10
Bad debts written off	1	32	1	32
Software Licenses	334	253	334	253
Third party supplier payments	1,500	1,394	1,500	1,394
NZIHT payments	-	-	2,211	1,999
Other operating expenses	4,636	3,973	3,165	2,757
<b>Total other expenses</b>	<b>8,873</b>	<b>7,849</b>	<b>9,117</b>	<b>8,080</b>

## 2. CASH AND CASH EQUIVALENTS

	Notes	GROUP		PARENT	
		2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Cash at bank and in hand		690	2,518	412	2,333
Short-term deposits		-	-	-	-
<b>Total cash and cash equivalents</b>		<b>690</b>	<b>2,518</b>	<b>412</b>	<b>2,333</b>

Cash at bank and in hand earns interest at floating rates based on daily bank deposit rates.

Short-term deposits are made for varying periods of between one day and 3 months depending on the immediate cash requirements of the Group and earn interest at the respective short-term deposit rates.

Other financial assets include term deposits with maturities that range from 4 to 12 months.

### Reconciliation of cash for the purpose of the cash flow statement

For the purpose of the cashflow statement, cash and cash equivalents comprise the following as at 31 December:

Cash at bank and in hand	690	2,518	412	2,333
Short-term deposits	-	-	-	-
<b>Total cash and cash equivalents</b>	<b>690</b>	<b>2,518</b>	<b>412</b>	<b>2,333</b>

### Reconciliation from the net profit after tax to the net cashflows from operations

Surplus / (deficit) from Statement of Comprehensive Income	24	398	(1,415)	(385)	(558)
<b>Adjustments for:</b>					
Depreciation		1,715	1,657	1,648	1,585
Amortisation		217	187	140	99
Fair value adjustment on interest free Crown loan		172	164	172	164
Net (gain) / loss on disposal of property, plant and equipment		(13)	-	-	-
Net (gain) / loss on sale of investments		(16)	-	(16)	-
Increase / (decrease) in employee entitlements		-	(6)	-	(4)
Bad debts provision		100	-	100	-
<b>Changes in assets and liabilities</b>					
(Increase) / decrease in inventories		(10)	9	(10)	9
(Increase) / decrease in trade and other receivables		(1,729)	(556)	(930)	(44)
(Increase) / decrease in prepayments		(15)	(60)	10	(76)
(Increase) / decrease in revenue accrued		40	(88)	(20)	(28)
Increase / (decrease) in trade and other payables	24	(2,308)	1,072	(2,359)	1,066
Increase / (decrease) in revenue received in advance		960	664	1,014	607
Increase / (decrease) in accruals		7	259	7	259
Increase / (decrease) in taxation payable		-	1,361	-	-
<b>Net cash from operating activities</b>		<b>(482)</b>	<b>3,248</b>	<b>(629)</b>	<b>3,079</b>



### 3. STUDENT FEES AND OTHER RECEIVABLES

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Student fees receivables	553	597	367	251
Other receivables	908	66	878	64
Provision for doubtful debts	(200)	(100)	(200)	(100)
<b>Total student fees and other receivables</b>	<b>1,261</b>	<b>563</b>	<b>1,045</b>	<b>215</b>

Student fees and other receivables are initially measured at fair value and subsequently measured at amortised cost using the effective interest rate, less impairment changes.

The carrying value of receivables approximates their fair value.

Student fees are non-interest bearing and generally should be paid on enrolment and no later than at Graduation.

As at 31 December 2014 and 2013, all overdue receivables have been assessed for impairment and appropriate provisions applied, as detailed below:

	2014			2013		
	Gross	Impairment	Net	Gross	Impairment	Net
<b>GROUP</b>						
Not past due	924	-	924	101	-	101
Past due 1-30 days	67	-	67	179	-	179
Past due 31 -60 days	39	-	39	135	-	135
Past due > 61 days	431	200	231	248	100	148
<b>Total</b>	<b>1,461</b>	<b>200</b>	<b>1,261</b>	<b>663</b>	<b>100</b>	<b>563</b>
<b>PARENT</b>						
Not past due	857	-	857	-	-	-
Past due 1-30 days	34	-	34	77	-	77
Past due 31 -60 days	20	-	20	8	-	8
Past due > 61 days	334	200	134	230	100	130
<b>Total</b>	<b>1,245</b>	<b>200</b>	<b>1,045</b>	<b>315</b>	<b>100</b>	<b>215</b>

The provision for impairment has been calculated based on expected losses for WITT and the Group's pool of receivables. Expected losses have been determined based on an analysis of WITT and the Group's losses in previous periods and review of specific receivables.

All receivables greater than 30 days in age are considered to be past due.

There are no provisions for impairment on other receivables.

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
At 1 January	100	90	100	90
Additional provisions made during the year	100	10	100	10
<b>Total impairment as at 31 December</b>	<b>200</b>	<b>100</b>	<b>200</b>	<b>100</b>

#### 4. INVENTORIES

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Materials and consumables	29	20	29	20
<b>Total inventories</b>	<b>29</b>	<b>20</b>	<b>29</b>	<b>20</b>

There has been no write down of inventory during the year. Inventory has not been pledged as security.

#### 5. FINANCIAL ASSETS IN THE NATURE OF INVESTMENTS

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>(a) CURRENT</b>				
Other financial assets – term deposits	6,060	5,810	6,060	5,810
<b>NON CURRENT</b>				
Shares wholly owned subsidiary	-	-	397	397
Shares in non-listed companies	7	23	7	23
<b>Total financial assets in the nature of investments</b>	<b>6,067</b>	<b>5,833</b>	<b>6,464</b>	<b>6,230</b>

Shares in non-listed companies are held for a strategic purpose and have been measured at cost and not fair value. A reliable open market value can not be reliability obtained using a standardised valuation technique or due to cost not being materially different to fair value.

New Zealand Institute Highway Technology is a wholly owned subsidiary of WITT. All financial assets in the nature of investments are recorded at historical cost with no impairment made.

## 6. PROPERTY, PLANT AND EQUIPMENT

	Cost / Valuation 1/1/2014	Accumulated Depreciation and Impairment charges 1/1/2014	Carrying Amount 1/1/2014	Current Year Additions	Current Year Disposals	Elimination on Disposal	Current Year Depreciation	Reclassifications	Cost/Valuation 31/12/2014	Accumulated Depreciation and Impairment charges 31/12/2014	Carrying Amount 31/12/2014
<b>GROUP 2014</b>											
Land and buildings	24,249	(1,056)	23,193	264	-	-	(1,094)	-	24,513	(2,151)	22,362
Plant and equipment	3,662	(1,935)	1,727	479	(7)	7	(303)	-	4,135	(2,231)	1,904
Motor vehicles	276	(133)	143	89	(16)	-	(32)	-	348	(165)	183
Computer hardware	1,557	(977)	580	139	-	-	(286)	-	1,696	(1,261)	435
Work in progress	17	-	17	57	(17)	-	-	-	57	-	57
	29,761	(4,101)	25,660	1,028	(40)	7	(1,715)	-	30,749	(5,808)	24,941
<b>PARENT 2014</b>											
Land and buildings	23,124	(1,032)	22,092	264	-	-	(1,071)	-	23,388	(2,103)	21,285
Plant and equipment	3,551	(1,838)	1,713	477	(7)	7	(298)	-	4,021	(2,129)	1,892
Motor vehicles	114	(15)	99	51	-	-	(15)	-	165	(30)	135
Computer hardware	1,411	(872)	539	131	-	-	(264)	-	1,542	(1,136)	406
Work in progress	17	-	17	57	(17)	-	-	-	57	-	57
	28,217	(3,757)	24,460	980	(24)	7	(1,648)	-	29,173	(5,398)	23,775
<b>GROUP 2013</b>											
Land and buildings	23,241	-	23,241	1,035	(11)	-	(1,056)	(16)	24,249	(1,056)	23,193
Plant and equipment	3,282	(1,634)	1,648	380	(3)	-	(301)	3	3,662	(1,935)	1,727
Motor vehicles	215	(101)	114	61	-	-	(32)	-	276	(133)	143
Computer hardware	1,336	(707)	629	220	-	-	(269)	1	1,557	(977)	580
Work in progress	368	-	368	17	(368)	-	-	-	17	-	17
	28,442	(2,442)	26,000	1,713	(382)	-	(1,658)	(12)	29,761	(4,101)	25,660
<b>PARENT 2013</b>											
Land and buildings	22,141	-	22,141	1,010	(11)	-	(1,032)	(16)	23,124	(1,032)	22,092
Plant and equipment	3,180	(1,542)	1,638	371	(3)	-	(296)	3	3,551	(1,838)	1,713
Motor vehicles	53	(4)	49	61	-	-	(11)	-	114	(15)	99
Computer hardware	1,220	(626)	594	190	-	-	(246)	1	1,411	(872)	539
Work in progress	368	-	368	17	(368)	-	-	-	17	-	17
	26,962	(2,172)	24,790	1,649	(382)	-	(1,585)	(12)	28,217	(3,757)	24,460

## **6. PROPERTY, PLANT AND EQUIPMENT (continued)**

### **Revaluations**

#### **Land**

Land has been valued at fair value using market-based evidence on its highest and best use with reference to comparable land sales.

Restrictions on WITT and the Group's ability to sell land would normally not impair the value of the land because the group has operational use of the land for the foreseeable future and will substantially receive full benefits of outright ownership.

A sub-lease over 1.0580ha of the main campus has been granted to Annik Investments Limited until 2045, with an automatic renewal for a further 33 years if not withdrawn 6 months before expiry on 14 June 2045.

The most recent valuation of land was performed on 3 January 2013 by a registered valuer Ian Baker, independent Registered Valuer, of the firm Telfer Young, and the valuation is effective as at 31 December 2012.

#### **Buildings**

Buildings have been designed specifically for educational purposes.

Buildings are valued at depreciated optimised replacement cost because no reliable market data is available for buildings designated for educational delivery purposes.

Depreciated replacement cost is determined using a number of significant assumptions. Significant assumptions include:

- The replacement asset is based on the replacement cost of the specific assets with adjustments where necessary for obsolescence due to over design or surplus capacity.
- The replacement cost is derived from recent construction contracts to similar assets and Property Institute of New Zealand cost information.
- The remaining useful life of assets is estimated.
- straight line depreciation has been applied in determining the depreciated replacement cost value of the asset.

The most recent valuation of buildings was performed on 3 January 2013 by a registered valuer Ian Baker, independent Registered Valuer, of the firm Telfer Young, and the valuation is effective as at 31 December 2012.

There was no plant and equipment held under finance leases and hire purchase contracts at 31 December 2014 (2013: \$Nil).

There are no restrictions over the title of WITT and the Group's property, plant and equipment assets, nor are any property, plant and equipment assets pledged as security for liabilities.

#### **Restrictions on title**

Under the Education Act 1989 WITT is required to obtain consent from the Ministry of Education to dispose or sell any property, where the value of the property exceeds \$50,000.

## 7. INTANGIBLE ASSETS

	Cost / Valuation 1/1/2014	Accumulated Amortisation and Impairment charges 1/1/2014	Carrying Amount 1/1/2014	Current Year Additions	Current Year Disposals	Current Year Amortisation	Elimination on Disposal	Cost / Valuation 31/12/2014	Accumulated Amortisation and Impairment charges 31/12/2014	Carrying Amount 31/12/2014
<b>GROUP 2014</b>										
Course Development <sup>1</sup>	901	(432)	469	51	-	(75)	-	953	(507)	446
Computer Software <sup>2</sup>	1,320	(364)	956	47	-	(131)	-	1,367	(495)	872
Broadcasting Licences	248	(57)	191	-	-	(12)	-	248	(69)	179
Work in progress	12	-	12	57	(12)	-	-	57	-	57
	2,481	(853)	1,628	155	(12)	(218)	-	2,625	(1,071)	1,554
<b>PARENT 2014</b>										
Course Development <sup>1</sup>	66	(8)	58	20	-	(8)	-	86	(16)	70
Computer Software <sup>2</sup>	1,191	(252)	939	47	-	(120)	-	1,238	(372)	866
Broadcasting Licences	248	(57)	191	-	-	(12)	-	248	(69)	179
Work in progress	12	-	12	57	(12)	-	-	57	-	57
	1,517	(317)	1,200	124	(12)	(140)	-	1,629	(457)	1,172
<b>GROUP 2013</b>										
Course Development <sup>1</sup>	683	(368)	315	218	-	(64)	-	901	(432)	469
Computer Software <sup>2</sup>	878	(254)	624	430	-	(110)	12	1,320	(364)	956
Broadcasting Licences	248	(44)	204	-	-	(13)	-	248	(57)	191
Work in progress	50	-	50	12	(50)	-	-	12	-	12
	1,859	(666)	1,193	660	(50)	(187)	12	2,481	(853)	1,628
<b>PARENT 2013</b>										
Course Development costs <sup>1</sup>	7	(6)	1	59	-	(2)	-	66	(8)	58
Computer Software <sup>2</sup>	757	(168)	589	422	-	(84)	12	1,191	(252)	939
Broadcasting Licences	248	(44)	204	-	-	(13)	-	248	(57)	191
Work in progress	50	-	50	12	(50)	-	-	12	-	12
	1,062	(218)	844	493	(50)	(99)	12	1,517	(317)	1,200

1. Internally generated

2. Purchased

For the year ended 31 December 2014, course development costs and computer software are capitalised at cost. These intangible assets have been assessed as having finite lives and are amortised using the straight line method over a period between 3 and 15 years.

The additions to computer software represent intangible assets acquired separately. The additions to course development costs represent intangible assets that are internally developed.

There are no restrictions over the title of WITT and the Group's intangible assets, nor are any intangible assets pledged as security for liabilities.

## 8. TRADE AND OTHER PAYABLES

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Trade payables	763	598	630	443
Other payables	877	4,215	662	4,139
	1,640	4,813	1,292	4,582
<b>Related party payables:</b>				
Subsidiaries	-	-	2,356	1,424
<b>Total Trade and other payables</b>	<b>1,640</b>	<b>4,813</b>	<b>3,648</b>	<b>6,006</b>

Trade and other payables are initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method.

Trade payables are non-interest bearing and are normally settled on 30-day terms.

Other payables are non-interest bearing and have an average term of 30 days. The carrying value of Trade and other payables approximate fair value.

Interest payable is normally settled monthly throughout the financial year.

For terms and conditions relating to related parties refer to note 18.

## 9. BORROWINGS

	Effective interest rate (%)	Maturity	GROUP		PARENT	
			2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>Non-Current portion</b>						
Finance leases	-	-	-	-	-	-
Crown Loan	0.00%	Dec-20	3,463	3,291	3,463	3,291
<b>Non-current portion borrowings</b>	<b>-</b>	<b>-</b>	<b>3,463</b>	<b>3,291</b>	<b>3,463</b>	<b>3,291</b>

On 24 August 2009 Cabinet rescinded the decision made on 1 July 2008 to convert WITT's Crown debt of \$17.618m to Equity over a five year period commencing 31 December 2009.

The Crown agreed to retain a Crown loan of \$5.196m as non interest-bearing loan repayable in equal instalments over a five year period between 2020 and 2024. The balance of the outstanding loan of \$12.422m was established as a Suspensory loan, convertible to equity on the basis of the achievement of agreed key performance measures over a five year period commencing December 2009.

On 31 December 2013 \$2.422m of WITT's Suspensory loan converted to Equity due to the agreed annual KPI's being met on aggregate. The balance of the Crown Suspensory loan is now nil. (2013 \$Nil).

The interest free Crown loan of \$5.196m has a fair value as at 31 December 2014 of \$3.463m (2013 \$3.291m). The discounted amount of \$1.733m (2013 1.905m) will be written back to the interest free Crown loan over the next ten year period from 2015 to 2024 through the Statement of Comprehensive Income.

The Crown loan is interest free. In determining the fair value at the inception of the interest free Crown loan, a present value calculation was completed using a commercial loan discount rate of 5.24% (2013 5.24%).

## 10. REVENUE RECEIVED IN ADVANCE

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Student tuition fees	1,211	573	1,211	516
Clinical skills facility funding	52	68	52	68
Other revenue in advance	801	467	801	467
<b>Total revenue received in advance</b>	<b>2,064</b>	<b>1,108</b>	<b>2,064</b>	<b>1,051</b>

## 11. EMPLOYEE ENTITLEMENTS

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>Current portion</b>				
Accrued pay	420	453	344	315
Annual leave	632	641	585	589
<b>Total current portion</b>	<b>1,052</b>	<b>1,094</b>	<b>929</b>	<b>904</b>
<b>Non-current portion</b>				
Long service leave	103	119	103	119
Sick leave	10	12	10	12
<b>Total non-current portion</b>	<b>113</b>	<b>131</b>	<b>113</b>	<b>131</b>
<b>Total employee entitlements</b>	<b>1,165</b>	<b>1,225</b>	<b>1,042</b>	<b>1,035</b>

## 12. ASSET REVALUATION RESERVE

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
At 1 January	8,092	8,092	7,683	7,683
Depreciation transfer	-	-	-	-
Revaluation of land and buildings	-	-	-	-
<b>Total asset revaluation reserve as at 31 December</b>	<b>8,092</b>	<b>8,092</b>	<b>7,683</b>	<b>7,683</b>
Property revaluation reserves consist of;				
Land	1,480	1,480	1,195	1,195
Buildings	6,612	6,612	6,488	6,488
<b>Total property revaluation reserves</b>	<b>8,092</b>	<b>8,092</b>	<b>7,683</b>	<b>7,683</b>

### 13. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

WITT and the Group's activities expose it to a variety of financial instrument risks, including market risk, credit risk and liquidity risk. WITT and the Group has a series of Policies to manage the risks associated with financial instruments and seeks to minimise exposure from financial instruments. These Policies do not allow any transactions that are speculative in nature to be entered into.

WITT and the Group's principal financial instruments comprise Crown Suspensory loans, bank deposits, cash and short-term deposits.

The main purpose of these financial instruments is to raise finance for WITT and the Group's operations.

WITT and the Group has various other financial instruments such as trade debtors and trade creditors, which arise directly from its operations.

It is and has been throughout the period under review, WITT and the Group's policy that no trading in financial instruments shall be undertaken.

The main risks arising from WITT and the Group's financial instruments are market risk, liquidity risk and credit risk. The Council reviews and agrees Policies for managing each of these risks and they are summarised below.

#### Market risk

##### Fair value interest rate risk

Fair value interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. WITT and the Group's exposure to fair value interest rate risk is limited to its bank deposits which are held at fixed rates of interest.

##### Cashflow interest rate risk

Cashflow interest rate risk is the risk that the cashflows from a financial instrument will fluctuate because of changes in market interest rates. Investments and borrowings issued at variable interest rates expose WITT and the Group to cashflow interest rate risk.

WITT and the Group's Investment Policy requires a spread of investment maturity dates to limit exposure to short term interest rate movements.

##### Currency risk

Currency risk is the risk that the fair value or future cashflows of a financial instrument will fluctuate due to changes in foreign exchange rates.

WITT and the Group purchases goods and services overseas which require it to enter into transactions denominated in foreign currencies. WITT and the Group's exposure to foreign currency risk is minimal.

##### Price risk

Price risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices. WITT and the Group's exposure to equity securities price risk is minimal as the equity securities held are not in listed companies.

##### Liquidity risk

Liquidity risk is the risk that WITT and the Group will encounter difficulty raising liquid funds to meet commitments as they fall due. Prudent liquidity risk management implies maintaining sufficient cash reserves. WITT's \$5.196m Crown loan is due for repayment from 2020 to 2024. The annual amount of repayment is \$1.0392m. Sufficient cash reserves will be cumulated over the next nine years to ensure loan payments are able to be made.

##### Credit risk

A credit risk is the risk that a third party will default on its obligation to WITT and the Group, causing WITT and the Group to incur a loss. With the exception of student fees, WITT and the Group trades only with recognised, creditworthy third parties.

Due to the timing of its cash inflows and outflows, WITT and the Group invests surplus cash with registered banks. WITT and the Group's Investment Policy limits the amount of credit exposure to any one institution. WITT and the Group has processes in place to review the credit quality of customers prior to the granting of credit.

WITT and the Group's maximum credit exposure for each class of financial instrument is represented by the total carrying amount of cash and cash equivalents (note 2), net debtors (note 3) and term deposits (note 5a). There is no collateral held as security against these financial instruments, including those instruments that are overdue or impaired.

WITT and the Group has no significant concentrations of credit risk, as it has a small number of credit customers and only invests funds with registered banks.



## 14. FINANCIAL INSTRUMENTS

Set out below is a comparison by category of carrying amounts and fair values of all the Group's financial instruments that are carried in the financial statements at other than fair values.

	Note	CARRYING AMOUNT		FAIR VALUE	
		2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>GROUP</b>					
<b>Financial assets</b>					
<i>Loans and receivables</i>					
Student Fees and other receivables		1,261	563	1,261	563
Cash and cash equivalents		690	2,518	690	2,518
Other financial assets – term deposits		6,060	5,810	6,060	5,810
<b>Total loans and receivables</b>		<b>8,011</b>	<b>8,891</b>	<b>8,011</b>	<b>8,891</b>
<b>Fair value through other comprehensive income</b>					
Investments in non-listed companies		7	23	7	23
<b>Total fair value through comprehensive income</b>		<b>7</b>	<b>23</b>	<b>7</b>	<b>23</b>
<b>Financial liabilities</b>					
<i>Financial Liabilities measured at amortised cost</i>					
Trade and other payables	24	1,640	4,813	1,640	4,813
Borrowings:					
Crown loans		3,463	3,291	3,463	3,291
<b>Total financial liabilities measured at amortised cost</b>		<b>5,103</b>	<b>8,104</b>	<b>5,103</b>	<b>8,104</b>
<b>PARENT</b>					
<b>Financial assets</b>					
<i>Loans and receivables</i>					
Student Fees and other receivables		1,045	215	1,045	215
Cash and cash equivalents		412	2,333	412	2,333
Other financial assets – term deposits		6,060	5,810	6,060	5,810
<b>Total loans and receivables</b>		<b>7,517</b>	<b>8,358</b>	<b>7,517</b>	<b>8,358</b>
<b>Fair value through other comprehensive income</b>					
Investments in non-listed companies		404	420	404	420
<b>Total fair value through comprehensive income</b>		<b>404</b>	<b>420</b>	<b>404</b>	<b>420</b>
<b>Financial Liabilities</b>					
<b>Financial Liabilities measured at amortised cost</b>					
Trade and other payables	24	3,648	6,006	3,648	6,006
Borrowings:					
Crown loans		3,463	3,291	3,463	3,291
<b>Total financial liabilities measured at amortised cost</b>		<b>7,111</b>	<b>9,297</b>	<b>7,111</b>	<b>9,297</b>

## 14. FINANCIAL INSTRUMENTS (continued)

### Contractual maturity analysis of financial assets

The following table sets out the carrying amount, by maturity, of the financial assets exposed to interest rate risk.

Year ended 31 December 2014	< 1 year \$'000	> 1 - < 2 years \$'000	> 2 - < 3 years \$'000	> 3 - < 4 years \$'000	> 4 - < 5 years \$'000	> 5 years \$'000	Total \$'000
<b>GROUP</b>							
<b>Fixed rate assets</b>							
Deposits	6,060	-	-	-	-	-	6,060
<b>Total</b>	<b>6,060</b>	-	-	-	-	-	<b>6,060</b>
<b>Floating rate assets</b>							
Cash	690	-	-	-	-	-	690
<b>Total</b>	<b>690</b>	-	-	-	-	-	<b>690</b>
Student fees and other receivables	1,261	-	-	-	-	-	1,261
<b>Total</b>	<b>1,261</b>	-	-	-	-	-	<b>1,261</b>
<b>PARENT</b>							
<b>Fixed rate assets</b>							
Deposits	6,060	-	-	-	-	-	6,060
<b>Total</b>	<b>6,060</b>	-	-	-	-	-	<b>6,060</b>
<b>Floating rate assets</b>							
Cash	412	-	-	-	-	-	412
<b>Total</b>	<b>412</b>	-	-	-	-	-	<b>412</b>
Student fees and other receivables	1,045	-	-	-	-	-	1,045
<b>Total</b>	<b>1,045</b>	-	-	-	-	-	<b>1,045</b>

Refer to notes 9 and 13 for disclosure of effective interest rates.

Year ended 31 December 2013	< 1 year \$'000	> 1 - < 2 years \$'000	> 2 - < 3 years \$'000	> 3 - < 4 years \$'000	> 4 - < 5 years \$'000	> 5 years \$'000	Total \$'000
<b>GROUP</b>							
<b>Fixed rate assets</b>							
Deposits	5,810	-	-	-	-	-	5,810
<b>Total</b>	<b>5,810</b>	-	-	-	-	-	<b>5,810</b>
<b>Floating rate assets</b>							
Cash	2,518	-	-	-	-	-	2,518
<b>Total</b>	<b>2,518</b>	-	-	-	-	-	<b>2,518</b>
Student fees and other receivables	563	-	-	-	-	-	563
<b>Total</b>	<b>563</b>	-	-	-	-	-	<b>563</b>
<b>PARENT</b>							
<b>Fixed rate assets</b>							
Deposits	5,810	-	-	-	-	-	5,810
<b>Total</b>	<b>5,810</b>	-	-	-	-	-	<b>5,810</b>
<b>Floating rate assets</b>							
Cash	2,333	-	-	-	-	-	2,333
<b>Total</b>	<b>2,333</b>	-	-	-	-	-	<b>2,333</b>
Student fees and other receivables	215	-	-	-	-	-	215
<b>Total</b>	<b>215</b>	-	-	-	-	-	<b>215</b>

Interest on financial instruments classified as floating rate is repriced at intervals of less than one year. Interest on financial instruments classified as fixed rate until maturity of the instrument.

### (a) Credit quality of financial assets

The credit quality of financial assets that are neither past due or impaired can be assessed by reference to Standard and Poor's credit ratings (if available) or to historical information about counter party default rates.

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>COUNTERPARTIES WITH CREDIT RATINGS</b>				
Cash at bank and term deposits				
A+	2,000	1,000	2,000	1,000
AA-	1,476	1,766	1,198	1,581
BBB+	3,274	5,562	3,274	5,562
<b>Total cash at bank and term deposits</b>	<b>6,750</b>	<b>8,328</b>	<b>6,472</b>	<b>8,143</b>

### Sensitivity analysis

At balance date the potential effect on the surplus or deficit and equity (excluding general funds) for reasonable possible market movements of 50bps or 0.50% on WITT and the Group's term deposit funds would be +/- \$30,000.

<b>COUNTERPARTIES WITHOUT CREDIT RATINGS</b>				
Debtors and other receivables				
Existing counterparty with no defaults in the past	1,261	563	1,045	215
Existing counterparty with defaults in the past	-	-	-	-
	<b>1,261</b>	<b>563</b>	<b>1,045</b>	<b>215</b>

### (b) Contractual maturity analysis of financial liabilities

The table below analyses financial liabilities into relevant maturity groupings based on the remaining period at balance date to the contractual maturity date. The amounts disclosed are the contractual undiscounted cashflows.

	Note	Carrying amount \$'000	Contractual cashflows \$'000	Less than 6 months \$'000	6-12 months \$'000	1-2 years \$'000	2-3 years \$'000	More than 3 years \$'000
<b>GROUP 2014</b>								
Trade and other payables		1,640	1,640	1,640	-	-	-	-
Borrowings		3,463	5,196	-	-	-	-	5,196
<b>Total</b>		<b>5,103</b>	<b>6,836</b>	<b>1,640</b>	-	-	-	<b>5,196</b>
<b>PARENT 2014</b>								
Trade and other payables		3,648	3,648	3,648	-	-	-	-
Borrowings		3,463	5,196	-	-	-	-	5,196
<b>Total</b>		<b>7,111</b>	<b>8,844</b>	<b>3,648</b>	-	-	-	<b>5,196</b>
<b>GROUP 2013</b>								
Trade and other payables	24	4,813	4,813	4,813	-	-	-	-
Borrowings		3,291	5,196	-	-	-	-	5,196
<b>Total</b>		<b>8,104</b>	<b>10,009</b>	<b>4,813</b>	-	-	-	<b>5,196</b>
<b>PARENT 2013</b>								
Trade and other payables	24	6,006	6,006	6,006	-	-	-	-
Borrowings		3,291	5,196	-	-	-	-	5,196
<b>Total</b>		<b>9,297</b>	<b>11,202</b>	<b>6,006</b>	-	-	-	<b>5,196</b>

## 15. CAPITAL MANAGEMENT

The WITT and Group's capital is its equity, which comprises general funds and property valuation and fair value through comprehensive income reserves. Equity is represented by net assets.

WITT and the Group is subject to the financial management and accountability provisions of the Education Act 1989, which includes restrictions in relation to: disposing of assets or interests in assets, ability to mortgage or otherwise charge assets or interests in assets, granting leases of land or buildings or parts of buildings and borrowing.

WITT and the Group manages its revenues, expenses, assets, liabilities, investments and general financial dealings prudently and in a manner that promotes the current and future interests of the community. WITT and the Group's equity is largely managed as a by-product of managing revenues, expenses, assets, liabilities, investments and general financial dealings.

The objective of managing WITT and the Group's equity is to ensure that it effectively and efficiently achieves the goals and objectives for which it has been established, while remaining a going concern.

## 16. COMMITMENTS AND CONTINGENCIES

### Capital commitments and operating lease commitments

CAPITAL COMMITMENTS	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Property, plant and equipment	-	105	-	105
Intangible assets	-	8	-	8
<b>Total capital commitments</b>	<b>-</b>	<b>113</b>	<b>-</b>	<b>113</b>

Capital commitments represent capital expenditure contracted for and not incurred at balance date.

### Operating lease commitments - Group as lessee

The WITT and the Group has entered into a commercial motor vehicle lease and two property leases where it is not in the best interest of WITT and the Group to purchase these assets.

These leases have an average life of 1 year with renewal terms included in the contracts. Renewals are at the option of WITT and NZIHT who holds the lease.

There are no restrictions placed upon the Lessee by entering into these leases.

Future minimum rentals payable under non-cancellable operating leases as at 31 December are as follows:

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
Within one year	105	111	7	14
After one year but not more than five years	293	397	-	7
More than five years	-	-	-	-
<b>Total operating lease commitments</b>	<b>398</b>	<b>508</b>	<b>7</b>	<b>21</b>

### Finance lease and hire purchase commitments

WITT and the Group has no finance leases or hire purchase contract commitments. (2013: \$Nil)

### Contingent assets and liabilities

At balance date WITT and the Group is not aware of any material contingent assets or liabilities. (2013: \$Nil)

## 17. EQUITY

	Note	GROUP		PARENT	
		2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>General funds</b>					
Balance at 1 January	24	16,521	15,514	15,520	13,656
Total comprehensive income	24	398	(1,415)	(385)	(558)
Transfer from Suspensory Loan to Equity		-	2,422	-	2,422
<b>Balance 31 December</b>		<b>16,919</b>	<b>16,521</b>	<b>15,135</b>	<b>15,520</b>
<b>Asset revaluation reserves</b>					
Balance 1 January		8,092	8,092	7,683	7,683
Land and buildings revaluation		-	-	-	-
<b>Balance 31 December</b>		<b>8,092</b>	<b>8,092</b>	<b>7,683</b>	<b>7,683</b>
<b>Crown Suspensory Loan</b>					
Balance 1 January		-	2,422	-	2,422
Transfer to Equity from Suspensory Loan		-	(2,422)	-	(2,422)
<b>Balance 31 December</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Restricted reserves</b>					
Balance 1 January		94	93	94	93
Interest received		3	4	3	4
Application of trusts and bequests		(3)	(3)	(3)	(3)
<b>Balance 31 December</b>		<b>94</b>	<b>94</b>	<b>94</b>	<b>94</b>
<b>Total equity</b>		<b>25,105</b>	<b>24,707</b>	<b>22,912</b>	<b>23,297</b>

### Crown Suspensory Loan

On 24 August 2009 Cabinet rescinded the decision made on 1 July 2008 to convert WITT's Crown debt of \$17.618m into a Suspensory Loan of \$16.118m convertible to Equity over a five year period commencing 31 December 2009 and the requirement for the parent to sell two assets up to a value of \$1.5m by the end of 2012.

The Crown agreed to retain a Crown loan of \$5.196m as non-interest bearing loan repayable in equal instalments over a five year period between 2020 and 2024. The balance of the outstanding loan of \$12.422m was established as a Suspensory Loan, convertible to equity on the basis of the achievement of agreed key performance measures over a five year period commencing from December 2009.

On 31 December 2013 \$2.422m of WITT's Suspensory Loan converted to Equity due to the agreed annual KPI's being met on aggregate.

The remaining balance of the Suspensory Loan is now \$Nil. (2013: \$Nil).

## 18. RELATED PARTY DISCLOSURE

The Group Financial Statements include the financial statements of Western Institute of Technology at Taranaki (WITT) and its wholly owned subsidiary New Zealand Institute of Highway Technology (NZIHT).

### Significant transactions with Government related entities

The Government influences the roles of WITT as well as being the major source of revenue.

WITT and the Group has received funding and grants from the Tertiary Education Commission totalling \$14.379m (2013 \$13.802m) to provide education and research services for the year ending 31 December 2014.

WITT and the Group also leases, at a nil rental amount, Land and Buildings legally owned by the Crown. Further information on the accounting for Crown-owned Land and Buildings is disclosed under the heading critical judgements in WITT's Statement of Accounting Policies.

### Collectively, but not individually significant, transactions with Government related entities

In conducting its activities WITT and the Group is required to pay various taxes and levies (such as GST, PAYE and ACC levies) to the Crown and related entities to the Crown. The payment of these taxes and levies is based on the standard terms and conditions that apply to all tax and levy payers. WITT and the Group is exempt from paying income tax and FBT.

Name of the Subsidiary	Country of incorporation	% Equity interest		Investment (\$'000)	
		2014	2013	2014	2013
New Zealand Institute of Highway Technology (NZIHT)	New Zealand	100	100	397	397
<b>Total investment in subsidiary</b>				<b>397</b>	<b>397</b>

Related party		Ancillary Services provided to related parties \$'000	Purchases from related parties \$'000	Amounts owed from related parties \$'000	Amounts owed to related parties \$'000
Consolidated					
Other related parties	2014	19	-	-	-
	2013	20	252	-	21
<b>PARENT</b>					
Subsidiaries					
New Zealand Institute of Highway Technology	2014	203	2,211	-	2,356
	2013	-	1,999	-	1,424
<b>Other related parties</b>					
Taranaki District Health Board	2014	-	-	-	-
	2013	-	252	-	17

### Terms and conditions of transactions with related parties

Providing of ancillary services to and purchases from related parties are made in arm's length transactions at both normal market prices and normal commercial terms.

During the year, NZIHT purchased financial services from Staples Rodway Taranaki Limited, a firm of Chartered Accountants in which a Director, M James (until June 2014) is a Partner. These services cost \$19,053 (2013: \$20,280) and were supplied on normal commercial terms. There is a balance of \$Nil outstanding for unpaid invoices at year end (2013: \$4,111).

During the year, NZIHT purchased services from Infratrains New Zealand Limited in which a director, L Crossen (until June 2014) is a director. These services cost \$Nil (2013: \$383) and were supplied on normal commercial terms. There is a balance of \$Nil outstanding for unpaid invoices at year end (2013: \$Nil).

Outstanding balances at 31 December 2014 and 2013 are unsecured and settlement occurs in cash.

There have been no guarantees provided or received for any related party receivables.

For the year end 31 December 2014 the Group has not raised any provision for doubtful debts relating to related parties as the payment history has been excellent (2013: \$Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates in. When assessed as required the Group raises such a provision.

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>Key management personnel compensation</b>				
Salaries	1,727	1,709	1,072	1,110
Employee welfare expenses	-	-	-	-
Post employee benefits	-	-	-	-
Termination benefits	31	-	31	-
<b>Total key management personnel compensation</b>	<b>1,758</b>	<b>1,709</b>	<b>1,103</b>	<b>1,110</b>

Key management personnel includes the nine (2013: nine) Senior Executives of the Parent at year end, members of NZIHT Board, three Senior Executives of NZIHT and any dependent of those key management personnel.

### Councillor payments

Present Council			PARENT	
			2014 \$'000	2013 \$'000
Bourke, M	Chairperson	Minister appointed	29	25
Inglis, M	Deputy Chairperson	Minister appointed	18	14
Ekanayake, E		Minister appointed	14	12
Ruakere, H		Minister appointed	-	12
Crowley, C		Council statute appointed	10	-
Dingle, R		Council statute appointed	10	-
Goldsmith, P		Council statute appointed	6	12
Hendry, R		Council statute appointed	14	12
Hemara-Wahanui, A		Council statute appointed	10	-
Hond, R		Council statute appointed	14	-
Woolley, G		Council statute appointed	-	6
Broughton, J		Council statute appointed	2	12
Wright, J		Council statute appointed	14	6
<b>Total Councillor payments</b>			<b>141</b>	<b>111</b>

Councillors E Ekanayake, M Inglis were on the Board of Directors at NZIHT until June 2014. The following payments were made for their NZIHT Directors role.

	2014 \$'000	2013 \$'000
Ekanayake, E	11	14
Inglis, M	11	14
<b>Total NZIHT Director payments made to WITT Councillors</b>	<b>22</b>	<b>28</b>

## 19. EXPLANATION OF SIGNIFICANT VARIANCES AGAINST BUDGET

Explanation for significant variations from group budgeted figures are as follows;

### Statement of Comprehensive Income

#### Student tuition fees

The number of international students at WITT increased two fold during the year. This increase in international students meant a higher contribution to student fees as they are not partially funded by TEC. The increase in international students was driven by an increased presence of WITT representatives in India.

#### Other income

Other income received tracked closer to the prior year than expected due to conferences and service income which includes the salon, restaurant and cafe operations.

#### Finance income

Additional interest received from term deposits due to favourable interest rate terms and having a great number of term deposits during the year.

## 19. EXPLANATION OF SIGNIFICANT VARIANCES AGAINST BUDGET (continued)

### Other expenses

Other expenses are unfavourable to budget mainly due to commission payments resulting from international students, and additional costs in association with the increased numbers for the Food Department such as Guild's levy, equipment, and consumables. There are also increased international insurance payments due to increase in international student numbers. Professional costs are unfavourable to budget mainly due to consultancy and legal advice obtained at both WITT and NZIHT.

### Finance costs

Notional interest of \$172k relating to the Crown loan of \$5.196m due 2020 to 2024 is not budgeted for as this does not form a part of the surplus percentage when forming the budget.

### Statement of Financial Position

#### Cash and cash equivalents/ Other financial assets

The TEC payment of \$4.2m (inclusive of GST) was not budgeted for therefore impacted the cash on hand at year end. However, the additional funds received from student enrolments from both WITT and NZIHT helped alleviate the impact on cash reserves.

#### Student fees and other receivables

A non-student related receivable of \$710k was raised in December, when typically settled in December after being raised in November. 2014 is the first year Summer School has been offered at WITT which has given rise to additional invoicing in the December period compared to 2013.

#### Property, plant and equipment

Two large projects totalling \$780k have not been implemented to date which account for the majority of the variance to budget.

#### Revenue in advance

2014 is the first year Summer School has been offered at WITT which has given rise to additional invoicing in the December period compared to 2013, a portion of this income will not be earned until January 2015.

### Statement of Cash flow

#### Purchase of fixed assets

Two large projects totalling \$780k have not been implemented to date which account for the majority of the variance to budget.

#### Interest received

Interest received from term deposits due to favourable interest rate terms contributed to this favourable variance.

#### Payment to suppliers

Due to the increase in costs from the increase of international EFTS and professional costs payments to suppliers is greater than budget.

## 20. COMPULSORY STUDENT SERVICES FEES

2014	Counselling Service \$'000	Health Services \$'000	Total \$'000
<b>Income</b>			
Compulsory Student Services Fees	62	70	132
Other Income	1	1	2
<b>Total Income</b>	<b>63</b>	<b>71</b>	<b>134</b>
<b>Expenditure</b>			
Salary and Wages	53	57	110
Service payments	12	11	23
Other costs	1	5	6
<b>Total costs</b>	<b>66</b>	<b>73</b>	<b>139</b>
<b>Net result</b>	<b>(3)</b>	<b>(2)</b>	<b>(5)</b>

### Counselling Service

Students have access to a free confidential counselling service to empower students to engage fully in study. The counsellor is involved in crisis intervention and support, delivering in-class workshops, (conflict resolution, learning barriers, stress identification and management and lifestyle balance), running wellness promotions and holds responsibility for the student hardship portfolio. A Chaplain is also available to provide pastoral care and Counselling.



## Health Services

WITT has a student health centre Te Puna Manaaki, with a Nurse and Doctor who are available to students as needed. The Health clinic provides free health and medical services to students in the area of injury, family planning, mental health, immunization, occupational health, and health monitoring and health education. The health nurse is also actively involved in health education and health promotions.

## 21. TAXATION

	GROUP		PARENT	
	2014 \$'000	2013 \$'000	2014 \$'000	2013 \$'000
<b>Income tax expense</b>				
Current tax	-	95	-	-
Adjustment to current tax in prior periods	-	1,266	-	-
Income tax expense	-	1,361	-	-
<b>Current tax payable</b>				
Prior year tax owing	1,361	-	-	-
Provisional tax paid	-	-	-	-
Terminal tax paid	-	-	-	-
Current tax charge	-	1,361	-	-
<b>Current tax payable</b>	<b>1,361</b>	<b>1,361</b>	<b>-</b>	<b>-</b>

The income tax expense arises as a result of an unexpected liability for tax in WITT's wholly owned subsidiary company NZIHT. In 2008 NZIHT was advised by the Inland Revenue Department ("IRD") that its income was exempt from tax while it was a wholly owned subsidiary of WITT (which is itself tax exempt). During the 2013 year, IRD withdrew that advice for NZIHT on the basis that it was incorrect and is seeking income tax from the company for the 2008 to 2013 years. NZIHT has sought legal advice that confirms the liability under the law as it stands at present. However, NZIHT does not believe that this is the appropriate outcome and is continuing its discussions with IRD on how it may be relieved of the unintended and unjustified tax liability. On the basis that IRD's tax exemption was withdrawn, NZIHT is now registered as a tax exempt charitable entity so will not incur income tax in future periods. While a provision has been made for the tax liability, no provision has been made for the estimated \$400k interest charge as the company is continuing to seek relief on this matter.

## 22. EVENTS AFTER THE BALANCE SHEET DATE

There were no significant events after balance date that have not otherwise being disclosed in the notes to the accounts. (2013 : \$Nil)

## 23. LEGISLATIVE COMPLIANCE

Note 24 refers to the recovery by Tertiary Education Commission (TEC) of SAC Funding. WITT and TEC entered into discussions on the appropriate recognition of these funding recoveries in the 31 December 2014 financial statements. These discussions were not concluded until after WITT's statutory reporting deadline of 30 April 2015. WITT is not aware of any other material legislative breaches during the year end 31 December 2014 (2013: \$Nil).

## 24. RESTATEMENT OF 2013 COMPARATIVES

In 2014, the Tertiary Education Commission (TEC) performed a review of the Māori Performing Arts programmes (Level 4 Performance and Level 6 Tutoring) which were offered by Te Wānanga Māori, a department of WITT's Humanities Faculty. The review was finalised, which revealed that courses did not, in all cases, deliver the required number of teaching hours for the qualifications that were awarded, and there were serious flaws in the design, delivery and assessment of the programmes.

The TEC advised WITT that they would be recovering \$3,688,574 in relation to over-funding of the Māori Performing Arts programmes over the 2009 to 2013 period resulting from the completion of the TEC review.

WITT repaid the \$3,688,574 to TEC on the 10th November 2014.

Because the repayment reflects overfunding received in previous years, it has been accounted for by adjusting the 2013 comparative information disclosed in these financial statements. This treatment is in accordance with GAAP.

Of the total repayment, \$755,061 related to under delivery in 2013. The value of Government Grants recognised in 2013 has been reduced by this amount to reflect this.

The balance of \$2,933,513 related to funding received in 2012 and earlier years. This has been accounted for by adjusting the balances at the start of 2013 for Retained earnings and Trade and other payables.

The full amount of \$3,688,574 has been recognised as a payable at 31 December 2013.

A summary of the effects of this adjustment on the financial statements are shown as:

2013	Note	GROUP			PARENT		
		Reported Actual \$'000	Adjustment \$'000	Restated Actual \$'000	Reported Actual \$'000	Adjustment \$'000	Restated Actual \$'000
<b>STATEMENT OF COMPREHENSIVE INCOME</b>							
<b>Government Grants</b>	1 (a)						
Operational Bulk Grant		14,399	(755)	13,644	14,399	(755)	13,644
Māori and Pacific Island Grant		29	-	29	29	-	29
Disabilities Special Supplementary Grant		45	-	45	45	-	45
Special Education Special Supplementary Grant		84	-	84	84	-	84
<b>Total Government Grants</b>		<b>14,557</b>	<b>(755)</b>	<b>13,802</b>	<b>14,557</b>	<b>(755)</b>	<b>13,802</b>
Total Income		23,772	(755)	23,017	21,272	(755)	20,517
Surplus / (Deficit) after tax		(660)	(755)	(1,415)	197	(755)	(558)
<b>Total Comprehensive Income</b>		<b>(660)</b>	<b>(755)</b>	<b>(1,415)</b>	<b>197</b>	<b>(755)</b>	<b>(558)</b>
<b>STATEMENT OF FINANCIAL POSITION</b>							
<b>Trade and Other Payables</b>	8						
Trade payables		598	-	598	443	-	443
Other payables		526	3,689	4,215	450	3,689	4,139
Related party payables		-	-	-	1,424	-	1,424
<b>Total Trade and Other Payables</b>		<b>1,124</b>	<b>3,689</b>	<b>4,813</b>	<b>2,317</b>	<b>3,689</b>	<b>6,006</b>
Total Current Liabilities		4,687	3,689	8,376	4,272	3,689	7,961
Total Liabilities		8,109	3,689	11,798	7,694	3,689	11,383
<b>Net Assets</b>		<b>28,396</b>	<b>(3,689)</b>	<b>24,707</b>	<b>26,986</b>	<b>(3,689)</b>	<b>23,297</b>
<b>Equity</b>							
Equity	17	29,590	-	29,590	29,590	-	29,590
Suspensory Loan	17	-	-	-	-	-	-
Retained Earnings	17	(9,286)	(3,689)	(12,975)	(10,287)	(3,689)	(13,976)
Asset Revaluation Reserve	12	8,092	-	8,092	7,683	-	7,683
<b>Total Equity</b>		<b>28,396</b>	<b>(3,689)</b>	<b>24,707</b>	<b>26,986</b>	<b>(3,689)</b>	<b>23,297</b>

2013	Note	GROUP			PARENT		
		Reported Actual \$'000	Adjustment \$'000	Restated Actual \$'000	Reported Actual \$'000	Adjustment \$'000	Restated Actual \$'000
<b>STATEMENT OF CHANGES IN EQUITY</b>							
<b>Public Equity</b>							
Balance at 1 January 2013		27,168		27,168	27,168	-	27,168
Transfer from Suspensory Loan to Equity		2,422	-	2,422	2,422	-	2,422
Balance at 31 December 2013		29,590	-	29,590	29,590	-	29,590
<b>Suspensory Loan</b>							
Balance at 1 January 2013		2,422	-	2,422	2,422	-	2,422
Transfer to Equity from Suspensory Loan		(2,422)	-	(2,422)	(2,422)	-	(2,422)
Balance at 31 December 2013		-	-	-	-	-	-
<b>Retained Earnings</b>							
Balance at 1 January 2013		(8,626)	(2,934)	(11,560)	(10,484)	(2,934)	(13,418)
Surplus / (deficit) for the year		(660)	(755)	(1,415)	197	(755)	(558)
Balance at 31 December 2013		(9,286)	(3,689)	(12,975)	(10,287)	(3,689)	(13,976)
<b>Asset Revaluation Reserve</b>							
Balance at 31 December 2013		8,092	-	8,092	7,683	-	7,683
<b>Total Equity</b>		<b>28,396</b>	<b>(3,689)</b>	<b>24,707</b>	<b>26,986</b>	<b>(3,689)</b>	<b>23,297</b>
<b>STATEMENT OF CASH FLOWS</b>							
<b>Reconciliation from the net profit after tax to the net cashflows from operations</b>							
Surplus / (deficit) from Statement of Comprehensive Income	2	(660)	(755)	(1,415)	197	(755)	(558)
<b>Adjustments for:</b>							
Depreciation		1,657	-	1,657	1,585	-	1,585
Amortisation		187	-	187	99	-	99
Fair value adjustment on interest free Crown loan		164	-	164	164	-	164
Increase / (decrease) in employee entitlements		(6)	-	(6)	(4)	-	(4)
<b>Changes in assets and liabilities</b>							
(Increase) / decrease in inventories		9	-	9	9	-	9
(Increase) / decrease in trade and other receivables		(556)	-	(556)	(44)	-	(44)
(Increase) / decrease in prepayments		(60)	-	(60)	(76)	-	(76)
(Increase) / decrease in revenue accrued		(88)	-	(88)	(28)	-	(28)
Increase / (decrease) in trade and other payables		317	755	1,072	311	755	1,066
Increase / (decrease) in revenue received in advance		664	-	664	607	-	607
Increase / (decrease) in accruals		259	-	259	259	-	259
Increase / (decrease) in taxation payable		1,361	-	1,361	-	-	-
Net cash from operating activities		3,248	-	3,248	3,079	-	3,079

# STATEMENT OF SERVICE PERFORMANCE

## Western Institute of Technology at Taranaki (WITT):

- Part of Taranaki economy since 1972
- 5,710 students in 2014
- 1,178 graduates in 2014
- Comprehensive range of courses:
- Engineering to nursing
- Hair and beauty to art and design

WITT aspires to deliver excellent and relevant education to our students with a view to building their capability to contribute to the region's economy. The participation and progression of students is critical to ensuring they have the skills and knowledge needed to support the economic development of Taranaki. WITT's direct impact on the regional economy equates to \$25.57m with an additional impact flowing through to the regional economy e.g. to sectors supplying to households such as retail trade. The total economic impact of WITT's operations contributes \$39.10m to the region.

Partnerships with industry and other community organisations has allowed WITT to develop and deliver programmes that are fully supported by industry increasing the employment opportunities for WITT graduates. The partnerships that have been formed with sector groups has made graduates in some areas extremely sought after with a large number of students securing employment prior to completing their programme of study.

WITT's extremely successful Trades Academy model has allowed students to experience tertiary education while still at secondary school, giving the students the opportunities to develop skills that are not able to be taught in a secondary education environment. These students are now progressing to full time

study at WITT, apprenticeships or continuing in secondary education. WITT has also developed pathways and transitions for Youth Guarantee students which is reflected in the successful course completion of these young people.

The institute has an over-riding commitment to meet the needs of Māori learners. The development and implementation of the Te Rautaki Māori Strategy has supported the delivery of programmes both on campus and at Marae, this has allowed increased learning opportunities for these students to gain skills that support their communities and the Taranaki region as a whole.

WITT is committed to improving education provision in terms of portfolio choice/selection and value for students which is reflected in the positive course and qualification completions. This portfolio of programme offerings also reflects the skill requirements that have been identified as being needed in the labour market.

### Restatement of 2013 Comparatives:

In 2014, the Tertiary Education Commission (TEC) performed a review of the Maori Performing Arts programmes (Level 4 Performance and Level 6 Tutoring) which were offered by Te Wānanga Māori, a department of WITT's Humanities Faculty for the 2008 – 2013 years. The review was finalised, which revealed that courses did not, in all cases, deliver the required number of teaching hours for the qualifications that were awarded, and there were serious flaws in the design, delivery and assessment of the programmes.

As a result of this review student results were affected; qualifications and completions were withdrawn. The Statement of Service Performance has been adjusted to reflect the relevant changes in performance in the 2013 comparative data. These 2013 comparatives that were adjusted are identified with an \*.

	2013 ACTUAL	2014 TARGET	2014 ACTUAL	
<b>STUDENT EXPERIENCE</b>				
Retention rate	77%*	77%	77%	<b>ACHIEVED</b> – Ensuring students are supported right from application to graduation has contributed to the increased retention rate of students. The appointment of a Careers Advisors has also ensured students make the correct choice in relation to ensuring they select a programme of study relevant to their career pathway.
Student Satisfaction	82.6%	79.5%	82.9%	<b>ACHIEVED</b> – A comprehensive report is compiled from student feedback to allow opportunities for improvements to be identified and actioned increasing student satisfaction.
<b>Participation Statistics:</b>				
Under 25◊	47.26%*	51%	52.55%	<b>ACHIEVED</b> – Increased collaboration with schools and other providers has helped increased the participation of students under 25. The government initiative of allowing under 25's to enrol fee free into certain programmes has also seen an increase in participation.
Māori	32.24%*	41%	25.66%	<b>NOT ACHIEVED</b> – Lower participation rate for Māori in 2014 due to some programmes that usually attract high participation from Māori students not being offered.

	2013 ACTUAL	2014 TARGET	2014 ACTUAL	
Pasifika	3.08%*	2.6%	3.05%	<b>ACHIEVED</b> – WITT has a small Pasifika community but has a dedicated Māori and Pasifika support person to ensure these students have appropriate learning opportunities that meet their specific needs.
Proportion of SAC EFTS enrolled who are Māori level 4 and above∅	25.6%*	23%	15%	<b>NOT ACHIEVED</b> – Due to some programme not being offered in 2014 Māori participation at this level was not achieved.
STEM courses (EFTs)	700	509	510	<b>ACHIEVED</b> – The number of students completing engineering related programmes in specialist fields, specifically oil and gas, engineering and highway technology, has contributed to achieving this measure.
School leavers (EFTs)	248.63	265	274.66	<b>ACHIEVED</b> – Increasing school leaver participation has been a high priority for WITT and significant progress has been made working with schools in the Taranaki region which is reflected in the high number of school leavers successfully moving from secondary to tertiary education.
Youth Guarantee (EFTs)	69*	80	73	<b>NOT ACHIEVED</b> – The level of enrolments for in YG approved programmes has increased significantly since 2013 and further work will continue to ensure enrolments continue to increase. A significant pastoral care support structure is in place to help ensure these students remain engaged in their learning.
International Student EFTs	144	95	194	<b>ACHIEVED</b> – There has been a large increase in the number of international students enrolling in hospitality and engineering programmes and WITT continues to develop its international strategy to attract more international students.
<b>COMMUNITY</b>				
Percentage of industry satisfied with graduates	97%	95%	96%	<b>ACHIEVED</b> – Report on WITT graduates indicates 96% of industry would recommend a WITT graduate for employment.
Public event held on Campus	187 events	25 events	32 events	<b>ACHIEVED</b> – WITT is moving towards becoming a hub for industry and the community events that can be hosted on the campus.
Full Cost Recovery Courses (EFTs)	28.6*	7.5	95	<b>ACHIEVED</b> – Significant growth in FCR courses as partnerships with industry strengthen and courses are developed to meet specific industry needs which contribute to the economic development of the Taranaki region.
Research and Scholarly activity outputs	109	190	95	<b>NOT ACHIEVED</b> – More focused research in specific areas has seen a decrease in the number of research outputs but the quality and types of research and scholarly activity that has taken place continues to evolve.
LAC or industry hours	135.75 hours	140 hours	180 hours	<b>ACHIEVED</b> – Increased industry involvement has occurred as WITT develops new programmes with the input of industry experts to ensure the programmes meet the needs of the sector and employers. Industry representatives are also involved in the ongoing review of existing programmes.
<b>ACADEMIC</b>				
<b>Course Completions</b>				
All levels∅	81.1%*	80%	71	<b>NOT ACHIEVED</b> – Improving education provision in terms of course selection has had a positive impact on course completions in some areas but more work needs to be done on this. It is a focus for 2015.
Under 25 Levels 1 to 3	66.3%*	77%	62.90%	<b>NOT ACHIEVED</b> – Strengthened pathways for students has allowed young people to engage in tertiary study at the foundation level and then pathway to higher levels of study, continuing work on ensuring the success of under 25's in level 1-3 programmes is underway and is a focus for WITT.
Māori Levels 1 to 3	68.00%*	72%	57.00%	<b>NOT ACHIEVED</b> – Continuing work on developing and strengthening WITT's Māori strategy to ensure the success of Māori students is a priority for WITT as is ensuring appropriate support is available for the Māori learners at levels 1-3.

	2013 ACTUAL	2014 TARGET	2014 ACTUAL	
Pasifika Levels 1 to 3	63.2%*	70%	60.30%	<b>NOT ACHIEVED</b> – Continuing to work on ensuring Pasifika students remain engaged and motivated to complete their courses.
Youth Guarantee	67.01%*	66%	67.00%	<b>ACHIEVED</b> – WITT has developed better pathways and transitions for young people which is reflected in the successful completion of courses by youth guarantee students.
Trades Academy	61.67%	66%	38.81%	<b>NOT ACHIEVED</b> – Trades Academy is also measured on students leaving to gain employment, apprenticeships or further tertiary studies. Although not achieved the flexible start and exit points allow students to be engaged in the programme without achieving courses by year end.
<b>Progression rate</b>				
Under 25	24.45%*	30%	17.60%	<b>NOT ACHIEVED</b> – A number of the under 25 year olds enrol into pre-trades programmes which means the progression rate of these students is affected by regional apprenticeship job offers. A number of the students gained apprenticeships and have continued to study as ITO students.
Māori	28.45%*	16%	11.36%	<b>NOT ACHIEVED</b> – WITT is working on building its strategy to ensure appropriate pathways are open to Māori students.
Progression Rates to higher study L1-3	34%*	25%	37.00%	<b>ACHIEVED</b> – Ensuring appropriate foundation programmes are available for students has seen an increase in the progression of foundation learners.
<b>Qualification Completions</b>				
All students∅	56.39%	72%	60.20%	<b>NOT ACHIEVED</b> – WITT's comprehensive approach to student pastoral support and continuous improvement of programmes ensures high levels of achievement for most all students however more works needs to be done on this and it is a focus for 2015.
18 year olds completing Level 2 qualification	290	565	32	<b>NOT ACHIEVED</b> – Target was set very high in relation to the total number of students enrolled across the institute, this target will be reviewed so it more accurately reflects actual enrolments in the future.
25-35 year olds completing Level 4+ qualifications	138	140	91	<b>NOT ACHIEVED</b> – WITT has a proportion of mature students enrolled in Lv 4+ programmes who are focused on completing their qualification in order to increase their employment prospects.
<b>FINANCIAL</b>				
Staff: Student Ratio∅	16.4	16.6	12.9	<b>NOT ACHIEVED</b> – Further work in increasing the staff:student ratio is underway and with the introduction of more FCR courses being offered by existing staff it is expected this ratio will improve as these courses are developed and offered.
Space Utilisation∅	56%	52%	56%	<b>ACHIEVED</b> – WITT's utilisation rate has remained steady with similar number of classes/ students and physical space used to delivery programmes to students.
Surplus∅	3.6%	3%	2.29%	<b>ACHIEVED</b> – Surplus percentage measures are prior to notional interest of \$172k and is pre any income tax.
TEC assessment	Moderate risk	Low risk	Moderate risk	<b>NOT ACHIEVED</b> – TEC financial risk assessment of WITT has increased to a moderate level due to their confidence levels on WITT's future non-Government future earnings and operating surplus/deficit.
Total teaching hours per teaching staff∅	670	660	616	<b>NOT ACHIEVED</b> – Academic staff average timetable teaching has slightly improved on the result from last year due to a number of new staff workloads being set at 80% of a fulltime workload.

# ADDITIONAL PERFORMANCE COMMITMENTS

			2014 TARGET	2014 ACTUAL
The proportion of SAC Eligible EFTS enrolled at the TEO who are Māori	Māori	All levels	No target	25.66%
		Level 1 to 3	11%	19.20%
		Level 4 and above	32%	15.00%
The proportion of SAC Eligible EFTS enrolled at the TEO what are Pacific Peoples	Pacific	All levels	No target	3.04%
		Level 1 to 3	2.6%	1.90%
		Level 4 and above	combined target	1.60%
The proportion of SAC Eligible EFTS enrolled at the TEO who are aged under 25	Under 25	All levels	No target	52.55%
		Level 1 to 3	19%	26.20%
		Level 4 and above	27%	24.90%
The number of international EFTS Successful course completion rate for all students (SAC Eligible EFTS)	International Course Completion	All levels	95	194
		Level 1 to 3	80%	71.10%
		Level 4 and above	71%	65.55%
Qualification completion rate for all students (SAC Eligible EFTS)	Qualification Completion	All levels	85%	76.10%
		Level 1 to 3	72%	60.2%
		Level 4 and above	62%	52.50%
Student retention rate for Student progression for students	SAC Eligible student count	All students	77%	77.00%
		Level 1 to 3	25%	30.00%
		Level 4 and above	77%	67.20%
Successful course completion for Māori students	SAC Eligible EFTS	Level 1 to 3	72%	57.00%
		Level 4 and above	85%	58.20%
		Level 1 to 3	62%	41.10%
Qualification completion for Māori students	SAC Eligible EFTS	Level 4 and above	76%	40.30%
		All levels	No target	65.12%
		Level 1 to 3	62%	60.30%
Successful course completion for Pacific Peoples students	SAC Eligible EFTS	Level 4 and above	76%	72.80%
		All levels	No target	31.43%
		Level 1 to 3	62%	45.70%
Qualification completion for Pacific Peoples students	SAC Eligible EFTS	Level 4 and above	76%	25.6%
		All levels	No target	-
		Level 1 to 3	62%	52.10%
Successful course completion for students	SAC Eligible EFTS aged under 25	All levels	No target	68.94%
		Level 1 to 3	77%	62.90%
		Level 4 and above	84%	78.30%
Qualification completion for students	SAC Eligible EFTS aged under 25	All levels	No target	-
		Level 1 to 3	62%	52.10%
		Level 4 and above	76%	59.00%
The proportion of EFTS assessed as requiring additional literacy and numeracy and make literacy and numeracy progress as measured by the tool	SAC Eligible EFTS using the Literacy and Numeracy for Adults Assessment Tool	Levels 1 to 3	82%	87%

Conversion Agreement KPIs

# RESEARCH 2014

## A. RESEARCH PUBLICATIONS AND PRESENTATIONS

### Books and Monographs

Sharpe, G. (Ed). (2014). *Mini bike assembly manual*. New Plymouth, New Zealand: Western Institute of Technology at Taranaki.

### Journal and Scholarly Publications

#### Peer Reviewer

Bingham, H. (2014). Book review for revised 2014 edition: Wepa, D. (Ed.). (2005). *Cultural safety in Aotearoa New Zealand*. For Cambridge University Press.

Clothier, I. (2014). International peer review panel member for ISEA 2014 Dubai.

Clothier, I. (2014). Peer reviewer for *Water Views: Caring and Daring*. ISBN: 978-0-9925610-0-0.

Pitt, L. (2014). Reviewer. Article submitted to *Aotearoa New Zealand Social Work: Review Edition*.

#### Editorial Reviewer

Apaitia-Vague, T. J. Duke, M. Henrickson, & L. Beddoe (Eds). (2014). *Protecting the public: Enhancing the profession*. The Edited Conference proceedings for the Social Workers Registration Board Conference 2013.

#### Edited Journal Contribution

Ashcroft, H. and Gillespie, M. (2014) The Oxygen Supply and Demand framework: a fresh approach to teaching biosciences in undergraduate nursing education. Submitted to the *Journal of Nursing Education*.

Bingham, H. (2014). Modern apprenticeship in action. *Kaitiaki, Nursing New Zealand*, 20 (6) 17-19.

Christenson, M. and Knight, J. (2014) Nursing is no place for men – A thematic analysis of male nursing students experiences of undergraduate nursing education. *Journal of Nursing Education and Practice*, (4), 12, p 95-104

Clothier, I. (2014). The changing boundaries of knowledge between Māori awareness and western science. *Leonardo* Volume 47 Number 5.

Pitt, L. (2013\*). What's happening in Taranaki? Social workers and the environment. *Aotearoa New Zealand Social Work Review*, XXV(4), 52-61.

Pitt, L. (2014). Teaching rural: Developing and delivering a rural social work module as part of a social work degree. In J. Duke, M. Henrickson, & L. Beddoe (Eds), *Protecting the public: Enhancing the profession*. The Edited Conference proceedings for the Social Workers Registration Board Conference 2013, (pp. 114-121). Wellington, New Zealand: Social Workers Registration Board.

Clothier, I. (2014, April). The changing boundaries of knowledge between Māori awareness and western science. *Leonardo*. doi:10.1162/LEON\_a\_00829

#### Edited On-line Journal Contribution

Clothier, I. (2014). A hybrid Polynesian perspective on water. *Water Views: Caring and Daring*. ISBN: 978-0-9925610-0-0.

#### Other Journal Contributions

#### BN nursing student publications supported by School of Nursing

Chamberlain, J. (2014) How safe are dementia units for Māori? *Kai Tiaki Nursing New Zealand*, 20(10) p24-25

McCracken, D. (2014). Nursing in a bicultural society. *Kai Tiaki Nursing New Zealand*, 20(1) p28-29.

Murray, K. (2014). Caring for a patient with Still's Disease. *Kai Tiaki Nursing New Zealand*, 20(1) p14-16.

Lousich, C., Wilson, A., Brophy-Burden, N., Ewart, M., Scott, M. and Richardson, J. (2014) Investigating diabetes and depression. *Kai Tiaki Nursing New Zealand*, 20 (8) p20.

#### Newspaper and Magazine Articles, Reviews, Features & Commentaries

#### Contributors

Winder, V. (2014). *In Season* columnist. *Taranaki Daily News* – Food and Drink section.

#### Conference Contributions

#### Conference Reviews

Smith, B. Symposium Reviewer: SINO NZ Symposium 2014 between the New Zealand and Chinese Ministries of Education.

#### Oral Presentations

Apaitia-Vague, T. (2014). *Popular representations of children and young people in state care*. Presented to International Social Work and Social Development Conference, Melbourne, July 12<sup>th</sup> [non-WITT funded]

Clothier, I. (2014). *Taranaki UNESCO Biosphere*. UNESCO Pacific Region Biosphere Network conference, Fiji. [non-WITT funded]

#### Symposium Contributions

Apaitia-Vague, T. and Pitt, L. (2014) *Celebrating social work – How far have we come in the last 10 years?* Panel presentation for the Taranaki ANZASW and the TDHB Social Workers. TDHB 24<sup>th</sup> September.

Clothier, I. (2014). *Taranaki Biosphere*. UNESCO Pacific Region Biosphere Network conference, Fiji.

Clothier, I. (2014). *The Challenge to publicly funded organisations brought on by climate change*. Mesh Cities: Space, Network, Memory. Aotearoa Digital Artists Symposium.

Clothier, I. (2014). *Taranaki Biosphere Development*. Technical Meeting of the World Network of Coastal and Island Biosphere Reserves, Sydney.



Clothier, I. (2014). *Taranaki UNESCO Biosphere Development*. Technical Meeting of Australian Biospheres and representatives of the World Network of Coastal and Island Biosphere Reserves, Noosa Australia.

### **Conference Poster Presentation**

Apaitia-Vague, T. (2014). *An ethical social work researcher or a social worker who does ethical research?* Presented to International Social Work and Social Development Conference, Melbourne, July 9<sup>th</sup> -12<sup>th</sup> [non-WITT funded]

Apaitia-Vague, T. (2014). *How responsive is the social work profession to the next generation of social workers?: Challenges and possibilities.* Presented to International Social Work and Social Development Conference, Melbourne, July 9<sup>th</sup> -12<sup>th</sup> [non-WITT funded]

Apaitia-Vague, T. (2014). *Listening to sexual stories: A socially just way to research sexuality.* Presented to International Social Work and Social Development Conference, Melbourne, July 9<sup>th</sup> -12<sup>th</sup> [non-WITT funded]

Apaitia-Vague, T. (2014). *Sexual minority young people in state care: Challenges and alternatives.* Presented to International Social Work and Social Development Conference, Melbourne, July 9<sup>th</sup> -12<sup>th</sup> [non-WITT funded]

### **Creative Outputs**

#### **Curator**

Clothier, I. (2014). *Media Art Projects*. Intercreate.org

#### **Group Exhibitions**

Clothier, I. (2014). *World tree orchestra: small garden*. Grey Area Gallery, Croatia.

Clothier, I. (2014). *Sequence09*. MINA International Mobile Innovation Screenings, New Zealand Archive of Film, Television and Sound Ngā Taonga Whitiāhua Me Ngā Taonga Kōrero

Clothier, I. (2014). *Sequence09*. MINA International Mobile Innovation Screenings, AUT University Auckland.

Clothier, I. (2014). *Te Iarere* audio. Equilibrio-Desequilibrio: Posthumanidad and Medio Ambiente, Buenos Aires.

Clothier, I. (2014). *Te Iarere* audio. Mateca Festival, Toronto

#### **Other Exhibition Contributions**

#### **Competitions and Awards**

Ryan, K. (2014) 2014 Industry Awards. HITO Tutor of the Year.

Smith, F. (2014) 2014 Industry Awards. HITO Tutor of the Year.

## **B. SCHOLARLY ACTIVITY**

### **Public Addresses & Interviews**

#### **Radio and Television**

Martin, R. (2014). *Robin's roundup* [Radio Programme]. Presenter for radio show, Most FM, New Plymouth.

Winder, V. (2014). *Waxing lyrical* [Radio Programme]. Presenter for radio show, Most FM, New Plymouth.

### **Invited Speaker**

Lockett-Kay, J. Nursing Council of NZ Accreditation / Monitoring of programmes leading to registration in a scope of registered nurse practice 14 May 2014

Fergusson, D. Undergraduate Nursing Education: The Bachelor of Nursing Modern Apprenticeship. 10 May, 2014.

### **WITT Speaker Forums**

Fraser, K. (2014 October 17). *Is there a Correlation between Numeracy Levels and Completions in the WITT Certificate in Hairdressing Skills Year One Course?* May 2014

Hudson, J. (2014 November 7) Working toward a successful future with New Zealand international students

Ogden, J. (2014 October 17) *Rite of Passage – Graduate Perceptions. "Why are a significant proportion of cookery graduands 'In Absentia' from their own Diploma graduation ceremony at WITT?" A quantitative & qualitative approach.*

Sharpe, G. (2014 November 19). *Mini bike assembly manual.*

Smith, M. (2014 December 8). *Why the NPDC should appoint a Maori Ward.*

### **Professional Practice: Achievements & Distinctions**

#### **Membership to Professional Bodies**

Clothier, I. (2014). Aotearoa Digital Artists. Member.

Ferguson, A. (2014). Branch president. Taranaki/Wanganui Chefs' Association.

Fraser, K. (2014). *Committee member New Zealand Association of Registered Hairdressers Inc – Taranaki Branch.*

Fraser, K. (2014). *Committee member SESSION*

Lockett-Kay, J. (2014) Member Institute of Directors

Fergusson, D. (2014) National Nurse Educators in the Tertiary Sector

Knight, J. (2014) National Nurse Educators in the Tertiary Sector

Smith, M. (2014). NZ Association of Counsellors

Mundell, C. (2014). LIANZA (Library & Information Association of NZ)

Henley, V. (2014). ACHIEVE (the National post-secondary education Disability Network Incorporated).

Cleland, A. (2014). NZ Nurses Organisation, NZ Occupational Health Nurses Association and NZ College of Primary Health Care Nurses.

Morris, B. (2014). ATLAANZ

Crow, M. (2014). Child Forum (Early childhood education network).

Phillips, J. (2014). Ara Taiohi – National Youth Workers Network Aotearoa.

#### **Appointment to International Bodies**

Clothier, I (2014). *ISEA International*. Board member.

#### **Appointment to Regional Bodies**

Clothier, I. (2014). *Taranaki UNESCO Biosphere Development Committee*. Member.

## Scholarly Contributions

- Fergusson, D. (2014) Local Advisory Committee member for the Naturopathic College of New Zealand
- Cawsey, G. (2014, June 16). Judge. Taranaki/Wanganui Branch of the New Zealand Chefs' Association Hospitality Competition. New Plymouth, New Zealand.
- Ferguson, A. (2014, May 18). Chief judge cookery. Central Branch Salon Culinaire Hawke's Bay Hospitality Competition 2014 at Easter Institute of Technology. Hawke's Bay, New Zealand.
- Ferguson, A. (2014). Salon director. Taranaki/Wanganui Hospitality Competition 2014.
- Fraser, K. (2014). *Taranaki Association of Registered Hairdressers Inc.* – Competition Floor Manager
- Hudson, J. (2014, June 16). Judge. Taranaki/Wanganui Branch of the New Zealand Chefs' Association Hospitality Competition. New Plymouth, New Zealand.
- McCormack, K. (2014). Committee member. Taranaki/Wanganui Hospitality Competitions 2014 Committee.
- Ogden, J. (2014, June 16). Judge. Taranaki/Wanganui Branch of the New Zealand Chefs' Association Hospitality Competition. New Plymouth, New Zealand.

## Academic Distinction – Qualifications

- Greensill, S. (2014). *Masters of Philosophy in Nursing*. Massey University, New Zealand.
- Bingham, H. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Divane, K. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Fraser, K. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Greensill, S. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Kelsen-MacDonald, S. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Ogden, J. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Ryan, K. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Ryan, K. (2014). *Certificate in Fashion Make-up Artistry Level 3*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Smith, F. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.

- Walsh, W. (2014). *Diploma in Tertiary Learning and Teaching Level 6*. Western Institute of Technology at Taranaki, New Plymouth, New Zealand.
- Taiapa, K. (2014). *A Study of Youth Participatory Action Research* (unpublished Master's thesis). Massey University, Auckland, New Zealand.

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- Cawsey, G. (2014). Featured in Food and Drink section of *Taranaki Daily News*.
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- Wineera, T. (2014, January 30). New approach works for Witt wānanga. *Taranaki Daily News*, p. 3.

## Membership of Institutional Research Committee

- Apaitia-Vague, T. (2014). Committee member.
- Clothier, I. (2014). Committee member.
- Fergusson, D. (2014). Committee member and Chairperson.
- Henley, V. (2014). Committee member.
- Hudson, J. (2014). Committee member.
- Knuckey, B. (2014). Committee member.
- Lockett-Kay, J. (2014). Committee member.
- Morris, B. (2014). Committee member.
- Willard-Moore, D. (2014). Committee member.

\* Missed in 2013





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