



# Annual Report

South Regional TAFE 2024



## **South Regional TAFE**

Postal Address: PO BOX 1224 Bunbury Western Australia 6231

Telephone: 1800 621 445

Email: [enquiry@srtafe.wa.edu.au](mailto:enquiry@srtafe.wa.edu.au)

[southregionaltafe.wa.edu.au](http://southregionaltafe.wa.edu.au)

ABN: 91 808 808 097

## **Accessibility statement**

As part of our Disability Access and Inclusion Plan 2021-2026 South Regional TAFE aims for online accessibility to be inclusive of everyone.

This document is available in alternative formats upon request, and can be viewed in PDF on our website.

It may be reproduced in whole or part with acknowledgement from South Regional TAFE.





Reconciliation Week

Be a Voice for Generations

Emily

Morgas

**Acknowledgement of Country**

South Regional TAFE acknowledges the traditional custodians of the lands on which we operate and recognise their continuing connection to land, waters and culture.

We pay our respects to their Elders past and present.



## Statement of compliance

**To the Hon Amber-Jade Sanderson MLA, Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara**

In accordance with Section 63 of the Financial Management Act 2006 and Section 54 of the Vocational Education and Training Act 1996, we hereby submit for your information and presentation to Parliament the Annual Report of South Regional TAFE for the reporting period ending 31 December 2024.

The Annual Report has been prepared in accordance with the provisions of the Financial Management Act 2006.



**Susan Barrera**

Governing Council Chair

21 March 2025



**Blair Marsh**

Managing Director

21 March 2025

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# Overview of the agency



## Message from the Governing Council Chair and Managing Director

On behalf of the Governing Council and the College, we are pleased to present the 2024 Annual Report.

### Our 2024 highlights

2024 was a record year of training delivery with more than 2.9 million Student Curriculum Hours of training provided to more than 12,000 students. The increase in training delivery was led by increases in the numbers of apprentices, trainees, and high school programs.

The Fee Free TAFE and Lower Fees, Local Skills initiatives continued to prove attractive to students who may not otherwise have been able to access our courses.

The growth in VET delivered to secondary students and the Year 9 Career Taster Program that gave practical experience for career-curious students demonstrated the effectiveness of these options for students.

Our student satisfaction rating remains among the highest in the state. This reflects our focus on quality and inclusive training.

We were honoured that the Minister for Training and Workforce Development, the Hon Simone McGurk MLA officially opened the new state-of-the-art \$22 million workshops at our Albany campus.

The new facilities house traditional trades training such as light and heavy automotive, metals and engineering, building and construction, electrical and plumbing. These facilities, we believe, are consistent with industry expectations for a contemporary training facility.

The new facilities have been named the Kinjarling Trades Workshops in recognition of the local Noongar name for Albany. This was an initiative of our Reconciliation Action Plan to promote understanding, value and recognition of local Aboriginal culture.

2024 was the final year of the Strategic Plan 2022-2024. Using a collaborative approach, the Governing Council and senior college staff developed a new plan to provide a guide for future strategic initiatives.

### The way forward

We will continue to work with our students, industry partners, and education stakeholders to maintain our reputation as the training provider of choice.

The landscape of vocational education and training continues to change. The National Skills Agreement, introduced at the start of 2024 will transform the training sector. The Governing Council is working with the College to ensure that our regions benefit from the opportunities that will be provided.

### Thanks

The Governing Council farewellled members Helen Grzyb, David Dhu, Dr Mairead Dempsey and Ken Kelly. We thank them for their service and contribution to the governance of the college.

Kathy Keay acted as Managing Director from the start of the year until November. Our thanks to Kathy for her professionalism and leadership during this time.

We also extend our thanks to all staff, students, Governing Council members, and industry and community partners, for the support provided to the college and students.



**Susan Barrera**  
Governing Council Chair  
21 March 2025

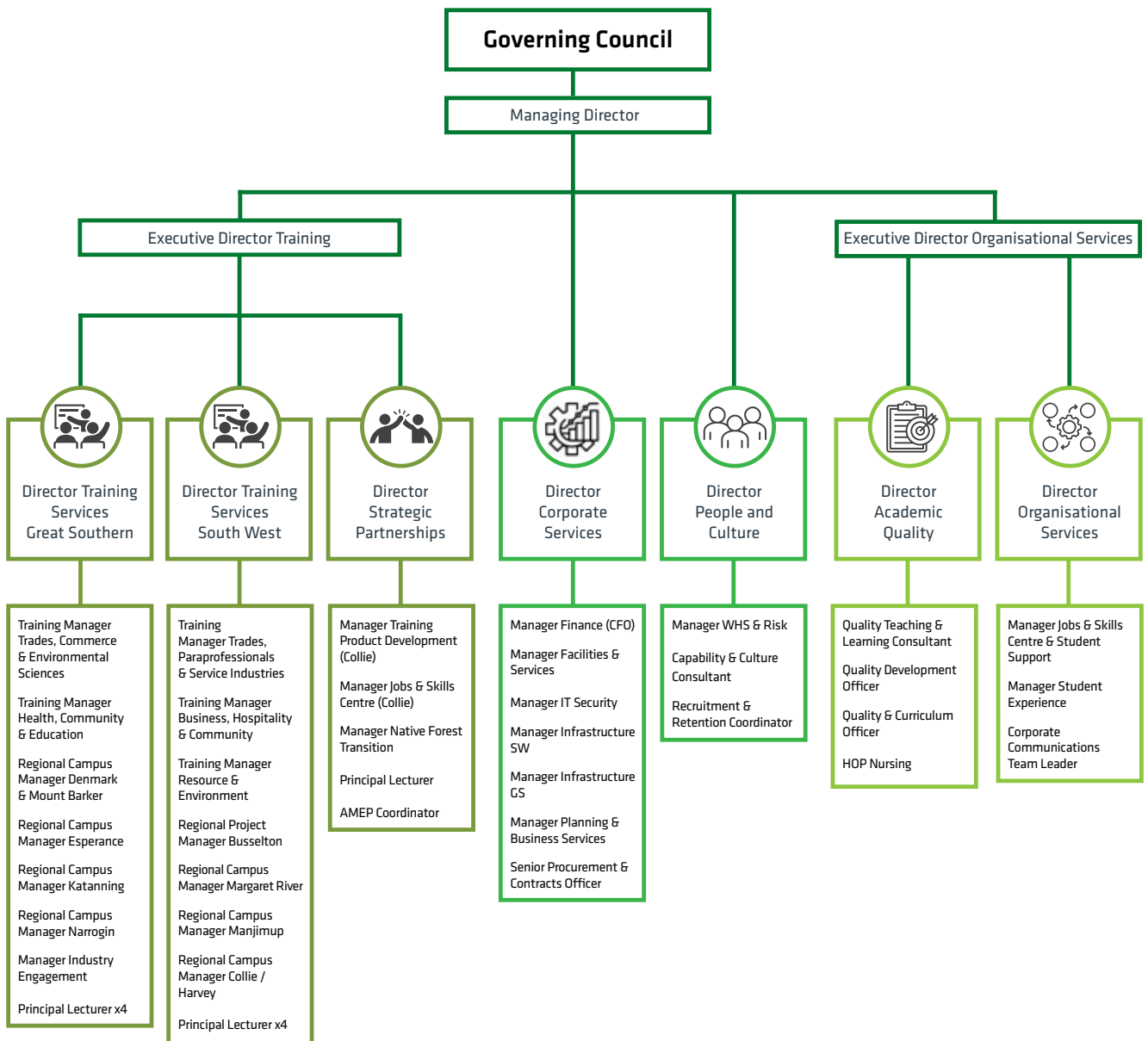


**Blair Marsh**  
Managing Director  
21 March 2025



# Organisational chart

Current as of September 2024



## 2024 key highlights

### Profile

2,630,000 2,907,563

Planned SCH

Achieved SCH

110.55%



SCH government profile hours

2,907,563

SCH commercial hours

52,064

### Funded Student Curriculum Hours (SCH) by qualification level

Level of study	Student count	Course Enrolment	Student Curriculum Hours
Skills Sets & Short courses	2,153	2415	174,369
Certificate I	169	173	49,817
Certificate II	1,220	1266	345,121
Certificate III	3,899	3995	1,370,318
Certificate IV	1,716	1748	574,686
Diploma	314	316	166,452
Statement of attainment not identifiable by level	22	22	3,724
<b>Total</b>	<b>10,641</b>	<b>14,640</b>	<b>2,907,563</b>

### Funded SCH by priority group - Fees, priority and campus

Description	Student count	Achieved SCH	Planned SCH
Employment based training	2,456	736,558	713,601
Foundation skills	306	81,778	148,074
General industry based training	1,369	341,161	330,044
Priority industry based training	7,639	1,748,066	1,438,281



### 2024 key highlights

# 11,378

Total students

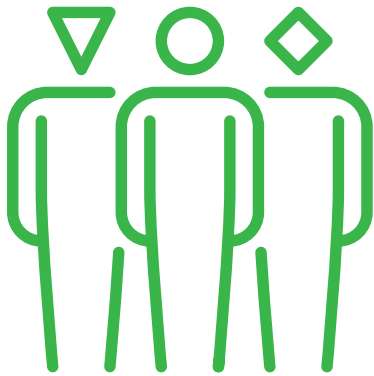
# 62

International students

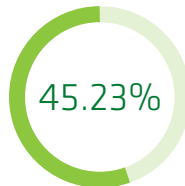


# 1,236

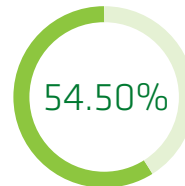
VETDSS students



#### Gender



5,146



6,201



31

#### Students age groups



2,720  
23.91%



3,334  
29.30%



1,873  
16.46%



3,451  
30.33%



#### Lower fees, local skills

# 2,782

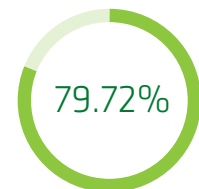
Students

# 1,141,602

Planned SCH

# 919,030

Achieved SCH



# Staff and student highlights

## South Regional TAFE Annual Awards

In March, we celebrated students who demonstrated exceptional commitment and skill. Inaugural staff awards acknowledged excellence in customer service, leadership, and innovation.

Awards were presented to 63 students and 19 staff/teams.

### Mya Morgan

*Student of the Year*

Certificate III in Automotive Electrical Technology apprenticeship at Bunbury campus.

### Aleesha Claybrook

*Trainee of the Year*

Certificate III in Early Childhood Education and Care at Albany campus.

### Kelly Dickinson

*Trainer of the Year*

Margaret River Campus Commercial Cookery Lecturer.







## WA Training Awards 2024 winners and finalists

SRTAFE was proud to support the training journey of students and teaching staff at the 30th Annual WA Training Awards, which recognise the outstanding achievements of vocational students, apprentices, trainees, and trainers at a State and National level.

### **Almira Dall**

*WA Trainee of the Year Winner*

Almira took a gap year from school to work on a dairy farm and discovered a love for practical, hands-on work. She enrolled in a traineeship to pursue an agricultural career. She was also an Australian Trainee of the Year Finalist.

### **Noah McCallum**

*WA School-based Apprentice of the Year Finalist*

Noah's training journey started in Year 10 to discover a practical training environment and hands-on learning in information technology.

### **Rick Spooner**

*WA Trainer of the Year Finalist*

Rick is a dedicated automotive lecturer at Bunbury campus. Through innovative training resources and active engagement with industry he provides students an exceptional learning experience.

## WorldSkills

These competitions showcase extraordinary vocational education and training skills. They are held at regional, state, national, and international levels.

SRTAFE Cabinet Making apprentice Lewis Italiano represented Australia at the 2024 International WorldSkills championships in Lyon, France. He came seventh and was awarded a Medallion of Excellence.

Bunbury campus Cabinet Making lecturer Nick Johnston was inducted into the WorldSkills Hall of Fame. He is a former international competitor and was a judge in France.

The college hosted 12 regional biennial competitions during September. Overall in the state-wide competitions the college had 12 gold medallists, 12 silver and 11 bronze.

Ten of those students qualified for Team WA to compete at the national competition in Brisbane.

## About us



SRTAFE is the largest vocational training provider in the Great Southern and South West plus Esperance and Narrogin.

Our 2022-24 Strategic Plan provided a road map for the college to achieve its purpose of building our community today, for tomorrow. The strategic vision focused on creating a learning experience to inspire success.

To achieve these goals, we strive to provide responsive and sustainable training that builds on innovation and celebrates the diversity of our community.

Our training supports State Government priorities detailed in the State Training Plan. The college works collaboratively with the Department of Training and Workforce Development (DTWD), and industry and community stakeholders.

The college has a lead role in the Regional Coordinating Committees (RCCs) established by the DTWD in the Great Southern, South West and Esperance. The RCCs include industry and community leaders that work collaboratively to foster new training and workforce development initiatives and address critical skills shortages.



## About us

### Operational structure

South Regional TAFE and the other four State Government funded colleges are established as State Training Providers under Section 35 of the Vocational Education and Training Act 1996.

### Responsible Minister

In 2024 SRTAFE was responsible to the Hon Simone McGurk MLA, Minister for Training; Water; Industrial Relations; and Hon Hannah Beazley MLA, Minister for Local Government; Youth; Minister Assisting the Minister for Training and Workforce Development.

### Governing Council

Each college has a Governing Council that provides governance and strategic overview.

The Governing Council oversees SRTAFE strategic operations and business activities. Membership

is by Ministerial appointment and members have collective expertise in a range of industries and specialties.

### Agency structure

SRTAFE operational management is led by the Managing Director and Executive Leadership Team.

The operational structure is divided into seven directorates encompassing:

- Two Training Services directorates which have six campuses each, and
- Corporate, Organisational, People and Culture, Academic Quality and Development, and Strategic Partnerships.

## Governing Council



**Susan Barrera** Chair

Susan is an experienced senior manager with broad experience on boards and governing councils.

During her 30 year career in the State public sector, Susan held several Senior Executive Service positions.

As a consultant, she specialises in change management, strategic planning, organisational design, leadership training and building resilient corporate cultures.



**Dr Wendy Giles**  
Deputy Chair

Wendy has a wide range of experience at all levels of education, from primary schools to universities.

Her research resulted in many publications and conference presentations, both within Australia and internationally.

Wendy has mentored many people, including new staff members, students, and aspirational members of remote communities.

With more than 20 years of corporate experience and independent consultancy, Nadine has a proven track record in corporate governance, strategy development, risk management, strategic human resource management, organisational development, cultural change, and executive leadership. Nadine is a Fellow of the Australian Institute of Company Directors.



**Nardine Carter**  
Member



**Mike Ansell**  
Member

Mike is a retired partner of the accounting firm RSM. Through his 41 years of working with businesses and organisations, he brings a wide range of skills and knowledge to the areas of finance and management and the ability to evolve and adapt to an everchanging environment. Mike chairs the Finance, Audit & Risk sub-committee.

Garry works for Iluka Resources as the South West Operations Manager and brings with him vast experience and knowledge of the mining and power industries, including a strong safety and sustainability focus. He is a keen industry advocate and strives to see continuous industry improvement, particularly developing skills and education for future careers.



**Garry Green**  
Member

## Governing Council



Noelle retired after a long term career with the Australian Medical Association (WA) and joined the Governing Council in 2021 with a wealth of experience on various boards and advisory groups. Noelle has a keen interest in training and was responsible for various vocational education and training sector initiatives during her time with the AMA.

Professor Rudd is an experienced academic currently Deputy Vice-Chancellor (Regional Futures) at Edith Cowan University (ECU) with a portfolio of ECU South West and a series of learning hubs. She is an Australian Government National Teaching Fellow, has served two full terms on the State Training Board, and a Non-Executive Director on an additional 12 boards of governance including for international agencies.



Leah is an accomplished education professional with operational and strategic experience in education and training spanning more than 30 years. Her passion for technology and creativity had a career focus for emerging technologies to support learning design, teaching innovation, and strategic curriculum design, particularly for online learning environments.

In 2024 the Governing Council farewelled Dr Helen Grzyb, David Dhu, Dr Mairead Dempsey, and Ken Kelly. Kathy Keay was an ex-officio member while Acting Managing Director.

**South Regional TAFE thanks them for their contributions.**





## Executive Leadership Team



**Blair Marsh**  
Managing Director

Blair joined SRTAFE in November 2024. He has worked in the Western Australian TAFE sector for 20 years including various roles at regional colleges and General Manager of Training Services at South Metropolitan TAFE for eight years.

### Lee-Anne Smith

Great Southern Training  
Director

Lee-Anne Smith has worked in the VET sector since 2004 as a Business Development Officer, Lecturer, Training Manager, Training Transition Consultant and now the Director of Training Great Southern. Lee-Anne is passionate about ensuring that students in regional WA have access to outstanding training programs and facilities that support strong employment and personal development outcomes.



**Michael Burgess**  
South West Training Director

Before his appointment in 2023, Michael was previously a Bunbury Campus Training Manager and Busselton Regional Campus Manager. He has also spent 12 years in community education and engagement with the Department of Fisheries, and five years as a CEO for the not-for-profit recreational fishing peak body in Victoria.



**Swain Kirk**  
Corporate Services Director

The former SRTAFE Chief Information Officer returned to the college in January as director following several years interstate in the university sector.

He has worked in vocational and tertiary educational organisations where he has prioritised the sustainable use of technology to support and improve student and staff outcomes. This followed a career in information technology through a diverse range of industries including mining, airports, rail, insurance, and central banking.

## Executive Leadership Team



### **Kate Moore**

Academic Quality and Development Director

Kate worked for many years in Victoria and Western Australia as a scientist across medical and agriculture laboratories. Since Kate entered the VET sector she has worked as a Science and Health lecturer, Head of Programs, Principal Lecturer and Quality Consultant in metropolitan and regional TAFEs. Enjoying being involved in quality, development and audits led Kate to move into academic quality and development.



### **Tiana Spencer**

People and Culture Director

Since joining SRTAFE in 2015, Tiana has worked as Busselton Regional Campus Manager, Bunbury Campus Training Manager in Health, Commerce & Environmental Sciences, and Human Resources Manager. Tiana has a focus on developing a culture that values its staff and their well-being to help enrich the organisation.

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Kathy Keay was Acting Managing Director from January to November 2024.

Director Organisational Services Michelle Willsher was seconded to Department of Training and Workforce Development from 12 February 2024 to 12 March 2025.

Clare Gibbons was Acting Director Organisational Services from 20 February 2024 to 20 August 2024.

### **Departures**

Associate Director Strategic Projects Steph Tchan 22 October 2024.

## Committees

### Executive Leadership Team

The Executive Leadership Team (ELT) provides strategic leadership and risk management oversight, identifies business growth opportunities and improvements, and gives expert advice to the Governing Council.

Membership is comprised of the Managing Director (Chair), Director Corporate Services, Directors Training Services Great Southern and South West, Director Organisational Services, Director People and Culture, Director Academic Quality and Development, and Director Strategic Partnerships.

*Convened: 17*

### Work Health and Safety Committee

The committee fosters a safe work environment across SRTAFE. Members actively engage in consultation, monitoring, and evaluation of WHS systems and practices through open communication and a strong safety culture. Members are from diverse roles within the organisation to ensure a broad range of perspectives.

Membership is comprised of the Director People and Culture (Chair), Health Safety and Risk Manager, Training Managers, Managers, Lecturers, Technicians, and other nominated directorate representatives.

*Convened: 5*

### Joint Consultative Committee

This is a forum to support constructive consultation between management, nominated representatives, the Civil Service Association of WA Incorporated, Community and Public Sector Union and the State School Teachers' Union of WA Inc. to improve business and operational performance within the working environment.

Membership is comprised of the Director People and Culture (Chair), Managing Director,

Directors Training Services South West and Great Southern, Director Academic Quality and Development, Director Corporate Services, Training Managers, SSTUWA organiser and nominated representatives, CPSU / CSA organiser and nominated representatives.

*Convened: 7*

### Information Technology Advisory Group

The Group facilitates effective communication on information and communication technology (ICT) issues and support to service delivery. It oversees the implementation of the college's strategic ICT policy and ensures ICT infrastructure supports current operations and emerging technologies.

Members are Director Corporate Services, Directors Training Services South West and Great Southern, Managers Infrastructure South West and Great Southern, Manager Information Security, Training Managers, Regional Campus Managers, Manager Student Experience, and Senior Governance Officer.

*Convened: 3*

### Academic Quality and Compliance Committee

The Committee is a principal academic governance body for maintaining the highest academic standards across the college. It has oversight of all VET programs and ensures compliance with Standards for Registered Training Organisations 2015.

The group reports to the Executive Leadership Team and membership is comprised of Director of Academic Quality and Development (Chair), Directors of Training Services South West and Great Southern, Training Managers, Training Product Development Manager, Principal Lecturers and Head of Department Nursing.

*Convened: 4*



## Committees

### Albany and Bunbury Aboriginal Advisory Committees

The two Aboriginal Advisory Committees provide vital guidance to the college on programs, services, and strategies, to meet the current and future training needs of Aboriginal and Torres Strait Islander students.

The Albany and Bunbury committees both collaborate with their respective local Aboriginal community groups, employers, employment networks, and students, to determine the training required for students to gain employment or enter further education.

Committee memberships may include Community Elders, and representatives from local Aboriginal corporations, WA Country Health, the Department of Communities, Aboriginal Community Controlled Health Organisations, Education Support Coordinators, the Jobs & Skills Centre, community members, and college Aboriginal Programs staff.

*Convened: 4 each*

### Reconciliation Action Plan Working Group

The Group identifies issues and topics of importance surrounding the implementation of the SRTAFE Innovative Reconciliation Action Plan (RAP). It also assists in the promotion, reporting and monitoring of college RAP initiatives.

Membership is comprised of the Director People and Culture (Chair), Director Training Services South West, Training Managers, Manager Jobs and Skills Centre, Marketing and Communications Team Leader, Aboriginal Programs, and other nominated staff.

*Convened: 6*

### Wellbeing Committee

The Committee supports an improved work environment through staff events, initiatives and programs relating to psychosocial wellbeing and other key priorities in the Wellbeing Framework and Strategy 2022-2024.

Members are Director People and Culture (Chair), Accessibility and Support Coordinators, Lecturers, Managers, Training Managers, Student Services, Principal Lecturers, Executive Support Officer, and other nominated staff.

*Convened: 6*

# Performance Management Framework

Government Goals		Services provided
<b>Government Goal 1</b> Future Jobs and Skills	<b>Government Goal 2</b> Sustainable finances	Vocational Education and Training
Agency Level Desired Outcomes		
<b>Desired Outcome 1</b> Provision of vocational education and training services that are responsive to government priorities and meet the community and industry training needs		
<b>Service Delivery 2</b> Responsible financial management and better service delivery		
Key Effectiveness Indicators		Key Efficiency Indicator
1.1 Overall Student Satisfaction 1.2 Graduate Achievement 1.3 Graduate Destination 1.4 Profile Achievement		2.1 Delivery Cost per Student Curriculum Hour

## Outcome Based Management Framework

Performance management is a systematic process that agencies use to improve their organisation’s effectiveness in achieving its goals.

The performance management framework is referred to as Outcome Based Management (OBM). The OBM enables agencies to monitor how their services reach their intended outcomes, focusing on results. By doing this, agencies enhance their capacity to effectively manage their organisation and provide a meaningful contribution to the WA community.

State government agencies work together to achieve the high-level goals that support the State Government’s vision and strategic outcomes.

Agency-level outcomes are intended to bring about behavioural change or satisfy a community or client need and link to the Government goals.

Through our desired outcome, ‘provision of vocational education and training services that are responsive to government priorities and meet the community and industry training needs,’ we provide input to the Government’s achievement of future jobs and skills.

The KPIs are part of the OBM designed to measure college performance. In conjunction with DTWD, the college has developed these KPIs to define outcome achievement (effectiveness indicators) and service delivery (efficiency indicators). The College uses these indicators to review performance and our ongoing commitment to improving programs and services.

The KPIs are included in the Managing Director’s Performance Agreement, the Annual Business Plan and the annual Delivery and Performance Agreement (DPA) negotiated with the VET (WA) Ministerial Corporation (refer to section 5. Financial Statements and KPIs).

# Performance Management Framework

Our desired outcomes, the services we provide and KPIs are reflected in the Performance Management Framework.

The college's performance in meeting these initiatives is detailed in Section 5.

## Changes to Outcome Based Management Framework

The OBM Framework is a Department of Treasury mandatory requirement, for all State Government Agencies. The OBM Framework describes how outcomes, services and KPIs are used to measure system performance.

The outcome-based management framework remained unchanged in 2024.

## Shared Responsibilities with Other Agencies

SRTAFE receives an annual funding allocation from the State Government through a resource agreement, the Delivery and Performance Agreement with the DTWD. SRTAFE reports to the DTWD on outcomes under that agreement.







# Agency performance



## Training services highlights

### Apprenticeships and Employment Based Training

2,456

Number of students

736,558

Delivered SCH

103%

% of target



The unprecedented amount of trades training included a higher than anticipated Semester 2 intake. Additional training was scheduled throughout the year to meet the industry demand that came from a range of employers from local business to State-wide operations.

- Most growth was at South West campuses for resources and construction apprenticeships such as heavy automotive, carpentry, plumbing, and electrotechnology.
- Trades training in other sectors such as landscape construction, cookery, and hairdressing also experienced strong student numbers.
- Pre-apprenticeship classes were full at almost all locations.
- Certificate II in Building and Construction (Pathway – Trades) (Wall and Ceiling Lining Pre-apprenticeship) was also introduced at the Bunbury Campus.
- New state-of-the-art trades training centre Albany Campus new \$22m new workshops were officially opened by the Minister for Training and Workforce Development, Hon Simone McGurk MLA, in June 2024 at an event attended by local training and community stakeholders.

The new facilities were named the Kinjarling Trades Workshops, in recognition of the local Noongar name for Albany and an initiative of the college's Reconciliation Action Plan. They will deliver specialist training locally in light and heavy automotive, metals and engineering, building and construction, electrical and plumbing. They replaced the 50-year-old trade facilities with a much more contemporary training setting in line with industry needs.

## Free and Lower Fee Delivery

3,152

Fee Free  
number of students

714,988

Delivered SCH

86%

% of target

2,782

Lower Fee, Lower Skills  
number of students

910,030

Delivered SCH

80%

% of target

The WA Government continued funding of the Fee Free and Lower Fees, Local Skills initiatives which is targeted at priority sectors and cohorts.

- There were high student numbers in community building learning areas Education Support, Early Childhood Education and Care, Community Services, which are delivered at every campus.
- Individual Support transitioned to the new qualification. All campuses now deliver the updated training package with contemporary training and practices.
- Diploma of Building Design is a Fee Free course added to create a pathway for students who studied Certificate IV Residential Drafting.
- The Fee Free Certificate IV Work Health and Safety has seen a surge in numbers at the Bunbury and Collie campuses, with the introduction of flexible blended delivery options to better cater for students seeking to upskill.
- Lower Fees, Local Skills civil construction skill sets such as skid steer, front end loader, and excavator, at Albany Campus continued to be popular.

- There was an increase in the Conservation and Ecosystem Management courses enrolments. This included students from the Western Australian Aboriginal Ranger Program which is administered by the Parks and Wildlife Service of the Department of Biodiversity, Conservation and Attractions.

The Program helps Aboriginal organisations manage country and protect the environment, in partnership with public and private sectors. SRTAFE provides customised traineeships and workplace training.

SRTAFE works with Great Southern organisations Binalup Aboriginal Corporation, Southern Aboriginal Corporation, and Gnowangerup Aboriginal Corporation, plus Karri Karrak Aboriginal Corporation (KKAC) and Undalup Association Inc in the South West on their inaugural Ranger programs.



## Priority industries

7,639

Number of students

1,748,066

Delivered SCH

122%

% of target

SRTAFE offers training programs according to industry demand and the needs of key sectors to support their workforce development and regional growth.

- Delivery of the Infrastructure Ready (Civil Construction) Skill Set was delivered to the thirteenth and final Yaka Dandjoo group of jobseeker participants who received free training and work placement during construction of the Bunbury Outer Ring Road. This completed a strong working relationship with the South West Gateway Alliance during the life of the project.
- The Heavy Vehicle Driver Operation Skill Set was expanded to new locations to help further address driver shortages in the transport industry.

Funding by the State Government in 2021 set up a pilot program in Collie Campus and now includes Albany, Katanning, and Esperance Campuses, and Pardelup Prison Farm.

In 2024 there were 120 students who completed the training with SRTAFE. An additional 500 places a year across WA until the end of 2027 were announced in the 2024/2025 State Budget.

- A free skill set to improve digital literacy began at Busselton Campus with in-person and online delivery available. The Introduction to Cyber Security Skill Set provides students with basic skills and knowledge to support the protection of personal and workplace information from online threats. The Certificate III in Information Technology (Cyber Security) offered in the South West is an introduction for people to begin a career in the sector.
- New electric and hybrid vehicles were received by SRTAFE for its automotive courses: two hybrid and electric vehicles at Bunbury campus, and three electric and a hybrid vehicle at the Albany Campus. The vehicles were funded by the \$25 million TAFE Modern Equipment program.
- There was further consolidation of Certificate II in Autonomous Workplace Operations at Albany and Collie campuses.
- The Fierce Skills short course and skill sets program at Albany Campus that is targeted to women was expanded from civil construction to include agriculture.

## General industry training

1,369

Number of students

341,161

Delivered SCH

103%

% of target

General industry training contributes to regional development by helping industry and community groups develop their local workforces.

- The college enhanced its finance training pathways through expanded flexible delivery of Certificate IV in Accounting and Bookkeeping and Certificate III in Accounts Administration to allow sector workers to enrol and upskill.
- The updated Certificate III and Certificate IV fitness pathway provides skills and knowledge required to be a qualified group exercise instructor or gym instructor in a sector that has experienced strong growth in recent years.
- Beekeeping at Bunbury Campus pivoted away from a full qualification to become a skill set for hobbyists, and was added to Bunbury Regional Prison delivery.
- Preparatory Skill Set for Professional Graphic Design Practice was added to the existing notable range of creative industries courses Diploma of Graphic Design, Certificate IV in Screen and Media and Certificates in Visual Arts at Margaret River Campus.
- Certificates in Gaining Access to Training and Employment were in high demand particularly with marginalised youth cohorts at Bunbury, Albany, Katanning and Collie Campuses and was expanded to Harvey Campus this year. The course is aimed at the development of personal, social and employability skills.
- The Certificate III in On-Country Management was developed by SRTAFE and the Department of Planning, Lands and Heritage in response to calls from Native Title organisations for delivery of training to improve the effective management and conservation of natural and cultural resources on Aboriginal lands. The first pilot program for the course was delivered by SRTAFE to 20 staff from Yamatji Southern Regional Corporation in Geraldton. In 2025, this program will transition from a pilot program to being available for all Western Australian TAFEs.

## VET Delivered to Secondary Students (VETDSS)

# 1,236

Students participated in VETDSS courses in 2024

# 347,005

Delivered SCH

There was high demand from Year 10, 11 and 12 high school students to fill an increased number of places available in 2024.

Bunbury Campus had full courses for the year. New courses offered included Certificate III in Early Childhood, Certificate III in Education Support, Certificate II in Sampling and

Measurement and Certificate II in Visual Arts. Two classes of the electro technology pre-apprenticeship were delivered thanks to a partnership with Bunbury Regional Trade Training Centre that allowed more training places.

A new Certificate II in Automotive Vocational Preparation was offered at Katanning Campus.



## Aboriginal and Torres Strait Islander students training and support

# 660

Students identified as Aboriginal and Torres Strait Islanders in Profile Funded Delivery

# 132

Qualifications completed Certificate II or above

# 155,682

Delivered SCH

SRTAFE continues to enhance training opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples.

- The Aboriginal School Based Training Program course Certificate I in Gaining Access to Training and Employment was delivered one day per week to 27 Year 10 students in Albany and Bunbury. It gave students confidence and skills to move into mainstream training, career guidance and support, and culturally inclusive activities and excursions to local businesses, organisations, and Aboriginal Corporations.
- In collaboration with Breakaway Aboriginal Corporation the Bunbury campus supported Certificate I in Tourism (Australian Indigenous Culture). It began off site and moved to campus once a week as students felt more confident. Undalup Aboriginal Corporation took students on culture tours of the South West. The college provided mentors and a tutor with successful results. Student transition to Certificate II and III looks promising with several securing places for 2025.
- The Follow the Dream program supports Aboriginal students to successfully complete their secondary schooling and gain training experience with a variety of industry areas. The college works with community groups and other education providers to help prepare Aboriginal students for a successful career pathway and identify potential role models.
- Pit Stops (Breakfast Club) are held about twice a week at Albany, Bunbury, and Esperance campuses. They provide students with a casual common place to meet, have a healthy meal or snack, and yarn with Aboriginal Programs or Jobs and Skills Centre staff for increased engagement with education and training.
- SRTAFE supports Aboriginal Corporations to manage Country and protect the environment through the provision of training in Conservation and Ecosystem Management. South West staff liaised with Karri Karrak Aboriginal Corporation, Undalup Association, Roelands Village and community members. Ranger groups assisted in 2024 from Albany Campus are Southern Aboriginal Corporation, Binalup Aboriginal Corporation, and Gnowangerup Aboriginal Corporation.
- Prepare, Produce, Provide collaborated with SRTAFE to run the 2024 Djinda Ngardak Program at the Bunbury Campus Epicure training restaurant and kitchen. The workshop blended traditional foods, modern culinary skills, culture, and community, to inspire the next generation to realise their potential.
- Albany Aboriginal Programs staff collaborated with Aboriginal corporations and organisations for tailored training options and the onboarding of trainees. Their needs analysis identified beneficial training programs.



## Aboriginal and Torres Strait Islander students training and support

- Albany Campus Certificate II Tourism students, Aboriginal Programs staff, and the college's Reconciliation Action Working Group celebrated National Reconciliation Week. A past Aboriginal tourism student did the Acknowledgement of Country and played the Didgeridoo to open the event. The on-campus Food for Thought Cafe featured local bush tucker ingredients, there were group activities to make bookmarks and braids, and several interactive information areas.
- In celebration and recognition of the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples across our regions, annual NAIDOC Week celebrations are held across the college.

### Reconciliation Action Plan (RAP) actions

SRTAFE is committed to strengthening relationships between Aboriginal and Torres Strait Islander peoples and other Australians, and our Innovate Reconciliation Action Plan (RAP) outlines our commitment to embedding reconciliation into our everyday processes and practices.

- 98 RAP actions listed, during 2024 there were 17 completed with 19 in progress.
- Ngala Maya student space at Bunbury Campus was upgraded to make it more inviting and increase its use.
- Aboriginal Programs staff travelled to all campuses to promote their services to key personnel.
- There was staff participation in National Reconciliation Week events.
- Aboriginal and Torres Strait Islander staff representation in June 2024:

WA Public Sector 2.8%

SRTAFE 4.0%



## Career Taster Program

Region	Experiences delivered	Students delivered to	Schools delivered to
South West	204	3184	21
Great Southern	189	3263	18
<b>TOTAL</b>	<b>393</b>	<b>6447</b>	<b>39</b>

The Year 9 Career Taster Program provides participants with an opportunity to explore career and study pathways to help make informed decisions about subject selections in Years 10, 11, and 12.

SRTAFE delivers the program from its Albany, Bunbury, Esperance, and Manjimup campuses. It features a wide variety of excursions, events, conferences, and workshops, with a focus on practical experiences to engage with the world of work.

SRTAFE thanks its industry and business collaborators that helps provide student experiences

- Civil Construction with the Bunbury Outer Ring Road
- Timber processing at Wespine Industries
- More than Museums, at Bunbury Heritage Centre and Museum
- Bunnings Teenage Tradie Program
- Women Working in Mining, with RCR Mining
- Bunbury Flying School
- Sports Central, South West Sports Centre
- Career Curious with MINDFLIGHT 7
- Careers in Hospitality with Shelter Brewery
- Sailing with Adventure Sail

- Careers @ Council hosted by Shire of Capel, Shire of Harvey, Shire of Boyup Brook, and Shire of Manjimup
- Pro Drone Solutions – Drones Shaping the Future
- Know your dough - Baking Association of Australia
- Transport and Logistics, CBH Albany and Esperance
- Maritime, Southern Ports Albany and Esperance
- Maritime, Svitzer
- Working in Hospitality, Rustlers Steakhouse
- Keeping things moving, Aurizon
- Aged Care, Clarence Estate
- TransafeWA - inSTRUCKTA
- Spuds anyone - Bathgate Farm
- Fitness, Bay of Isles Leisure Centre
- Working in Hospitality, Hilton Gardens
- The Arts, Albany Entertainment Centre
- Fletcher International

## Career Taster Program

More than 50 students gained a thorough understanding of the broad range of sports and fitness career opportunities from practical events at the Bunbury Campus gym and the City of Bunbury's South West Sports Centre.

Jerramungup District High School students spent two days in Albany. They visited the CBH grain receival and holding terminal and at Southern Ports they learnt about various maritime industry job opportunities before a tour of Svitzer Tug Maryon.

A 'Tradie for a Day' program was run over three days at Albany Campus for 80 students from Albany Senior High School, North Albany Senior High School, and St Joseph's College. Under the watchful eye of industry expert lecturers, students were guided through hands-on projects in engineering, carpentry, plumbing, and light automotive, and given valuable information to begin a trades career.





## Jobs and Skills Centres

SRTAFE has three Jobs and Skills Centres that provide a free one-stop-shop for career, training and employment services for students, employers, job seekers and the community.

The dedicated staff provide a range of services including career advice, apprenticeship information, employer support services, and a jobs board to connect jobseekers and employers.

### Albany

The Albany JSC had another successful year working with jobseekers and employers across the Great Southern. DTWD contracts Impact Services and Worklink to provide JSC services, with SRTAFE managing the service delivery.

- The JSC was the first point of call for workers affected by two Ravensthorpe mines placed into care and maintenance.
- The annual Deadly Jobs Expo, led by Impact Services and supported by the JSC and Worklink was held in June 2024 and attracted about 400 participants. The event was hosted by Ernie Dingo and connected Aboriginal job seekers with a diverse range of industries, training opportunities and employers. SRTAFE Aboriginal Programs and Course Advice staff also participated.
- JSC staff engaged with Albany Campus students and staff to raise awareness of its services, and the Learning Resource Centre displayed employment opportunities.
- The JSC provided their services to affected workers in the Forestry Industry through outreach to the local areas.
- JSC staff engaged with Bunbury Campus students and staff to raise awareness of its services, and the Learning Resource Centre displayed employment opportunities.
- The JSC Aboriginal Engagement Officer provides a culturally sensitive service about training and employment opportunities for a variety of clients and engages with Aboriginal Corporations and other stakeholders across the South West.
  - During 2024 the officer worked with Breakaway Aboriginal Corporation to assist disengaged students find alternate learning into Leadership and Tourism courses.
  - The officer organised and attended the Harvey Aboriginal Justice Open Day for job seekers to access information regarding identification such as licences and birth certificates.
- About 160 Aboriginal and Torres Strait Islander students from 10 South West high schools attended the fifth annual NAIDOC Careers Expo at Busselton Senior High School. It is the largest event of its type in the South West, run in partnership by Busselton SHS, Bunbury JSC and SRTAFE staff.

### Bunbury

The Bunbury JSC engages with individuals, community groups, schools, industry, and businesses at expos, information days, career days and career development workshops.

Jobs South West is contracted by DTWD to provide JSC services, with SRTAFE managing the service delivery.



## Jobs and Skills Centres

The expo provides students with information to make career choices and promotes the importance of education and the development of skill sets to gain employment.

A variety of businesses and employers are invited to engage with students to promote their career and training opportunities.

### Collie

The Collie JSC has a pivotal role to assist the town transition away from reliance on coal-fired power and coal mining. The JSC is staffed by college employees. Highlights this year included:

- Exceeded client contact targets.
- Received the SRTAFE Award For Excellence in Customer Service.
- Participated in the Collie Transition Expo.

This year Collie JSC, in conjunction with the Just Transition Consultants, assisted more than 300 workers to complete Individual Transition Plans. This led to about 200 people enrolled in training or working towards training participation.

It is expected that more workers will begin a formal transition planning journey as we move away from coal powered energy generation.



## Strategic Partnerships

### Collie Transition

SRTAFE has been a partner of the State Government's \$662 million commitment to the Collie's Just Transition Plan that supports community and industry move away from coal-powered energy generation.

SRTAFE is helping an estimated 350 affected workers who lack formal credentials become accredited with nationally recognised qualifications to help them gain new employment.

Through Collie Curriculum Program funding the college aims to map the in-house training programs of participant organisations to nationally recognised qualifications.

### New Collie training facility

A new site for the SRTAFE additional training facility in the heart of Collie's light industrial area was identified in October 2024.

Its acquisition will expand the range of training available locally in Collie and provide for closer linkages with local industry and employers.

A new site was required after investigations found the previous one was unsuitable to meet requirements for the proposed facility.

Planning and design work has begun with project completion expected for mid-2026.

### Forestry industry support

SRTAFE was involved for almost three years with the Native Forest Transition Workforce Transition Program that was established after the September 2021 announcement by the WA Government to native forest harvesting would end after 2023.

SRTAFE support was concluded in October 2024 due to low demand for services. During that period 34 transitioning workers completed 78 courses from 287 expressions of interest to SRTAFE and private RTOs.

### Future skills

A priority for our college is to collaborate with industries to better understand and address their future workforce needs to support their continued growth.

A priority area for the college is to support alternative energy providers to equip current and future staff with the necessary skills as demand, in technology and industry capabilities grow.



## Strategic Partnerships



SRTAFE Certificate III in On Country Management inaugural students were celebrated with a special event that showcased the pilot program.

The qualification delivery was developed by SRTAFE to equip students with the knowledge and skills required for effective management and conservation of natural and cultural resources on Aboriginal lands.

Minister for Aboriginal Affairs Dr Tony Buti gave a keynote address at the small graduation ceremony and morning tea for stakeholders and students on November 14 at the Museum of Geraldton.

Graduates included staff from the Yamatji and officers from the Department of Planning, Lands and Heritage (DPLH) and the Department of Biodiversity, Conservation and Attractions (DBCA). Students were given certificates to congratulate their achievement.

Delivered on Country and in a classroom setting, the course integrates Aboriginal cultural protocols and modern technology to ensure preservation of natural and cultural heritage, support sustainable management of resources and respect and honour cultural traditions and protocols.

Feedback from the pilot program will be incorporated into the course which will be delivered in 2025 to other organisations and has attracted interest from other TAFEs.

## Other performance highlights

### Scholarships

Through collaborative partnerships SRTAFE was able to offer 67 scholarships to students, helping with the financial burden of study, including:

- Jack Family Charitable Trust - 20 x \$500 to assist Great Southern region students with financial hardship.
- Western Power – course fees paid for successful applicants in Bunbury and Albany.
- Soroptimist International of Albany.
- Albany Halfway House Association.
- Denmark Music Foundation, and
- Federally funded Destination Australia Scholarships.

SRTAFE awarded 18 Women in Non-Traditional Trades (WiNTT) Scholarships.

Valued at \$5,000 the scholarship can be used to cover training costs and other associated expenses to support an eligible student's training journey.

The \$2 million WiNTT program by the WA Government will fund up to 400 places state-wide over four years (2024-2027) to improve women's economic participation and equality in traditionally dominated roles such as building and construction and science, technology, engineering and maths.

### Inclusive opportunities and accessibility

# 795

students disclosed having a disability in Profile Funded Delivery

# 239

qualifications completed Certificate II or above

SRTAFE Disability Access and Inclusion Plan 2021-2026 (DAIP) demonstrates the commitment and provides direction for improving access and inclusion for people with disability.

- Campus access improvements included: widening doors at Bunbury Campus K Block, a new automatic door opener at Collie Campus and remodelling a Harvey Campus pathway and corridor from the easy access parking bay through the building to reception, easy access parking bays re-asphalted and marked at Margaret River Campus.
- Inclusive practices and universal design were promoted and used by college staff to increase access and participation for all students. Universal design training was embedded in staff recommended training and lecturer induction requirements.
- Inclusive learning tools such as Microsoft Dictate, Read Aloud, Immersive Reader and Translate have been promoted to staff and students to use as needed.

The college continues to assist the increasing numbers of students with mental health issues.

Mental health awareness training and psychosocial training was made available to staff.

A student counselling services based at Bunbury and Albany campuses are available for all students in-person, online, phone or email assistance.



## Other performance highlights

### International Students

There were 62 of international students who attended SR TAFE in 2024. It was almost double the previous year's cohort, with one student in Albany Campus and others Bunbury Campus.

They were assisted by the college with a comprehensive orientation and ongoing support during their training.

The WA Regional TAFE International Student Bursary 2023–2024 and Australian Government Destination Australia scholarship helps international students achieve unique life experiences in regional WA while receiving high quality training. There were 28 students who received the Bursary and five students received a Destination Scholarships

International student related activities included:

- A morning tea for students to celebrate their first term.
- Truffle Kerfuffle Festival Manjimup opportunity to volunteer at an event with celebrity chef Gary Mehigan (pictured).
- Field trip to Ngilgi Cave in Yallingup.
- Diploma students hosted well-attended events in the Bunbury Campus Epicure Training Restaurant as part of their course work.
- The college showcased Bunbury campus to 11 education agents who explored the South West in October.
- Two groups from Gold Educational Tours South West visited Bunbury campus to experience a day in the life of an international student.



## Other performance highlights

### College Lecturer Industry Placement (CLIP) program

CLIP empowers lecturers to keep their industry knowledge and skills current through organised work placements as part of a WA Government initiative for all TAFEs.

Lecturers learn new practices they will integrate into their training which helps maintain innovative and quality training for students.

The 2024 CLIP program successfully supported 55 lecturers to update their currency and enhance knowledge of new and emerging practices.

The program will continue in 2025 with almost another 50 expressions of interest received from lecturers to participate.

Busselton Campus Art and Design lecturer Jess McKiernan gained further insight into the commercial side of creating when the opportunity arose to participate in the CLIP program and join with the Open Studios event in Margaret River.

As the placement was carried out as an exhibition and open studio event, she was able to create a body of work in the lead up to the show.

*"All these experiences link directly to the delivery across several units within the Certificate IV in Visual Art. I can use these experiences and skills directly in my teaching and discuss from firsthand experience what the best approaches are for my students,"* she said.

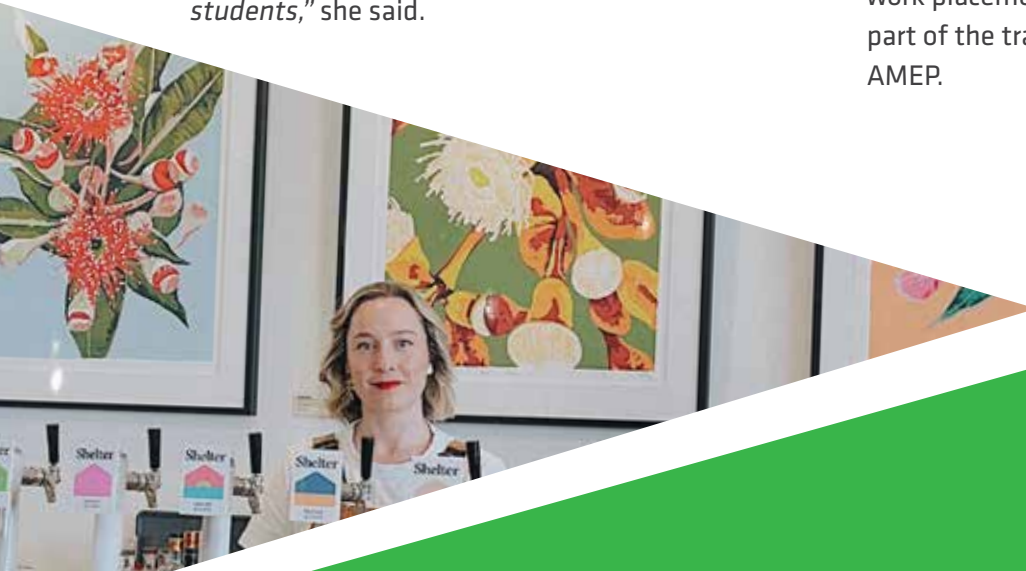
### Adult Migrant English Program (AMEP)

SRTAFE is contracted to provide eligible migrants and permanent residents with free English classes to assist with settlement in Australia.

There were many shared successes as students gained confidence to access community spaces, apply for further education, and enter the workforce.

Overall, there were more than 200 students enrolled in AMEP courses during 2024, up by about five per cent on the previous year.

- SRTAFE has begun or reintroduced several strategies to assist this cohort. These include volunteer tutor sessions that focus on improving conversational English abilities, and childcare support.
- A free swimming lesson and water safety program was combined with language education for culturally and linguistically diverse students, provided through AMEP in collaboration with Shire of Augusta Margaret River. A similar program was also run in Busselton with expansion to Albany being developed for 2025.
- A Settlement Language Pathways to Employment and Training program was run at Busselton campus to send six students on work placements. This program is an important part of the transition to the workplace after AMEP.



## Other performance highlights



### Third Party Arrangements

SRTAFE had nine third party arrangements during 2024 with specialist organisations who provide nationally recognised training across a range of industries including forestry, agriculture, pathology, process operations, and outdoor recreation.

In March 2024 the college started a third-party agreement to deliver Certificate III in Pathology Collection with Charles Telfair Institute located in Mauritius.

There have been two semester cohorts with 22 students in each class. Many have obtained work in the field upon their training completion.

The training and assessment have been regarded as a success and will continue in 2025.

### Campus and facilities upgrades

As part of the State Government's significant investment in TAFE facilities and equipment, major works have been undertaken across the college to upgrade our campuses including:

- Completion of stage two of the Albany trades workshop project.
- Additional funding has been committed for stage three of the Albany trades workshop project with construction expected to commence in January 2025.
- Funding committed to establish the Collie industrial skills training facility with construction tender scheduled to be awarded June 2025, and
- Ongoing investment in the purchasing of training equipment via the State government's \$25 million Modern Equipment program.

## Feedback and complaints

The SR TAFE Customer Service Charter outlines our commitment to provide all clients with professional and friendly service.

The charter defines a complaint as “if you are not satisfied with any part of the service, you have received or feel you have not been treated fairly or reasonably” and provides clients with an avenue to deliver feedback about our services, decisions, policies and facilities.

SRTAFE Client Complaints & Feedback policy complies with the Australia/New Zealand Standard Guidelines for Complaint Management in Organisations (AS/NZ 10002:2014) and the Ombudsman WA guidelines for effective handling of complaints.

All complaints are dealt with effectively, promptly and without prejudice or bias. Feedback is reported regularly to the Executive Leadership Team which helps the college’s continuous improvement practice.

In 2024 there were 16 compliments, 25 suggestions, 114 complaints and 3 OSH issues.

### Learner questionnaire

Quality Indicator Surveys inform a mandatory requirement for the Standards for Registered Training Organisations 2015. It provides the college with both student and employer feedback to inform college business improvements.

Our 2024 student overall satisfaction rate has again remained high with our college receiving a 95.16% student satisfaction rate from 475 responses. Some of the key highlights identified by students included:

- I identified ways to build on my current knowledge and skills
- Trainers encouraged learners to ask questions
- Trainers had excellent knowledge of the subject content
- The training focused on relevant skills
- I developed the knowledge expected from this training

All employer questionnaire respondents identified as having apprentices or trainees attending the college.

Throughout the year, we received responses from employers in agriculture, automotive, beauty, business, building and construction, electrical, engineering, environmental conservation, health and hospitality, and mining.

The student and employer questionnaires identified several business improvements which are being addressed through local area action plans.



## People and Culture

SRTAFE introduced the People and Culture Directorate in 2024. This strategic pivot highlighted our commitment to progressive workforce management.

The new Directorate applies a holistic approach that integrates talent management, employee experience, organisational health and safety, staff development, and strategic workforce planning.

It aims to be a strategic partner to all college departments, to drive cultural excellence and ensure our people strategies are proactively aligned with our long-term organisational purpose and values.

Our recruitment methodology has undergone a comprehensive redesign, focusing on:

- Diverse and inclusive selection panels.
- Union representation across recruitment processes.
- A new internal opportunity process that opens all positions longer than three months to internal staff.

### Building Leadership Impact

In a commitment to organisational excellence, SRTAFE has embraced the Public Sector Commission's Building Leadership Impact (BLI) Framework.

The BLI implementation embeds leadership capability across all levels of our organisation through a nuanced framework that defines leadership contexts and expected behaviours.

Highlights of BLI implementation in 2024 include:

- Strategic Implementation Approach
  - Conducted extensive context mapping across the entire organisation.
  - Established six distinct leadership contexts, ranging from Personal Leadership to Agency Leadership.
  - Engaged more than 98% of staff in a consultative context mapping process.
- Created dedicated working groups to integrate BLI principles across the employee life cycle.
- Comprehensive Staff Engagement
  - Developed a dedicated BLI intranet resource.
  - Implemented regular communication strategies.
  - Utilised e-Learning resources developed by the Public Sector Commission (PSC).
  - Initiated diverse working groups representing all directorates and campuses.

### Investments in staff development

The college has continued its commitment to the training and development of its staff with an increase in professional development opportunities that focused on progression, leadership and college values.

Some of the successful initiatives and PD opportunities included:

- BLI awareness raised at college Welcome Days, delivered by the PSC.
- Monthly Senior Leadership Team Sessions.
- Senior Training Leaders Inductions.
- Public Interest Disclosure training, delivered by PSC.
- Responsibilities for misconduct, delivered by PSC.
- Wellbeing webinars covering:
  - Building bridges, not barriers: Fostering neurodiversity at work.
  - Depression Awareness – Managing depression with confidence.
  - RU Ok with Stress and Anxiety.
- Recruitment PD opportunities
  - Mastering the application process.
  - RAMS system training and recruitment panel chair training.

# Significant issues impacting the agency



## Current and emerging issues and trends

South Regional TAFE is committed to being responsive to current and emerging issues regarding our VET delivery operations, our stakeholders, and the regions we support.

This approach enables the college to be future focused to meet the current and emerging trends that affect the needs of our local employers, community, and government priorities.

### National Skills Agreement

The \$1.34 billion National Skills Agreement (NSA) is a five-year joint agreement between the Commonwealth and states and territories to strengthen the VET sector. It began 1 January 2024.

The NSA will embed national cooperation and strategic investment to transform the vocational education sector and provide workforces with skills to grow the economy.

The agreement is driving DTWD priorities and SRTAFE operational responsibilities.

The WA Skills and Workforce Development Action Plan was published 29 November 2024. It sets the state's strategic direction, initiatives, and actions, against the eight Nationally Agreed Priority Actions:

- gender equality
- closing the Gap
- supporting the Net Zero transformation
- sustaining essential care services

- developing Australia's sovereign capability and food security
- Australia's digital and technology capability
- delivering housing supply, and
- reforms to improve the regulation of VET qualifications and quality.

### Clean Energy Skills National Centre of Excellence

The NSA will establish TAFE Centres of Excellence to share best practice teaching and learning products between TAFE institutions across Australia through the National TAFE Network.

The WA State Government and the Australian Government have partnered to create the Clean Energy Skills National Centre of Excellence (CESNCE).

Involving WA TAFE colleges and other training institutes, CESNCE will specialise in the training delivery of clean energy technologies including solar, wind, hydrogen, and batteries.

SRTAFE has engaged in the development of CESNCE with the goal to make a meaningful training contribution as investment grows in regional clean energy infrastructure and support regional development.



# Disclosures and legal requirements





## Ministerial disclosures and legal requirements

### **Ministerial directives**

SRTAFE did not receive any ministerial directives during 2024.

## Other financial disclosures

### Pricing policy of services provided

The Vocational Education and Training (Colleges) Regulations 1996 make provision for a college to determine fees or charges that are payable for any particular vocational education or training or related service supplied by a college not being a service for which a fee is prescribed by the regulations.

A fee or charge imposed under that regulation is to conform with the VET Fees and Charges Policy issued each year by the DTWD, if it relates to materials supplied, is to not to exceed the cost of the materials, and any determination fixing the fees or charges is to be published on the college's website

### Capital works

Equipment upgrades and infrastructure investment

- Stage two of the Bunbury walkway project is scheduled for completion in Jan 2025 with a funding commitment of \$1 million.
- Minor works were completed at the Bunbury campus with the refurbishment on the B Block male toilet to modernize and ensure easy access compliancy.
- The horticulture greenhouse located at the Albany campus was refurbished in December 2024.
- Master Plan completed for the Bunbury campus to provide a guiding document for future infrastructure growth of the campus.

### Training equipment

As part of the State Government's \$25 million Modern Equipment Program, the college has been allocated \$3 million over a four-year period with the following items being procured in 2024:

#### Albany campus

- Elevated Work Platform, trailer mounted boom lift for Short Courses.
- Two electric and a hybrid vehicle for light automotive training.
- 7.5-ton excavator for Heavy Auto.
- Numeric control Plasma Cutter and 3 in 1 welding machines for engineering.

#### Bunbury campus

- Tesla electric vehicle and a hybrid Mitsubishi for light Auto.
- Milling machines and hydraulic Surface grinder for Metal Fabrication.

#### Narrogin campus

- Nursing equipment including portable bedside patient monitors.

#### Collie campus

- Drone training package.

#### Katanning

- Forklift for Short course delivery.

#### Mount Barker

- Manikins and Personal Support Aids.

#### Esperance

- Nail Technician tables.

#### Denmark

- Permaculture and music equipment.

## Employment and industrial relations

### Employment

Subject to the Public Sector Management Act 1994, any decision of a college in the exercise of the function conferred on it by section 47 of the Vocational Education and Training Act 1996 (“the Act”) is the responsibility of the Managing Director of the college.

### Industrial relations

SRTAFE did not have any significant industrial matters during the twelve-month reporting period.

### Workers compensation

Our determined efforts in fostering a culture of safety and implementing rigorous health and safety measures have yielded remarkable results.

Our dedication to proactive risk management, worker training and a continuous improvement mindset has played a pivotal role in achieving a substantial reduction in workers’ compensation claims.

As we reflect on our achievements, it is pertinent to note that we anticipate the Insurance Commission of WA to lead the way in guiding our adherence to the upcoming changes in the Workers Compensation and Injury Management Act set to come into effect in June 2024.

### TAFE lecturers new industrial agreement

The State School Teachers’ Union of Western Australia accepted a replacement three-year TAFE lecturers industrial agreement from the State Government in September 2024.

The agreement included a 12 per cent salary increase over three years from 15 December 2023 and measures to support workload management and workforce retention.

### Equal Employment Opportunity

SRTAFE is committed to sustaining a diverse and inclusive workforce in which all employees feel valued and respected.

During the reporting period the college met its reporting obligations under equity based legislative and public sector management requirements.

### Staff profile

		FTE 2022	FTE 2023	FTE 2024
<b>Lecturing Staff</b>	Permanent	188.46	218.58	212.61
	Contract	37.49	44.06	55.38
	Casual	7.50	10.72	6.85
	<b>LECTURING TOTAL</b>	<b>233.45</b>	<b>273.36</b>	<b>274.84</b>
<b>Support Staff</b>	Permanent	148.59	161.45	156.84
	Contract	28.86	39.99	32.56
	Casual	2.35	3.34	1.75
	<b>SUPPORT TOTAL</b>	<b>179.8</b>	<b>204.78</b>	<b>191.15</b>
	<b>GRAND TOTAL</b>	<b>413.25</b>	<b>478.14</b>	<b>465.98</b>

Note: Taken from data assembled for HR MOIR September Quarterly FTE reports

## Employment and industrial relations

Equity and diversity principles are embedded in college policies and documentation, including access to training and development guidelines, access and equity policy, grievance management processes, and our Code of Conduct.

Furthermore, our DAIP aims to ensure that people with disability have access to all our services, programs and facilities. The college has also complied with the Public Sector Commission's equity and diversity reporting requirements through the Minimum Obligatory Information Requirements (MOIR).

The achievement of diversity targets is monitored through the quarterly Public Sector Commission Diversity Dashboard.

### Substantive equality

SRTAFE has integrated substantive equality and equal employment opportunity into its policies, workplace practices and education, including the refreshed lecturer induction program, and the services it provides. In 2024 the college has articulated its commitments within its Substantive Equality Policy, DAIP, RAP, Recruitment Selection and Appointment Policy, recruitment selection and appointment training material, Staff Code of Conduct and the staff corporate induction program.

### Coordination of labour relations

For the purpose of coordinating and facilitating the exercise by colleges of the function conferred by section 47 of the Act and to the extent that the exercise of the function has or may have implications for industrial or labour relations in the wider context of the TAFE system, or public sector generally, the Governing Council and Managing Director of a college are to ensure that the exercise of the function is coordinated through the Department of Training and Workforce Development.

### Governance disclosures

Directors liability insurance SRTAFE paid \$21,047.73 for Directors and Officers Liability insurance to indemnify and director (as defined in Part 3 of the Statutory Corporations (Liability of Directors) Act 1996) against a liability incurred under sections 13 or 14 of the Statutory Corporations (Liability of Directors) Act 1996.

### Public interest disclosures

The Public Interest Disclosure Act 2003 provides for the disclosure of public interest information and provides protection for those who make disclosures and those who are subject of disclosures. In accordance with the Act, SRTAFE has a dedicated Public Interest Disclosure Officer and has reviewed internal policies and procedures related to obligations under the Act.

No public interest disclosures were received during 2024.



## Other legal requirements

### Act of grace payments

There were no act of grace payments made during 2023.

### Unauthorised use of credit cards

Private use of corporate card during 1 January 2023 to 31 December 2023	
The number of instances the Western Australian Government Purchasing Card has been used for a personal purpose	13
The aggregate amount of personal use expenditure for the reporting period	\$426
The aggregate amount of personal use expenditure settled by the due date	\$329
The aggregate amount of personal use expenditure settled after the period required	\$97
The aggregate amount of personal use expenditure outstanding at the end of the reporting period	\$0
The number of referrals for disciplinary action instigated by the notifiable authority during the reporting period Number of employees misusing their cards	Nil
Number of employees misusing their cards	10

### Advertising and marketing expenditure

Pursuant to the requirements of section 175ZE of the Electoral Act 1907, the following expenditures were incurred by, or on behalf of, the College in relation to advertising, and marketing

Expenditure	Total \$	Organisations	Amount \$ ex GST
Media Advertising Organisations	\$130,655.00	Carat	\$130,655.00
Direct Advertising	\$ 10,934.52	Facebook	\$9,493.52
		Aurora Magazine	\$490.00
		Denmark Community Radio	\$951.00
Directories	\$4,924.00	Denmark Chamber of Commerce	\$359.00
		Katanning Regional Business Association	\$590.00
		Margaret River Directory	\$300.00
		Busselton Chamber of Commerce	\$430.00
		Narrogin Chamber of Commerce	\$273.00
		Collie Chamber of Commerce	\$410.00
		Bunbury Geographe Chamber of Commerce	\$ 1,870.00
		Esperance Chamber of Commerce	\$ 332.00
		Albany Chamber of Commerce	\$360.00
			<b>\$146,513.52</b>

## Other legal requirements

### Remuneration

The individual cost of remunerating Governing Council members for SRTAFE was as follows:

Position Title	Member Name	Type of Remuneration	Period of Membership	Base Salary/Sitting Fees	Other Benefits/Allowances Travel	Gross/Actual Remuneration for the Calendar Year
Chair	Susan Barrera	Annual	12 Months	\$26,063.42	\$4,999.35	\$31,062.77
Deputy Chair	Wendy Giles	Sessional, per meeting ½ day	12 Months	\$3,060.00	\$1,286.90	\$4,346.90
Member	Nadine Carter	Sessional, per meeting ½ day	12 Months	\$1,768.00	\$1,448.26	\$3,216.26
Member	Helen Grzyb	Sessional, per meeting ½ day	12 Months	\$1,326.00	\$760.07	\$2,086.07
Member	Noelle Jones	Sessional, per meeting ½ day	12 Months	\$2,652.00	\$2,536.06	\$5,188.06
Member	Garry Green	Sessional, per meeting ½ day	12 Months	\$2,210.00	\$249.73	\$2,459.73
Member	Michael Ansell	Sessional, per meeting ½ day	12 Months	\$2,210.00	\$249.73	\$2,459.73
Member	Cobie Rudd	Sessional, per meeting ½ day	6 Months	\$1,326.00	\$152.49	\$1,478.49
Member	Leah Lrving	Sessional, per meeting ½ day	6 Months	\$442.00	\$50.83	\$492.83
Member	David Dhu*	Sessional, per meeting ½ day	6 Months	\$-	\$-	\$-
Member	Kenneth Kelly**	Sessional, per meeting ½ day	6 Months	\$-	\$-	\$-
Member	Mairead Dempsey**	Sessional, per meeting ½ day	6 Months	\$-	\$-	\$-
						<b>\$ 52,790.84</b>

\* Did not attend a meeting

\*\* Government Employee not eligible for remuneration

## Other legal requirements

### Government policy requirements

Public sector ethics, integrity and corruption prevention Policies and supporting material are accessible to employees via the college's intranet and are promoted by the Human Resources branch through the commencement and onboarding process.

All commencing staff are required to complete four core modules to ensure their understanding of the ethical standards and integrity required of them as a Public Sector employee. These modules consist of:

- Corporate Induction.
- Accountable and Ethical Decision Making.
- WHS Induction
- Records Awareness Training.

Staff are also required to familiarise themselves with as well as sign to acknowledge the current

Staff Code of Conduct. Completion of these requirements is regularly reported to the college Executive Leadership Team.

Integrity and conduct matters are a standing item on all team meeting agendas, to encourage ongoing conversations and sharing. The college has evaluated the integrity environment internally using the Public Sector Commission's Integrity Snapshot Tool and evaluated policies, procedures and systems in line with the recommendations of WA integrity agencies (e.g., Public Sector Commission, Corruption and Crime Commission and Office of the Auditor General).

No breach of Public Sector Standards claim was lodged in 2024.

Four disciplinary matters took place in 2024. Two staff received a training opportunity and reprimand, one received a training opportunity, and one resigned before the matter was completed.

### Record keeping plan

During 2024 we continued to follow best practice in records management in accordance with Section 19 of the State Records Act 2000.

A current Sector Wide Record Keeping Plan approved by the State Records Commission is in place and valid until 2028.

The college's Record keeping Policy is compliant with the TAFE- sector consolidated Record keeping Plan. SRTAFE continued delivering record keeping training sessions in 2024.

All training sessions are readily available to staff to assist them in meeting their record keeping responsibilities.

The training program is a part of the mandatory induction program delivered both online and where necessary in-person.

### Policy framework

Our policies have been designed to answer questions and provide support to staff on delivery and assessment, finance, human resources, occupational health and safety, governance, student services, client and administration services, communications and facilities.

They support and promote effective administration practices by providing consistent operational procedures that meet our compliance requirements.

## Other legal requirements

We review each policy at least once every three years, undertaking an evaluation assessment to confirm ongoing usefulness and changes to legislation, government policy requirements and business rules.

In 2024 we reviewed and updated 87 policies, developed, and added 5 new policies, and removed 10 policies. Staff are informed of policy changes via email, on the intranet and during relevant PD and online information sessions.

### WA Multicultural Plan

SRTAFE is progressing its Multicultural Plan, in line with the WA Charter of Multiculturalism.

In 2024 there were 1545 students who advised they were born overseas and not from an Anglosphere majority English speaking country. This equates to almost 14 per cent of the total students enrolled.

Highlights from 2024 include:

- Among our Cultural and Linguistically Diverse (CaLD) students was a cohort of about 200 students enrolled in AMEP courses, up by about five per cent on the previous year.
- In a revamp of awards categories, the Cultural Diversity Training Award remained a feature in the higher tier awards for students.
- SRTAFE recommends the Office of Multicultural Interest's Diverse WA: Cultural Competency Training to be completed by new staff members.
- The college submitted its Multicultural Plan 2024-2027 to the Minister for Immigration and Multicultural Affairs. This plan will continue to guide the college towards its goals of respect and understanding with our CaLD community members and the rich contributions they make to our communities.

### Progress in achieving WA's targets for preventing exposure to asbestos fibres

- The Asbestos Management Plan outlines legislative requirements, identification of asbestos hazards, risk assessments and control measures in place, including the review of any identified asbestos containing materials and the need to read the Plan in conjunction with the Asbestos Register.
- An Asbestos Register is held for all campuses and identifies all known asbestos at each relevant site. Registers are renewed by a competent person employed by a third-party contractor specialising in this area every two years.
- All contractors at the Albany and Bunbury campus must sign-in via an electronic system which includes a checkbox for the person to confirm that they have reviewed the asbestos register prior to commencing works. At regional campuses, this process is completed via a hard copy sign in register that is located at each front reception.
- All contractors must complete an annual safety induction prior to completing any works and must agree to the terms relating to the identification and management of Asbestos-Containing Materials (ACM).
- Online training modules explaining the types of asbestos, associated health risks and statutory requirements are available to all staff.

### Work health and safety (WHS)

#### Statement of commitment to WHS

SRTAFE is dedicated to safeguarding the health, safety, and welfare of workers and visitors.

Our commitment to WHS is outlined in the WHS Policy, which articulates the guiding principles and the college's strategy for the ongoing enhancement of health and safety standards within the workplace.



## Other legal requirements

Statement of commitment injury management  
SRTAFE is committed to the effective management of all injuries physical and psychological sustained by our workers.

We prioritise the health and well-being of our workforce and provide comprehensive injury management support. Our commitment extends to ensuring a swift and safe return to meaningful work for workers who experience work-related injuries or illnesses.

We adhere to the guidelines outlined in the Workers' Compensation and Injury Management Act 1981.

### Health, Safety and Wellness Plan

The college adopted a smooth transition to the new WHS legislation. Staff provided comprehensive information and training across all management areas integrating health, safety and wellness into operations while reducing duplication, simplifying processes, and automating systems for efficient reporting.

Our leadership demonstrated a robust commitment and has also consistently made their presence felt throughout the implementation of WHS initiatives. Our visibility was evident through regular communication channels, safety meetings, and on-the-ground presence, reinforcing the importance of health and safety across all levels of the organisation.

### Commitment to work health and safety and injury management

SRT is committed to providing a safe and healthy working and learning environment. We prioritise worker and visitor safety, and empower staff to identify and address hazards.

Our leadership team promotes a positive safety culture to ensure compliance with WHS regulations.

We foster a culture of reporting and investigation, prioritise mental health and wellbeing, and engage in open communication to achieve a safe and healthy workplace.

Furthermore, we are committed to effective Workers' Compensation and Injury Management, ensuring timely and appropriate support for injured workers.

### Staff consultation

SRT is committed to effective consultation on WHS matters. We have established a network of channels to consult and coordinate WHS activities including elected Health and Safety Representatives, Family and Domestic Violence Officers, Public Interest Disclosure Officers, regular team meetings, and a formal WHS committee.

Additionally, we collaborate with other persons conducting a business or undertaking (PCBU) to ensure a safe working environment for all involved.

### Compliance with the injury management requirements of the Workers' Compensation and Injury Management Act 1981.

The college has reviewed its injury management and workers' compensation system and aligned it with the requirements of the new Workers' Compensation and Injury Management Act 2023. All staff are informed during their induction and resources are available on the intranet and business system.

We collaborate with injured employees and their medical practitioners to develop and implement personalised return-to-work plans, in accordance with the Act.

### Assessment of work health and safety management system

SRT conducted an internal audit at the start of 2024 to evaluate the effectiveness of WHS policies, procedures, and risk management systems.

## Other legal requirements

### Performance data report

Indicator	YTD results				Target	Target
	2021	2022	2023	2024		
Number of fatalities	0	0	0	0	0	Achieved
Lost time injury/disease incidence rate	0.45	0.45	0.40	0.32	Zero (0) or 10% reduction on previous 3 years	Achieved
	3 year average 0.43					
Lost time injury severity rate	50	50	33.33	50	Zero (0) or 10% reduction on previous 3 years	Not Achieved
	3 year average 44.44					
Percentage of injured workers returned to work	50%	100%	100%	50%	Actual percentage greater than or equal to 80% return to work within 26 weeks	Not Achieved
(i) within 13 weeks						
(ii) within 26 weeks	50%	100%	100%	50%		
Percentage of managers and supervisors trained in occupational safety and health and injury management responsibilities	73%	80%	80%	82%	Greater than or equal to 80%	Achieved

## Legislative environment

SRTAFE complies with the following relevant legislation

### State

- Auditor General Act 2006
- Building Act 2011
- Children and Community Services Amendment Bill 2021
- Civil Liability Act 2002
- Classification (Publications, Films and Computer Games) Enforcement Act 1996
- Commercial Tenancy (Retail Shops) Agreements Act 1985
- Corruption, Crime and Misconduct Act 2003
- Disability Services Act 1993
- Electoral Act 1907
- Equal Opportunity Act 1984
- Financial Management Act 2006
- Freedom of Information Act 1992
- Library Board of Western Australia Act 1951
- Industrial Relations Act 1979
- Integrity (Lobbyists) Act 2016
- Interpretation Act 1984
- Legal Deposit Act 2012
- Legal Deposit Regulations 2013
- Minimum Conditions of Employment Act 1993
- Parliamentary Commissioner Act 1971
- Procurement Act 2020
- Public and Bank Holidays Act 1972
- Public Health Act 2016
- Public Interest Disclosure Act 2003
- Public Sector Management Act 1994
- Salaries and Allowances Act 1975
- School Education Act 1999
- State Records Act 2000
- State Superannuation Act 2000
- Statutory Corporations (Liability of Directors) Act 1996
- Vocational Education and Training Act 1996
- Work Health and Safety Act 2020
- Workers' Compensation and Injury Management Act 2023
- Working with Children (Criminal Record Checking) Act 2004
- Workforce Reform Act 2014

### Commonwealth

- A New Tax System (Goods and Services Tax) Act 1999
- Archives Act 1983
- Competition and Consumer Act 2010
- Copyright Act 1968
- Corporations Act 2001
- Disability Discrimination Act 1992
- Education Services for Overseas Students Act 2000
- Electronic Transactions Act 1999
- Fair Work (Registered Organisations) Act 2009
- Fringe Benefits Tax Act 1986
- Income Tax Assessment Act 1997
- Higher Education Support Act 2003
- National Vocational Education and Training Regulator Act 2011
- Privacy Act 1988
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Spam Act 2003
- Standards for Registered Training Organisations (RTOs) 2015
- Statutory Corporations (Liability of Directors) Act 1996
- Student Identifiers Act 2014
- Tertiary Education Quality and Standards Agency Act 2011
- VET Student Loans Act 2016

# Financial statements and KPIs





# Independent auditor's opinion



## Auditor General

### INDEPENDENT AUDITOR'S REPORT 2024 SOUTH REGIONAL TAFE

To the Parliament of Western Australia

## Report on the audit of the financial statements

### Opinion

I have audited the financial statements of the South Regional TAFE (TAFE) which comprise:

- the statement of financial position as at 31 December 2024, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the South Regional TAFE for the year ended 31 December 2024 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions.

### Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

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

### Responsibilities of the Governing Council for the financial statements

The Governing Council is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

## Independent auditor's opinion

In preparing the financial statements, the Governing Council is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the TAFE.

### Auditor's responsibilities for the audit of the financial statements

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at [https://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf).

## Report on the audit of controls

### Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the South Regional TAFE. The controls exercised by the South Regional TAFE are those policies and procedures established by the Governing Council to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the South Regional TAFE are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 31 December 2024, and the controls were implemented as designed as at 31 December 2024.

### The Governing Council's responsibilities

The Governing Council is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.

### Auditor General's responsibilities

As required by the Auditor General Act 2006, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed.

## Independent auditor's opinion

I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 Assurance Engagements on Controls issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

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

### Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

## Report on the audit of the key performance indicators

### Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the South Regional TAFE for the year ended 31 December 2024 reported in accordance with the Financial Management Act 2006 and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the South Regional TAFE for the year ended 31 December 2024 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the TAFE's performance and fairly represent indicated performance for the year ended 31 December 2024.

### The Governing Council's responsibilities for the key performance indicators

The Governing Council is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions and for such internal control Governing Council determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Governing Council is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 904 Key Performance Indicators.

## Independent auditor's opinion

### Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 904 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

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

### My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Other information

The Governing Council is responsible for the other information. The other information is the information in the entity's annual report for the year ended 31 December 2024, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and, accordingly, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information.



## Independent auditor's opinion

If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

### **Matters relating to the electronic publication of the audited financial statements and key performance indicators**

This auditor's report relates to the financial statements and key performance indicators of the South Regional TAFE for the year ended 31 December 2024 included in the annual report on the TAFE's website. The TAFE's management is responsible for the integrity of the TAFE's website. This audit does not provide assurance on the integrity of the TAFE's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Grant Robinson  
Assistant Auditor General Financial Audit  
Delegate of the Auditor General for Western Australia  
Perth, Western Australia  
20 March 2025

## Certification of key performance indicators

We hereby certify that the KPIs are based on proper records, are relevant and appropriate for assisting users to assess South Regional TAFE's performance, and fairly represent the performance of the Agency for the financial year ended 31 December 2024.



Susan Barrera

Governing Council Chair

21 March 2025



Blair Marsh

Managing Director

21 March 2025

## Key performance indicators

Through our desired outcome 'provision of vocational education and training services that are responsive to government priorities and meet the community and industry needs,' we provide input to the Government's achievement of future jobs and skills.

We have developed KPIs to report performance relating to the effectiveness and efficiency with which the above outcomes have been achieved.

The college uses these indicators in reviewing its performance and in its ongoing commitment to improve its programs and services.

### Government Goals

<b>Government Goal 1</b> Future Jobs and Skills	<b>Government Goal 2</b> Sustainable finances
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### Agency Level Desired Outcomes

<b>Desired Outcome 1</b> Provision of vocational education and training services that are responsive to government priorities and meet the community and industry training needs	<b>Service Delivery 2</b> Responsible financial management and better service delivery
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### Services Provided

Vocational Education and Training
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### Key Effectiveness Indicators

<b>1.1</b> Overall Student Satisfaction Rate	<b>1.2</b> Graduate Achievement Rate	<b>1.3</b> Graduate Destination Rate	<b>1.4</b> Achievement of Profile Delivery
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### Key Efficiency Indicator

<b>2.1</b> Overall Cost per Student Curriculum Hour
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## Key performance indicators of effectiveness

The effectiveness indicators measure the achievement of vocational education and training in meeting community and industry needs via student and graduate satisfaction, graduates' labour force status and profile achievement.

### Stakeholder satisfaction

#### Key Effectiveness Indicator

##### 1.1 Overall Student Satisfaction Rate

In 2024, the Student Satisfaction Survey was conducted by Wallis Group, a third-party research agency, on behalf of the DTWD. The survey's key focus was to measure student satisfaction with the training they received.

Students enrolled in 2024 were invited to complete the WA Student Satisfaction Survey online.

Additionally, students could complete a hard copy questionnaire provided by staff at each campus or through Computer-Assisted Telephone Interviewing (CATI). The Student Satisfaction Survey fieldwork was conducted between September and November 2024.

Using a five-point scale, the survey measured the "satisfied" and "very satisfied" responses to the question "Overall, how satisfied were you with your course?" with one being "very satisfied" and five being "very dissatisfied."

Of the 6,604 students eligible to complete the survey, 1,387 responded, resulting in a response rate of 21.0%. Although the response rate was low, responses received were representative of the total population. The results found that the 2024 student satisfaction target of 88.0% overall student satisfaction with the college (as measured by a response of either "satisfied" or "very satisfied") was exceeded by 1.8%, with overall student satisfaction at 89.8%.

Table 1 : Overall Student Satisfaction Rate

	2022 Actual	2023 Actual	2024 Target	2024 Actual	Target Variance
South Regional TAFE	90.3%	92.1%	88.0%	89.8%	+1.8%
Western Australia	85.7%	87.3%	n/a	84.7%	n/a

Notes

1. Source: Department of Training and Workforce Development, 2024 WA Student Satisfaction Survey.

2. Derivation: Standard error and confidence intervals are based on NET satisfaction scores and measured at a 95% confidence interval.

### Student outcome survey

The Student Outcomes Survey, conducted on behalf of the National Centre for Vocational Education Research (NCVER), aims to assess vocational education and training students' employment, further study outcomes, and training opinions.

Based on the survey's feedback, the following indicators are calculated:

- Graduate Achievement Rate (Qualification Completers Achievement)
- Graduate Destination Rate (Qualification Completers in Employment)



## Key Effectiveness Indicator

### 1.2 Graduate Achievement Rate

The “Graduate Achievement” question within the Student Outcomes Survey gauges the extent to which graduates “Achieved their main reason for doing the training.” This metric reflects the percentage of graduates who reported fully or partially achieving their primary training objective.

The question offered four answer choices: “Yes,” “No,” “Partly,” and “Don’t know yet.”

In 2024, 891 of 2,344 graduates (38.0%) participated in the survey, yielding a relative sampling error of +/- 1.9% at the 95% confidence level. South Regional TAFE surpassed the 2024 target of 87% for graduate achievement by 1.9%.

Table 2: Graduate Achievement Rate

	2022 Actual	2023 Actual	2024 Target	2024 Actual	Target Variance
South Regional TAFE	87.2%	87.8%	87.0%	88.9%	+1.9%
TAFE Western Australia	86.3%	85.6%	n/a	85.1%	n/a
TAFE Australia	85.7%	86.6%	n/a	84.8%	n/a
All VET providers Australia	87.2%	88.1%	n/a	86.4%	n/a

## Key Effectiveness Indicator

### 1.3 Graduate Destination Rate

Graduate destination data is also taken from the Student Outcomes Survey and measures the percentage of qualification completers in employment after training.

In 2024, 891 of 2,344 graduates (38.0%) participated in the survey, resulting in a relative sampling error of +/- 2.6% at the 95% confidence level. Notably, the college outperformed the 2024 target for graduate destination by 2.7%, exceeding the 75% benchmark.

Table 3: Graduate Destination Rate

	2022 Actual	2023 Actual	2024 Target	2024 Actual	Target Variance
South Regional TAFE	79.7%	81.5%	75.0%	77.7%	+2.7%
TAFE Western Australia	76.0%	77.4%	n/a	74.0%	n/a
TAFE Australia	75.6%	77.7%	n/a	74.1%	n/a
All VET providers Australia	77.4%	79.5%	n/a	75.0%	n/a

#### Notes

- Source: National Centre for Vocational Education Research (NCVER) on behalf of the Australian Government, state and territory governments, 2024 National Student Outcomes Survey.
- Derivation: Measured at a 95% confidence interval.
- Comment: The Student Outcomes Survey is based on students who completed their vocational education and training in Australia during 2023, with data collected mid-2024. Not in the scope of this survey are international students, students from correctional facilities, short course delivery and students under 15 years of age.

### Achievement of college profile delivery

The “achievement of profile delivery indicator” gauges the college’s success in meeting its targets outlined in the DTWD negotiated Delivery Performance Agreement (DPA).

This indicator is primarily informed by the distribution of Student Curriculum Hours (SCH), reflecting the extent to which the college fulfills its contractual obligations.

The delivery profile considers government priorities, individual needs, industry demands, and the local community.

Translated through courses that represent occupational classifications, the college’s SCH delivery reflects its responsiveness to these diverse needs.

The table below compares planned DPA activity against actual delivery in 2024. While the planning process involves forecasting training demand based on government priorities, individual needs, and industry trends, variations between planned and actual SCH delivered highlight the college’s agility and ability to adapt to market changes.

### Key Effectiveness Indicator

#### 1.4 Achievement of Profile Delivery

This key performance indicator shows the percentage of SCH achieved for activities contracted with DTWD, and translated through courses that represent occupational classifications, the college’s SCH delivery reflects its responsiveness to these diverse needs.

In 2024, the original DPA target was set to 2,630,000 SCH, with final achieved figure of 2,907,563 SCH at 110.6%.

The growth in SCH over 2024 has been generated through increased regional population growth and the WA Government Fee Free courses in relevant industry areas. These, and the improved reputation of the college, have driven, and continue to drive, increased student enrolments.

Delivery areas that reflected considerable increases in student numbers from the 2024 target to achieved include:

Community and personal service workers, professionals, technicians and trade workers.

Table 4: Profile Achievement

2022 Actual	2023 Actual	2024 Target	2024 Actual Profile SCH	2024 Actual	Target Variance
85.4%	100.6%	100%	2,907,563	110.6%	10.6%

Notes

1. Source: South Regional TAFE, NAT files.
2. Derivation: DPA data represents the actual achievement of SCH in respective years.
3. Comment: Profile achievement is calculated by the actual DPA SCH achieved divided by the target SCH contained in the DPA.

### Profile analysis - classification of occupations

SR TAFE's profile training delivered by major ANZSCO (Australia and New Zealand Standard Classification of Occupations) levels for 2024 is provided below, and by ANZSCO sub-group levels on the next page.

*Table 5: Profile Achievement by Major ANZSCO Groups*

<b>ANZCO Major Group</b>	<b>Target</b>	<b>Actual</b>	<b>Achieved %</b>
Clerical and administrative workers	173,699	162,626	93.6%
Community and personal service workers	846,916	1,069,468	126.3%
General education	149,774	101,502	67.8%
Labourers	389,423	370,828	95.2%
Machinery operators and drivers	144,510	105,437	73.0%
Managers	30,642	30,809	100.6%
Professionals	156,761	205,896	131.3%
Sales workers	5,455	4,345	79.7%
Technicians and trades workers	732,820	856,652	116.9%
<b>Total</b>	<b>2,630,000</b>	<b>2,907,563</b>	<b>110.6%</b>

Table 6: Profile Achievement by ANZSCO Sub-Groups

ANZSCO Major	ANZSCO Groups	Target	Actual	Achieved
CLERICAL AND ADMINISTRATIVE WORKERS	General Clerical Workers	81,596	62,256	76.3%
	Numerical Clerks	62,130	60,350	97.1%
	Office Managers and Program Administrators	17,643	22,045	125.0%
	Personal Assistants and Secretaries	12,330	17,975	145.8%
COMMUNITY AND PERSONAL SERVICE WORKERS	Carers and Aides	541,950	708,616	130.8%
	Health and Welfare Support Workers	167,333	185,232	110.7%
	Hospitality Workers	27,660	34,754	125.7%
	Sports and Personal Service Workers	109,973	140,866	128.1%
GENERAL EDUCATION	Adult Literacy/ESL	62,970	39,992	63.5%
	Targeted Courses	86,804	61,510	70.9%
LABOURERS	Construction and Mining Labourers	66,898	46,399	69.4%
	Factory Process Workers	23,058	26,487	114.9%
	Farm, Forestry and Garden Workers	208,726	202,346	96.9%
	Food Preparation Assistants	16,650	14,242	85.5%
	Other Labourers	74,091	81,354	109.8%
MACHINERY OPERATORS AND DRIVERS	Machine and Stationary Plant Operators	83,800	77,861	92.9%
	Mobile Plant Operators	44,140	7,571	17.2%
	Road and Rail Drivers	16,570	20,005	120.7%
MANAGERS	Chief Executives, General Managers and Legislators	2,470	3,730	151.0%
	Farmers and Farm Managers	10,644	9,516	89.4%
	Hospitality, Retail and Service Managers	15,028	10,143	67.5%
	Specialist Managers	2,500	7,420	296.8%
PROFESSIONALS	Arts and Media Professionals	37,111	42,009	113.2%
	Design, Engineering, Science and Transport Professionals	49,550	74,797	151.0%
	Education Professionals	40,700	51,525	126.6%
	ICT Professionals	29,400	37,565	127.8%
SALES WORKERS	Sales Assistants and Salespersons	5,455	4,345	79.7%
	Automotive and Engineering Trades Workers	232,459	213,358	91.8%
	Construction Trades Workers	134,077	140,537	104.8%
	Electrotechnology and Telecommunications Trades Workers	58,624	107,109	182.7%
	Engineering, ICT and Science Technicians	110,130	156,814	142.4%
	Food Trades Workers	27,494	48,317	175.7%
	Other Technicians and Trades Workers	118,921	115,547	97.2%
	Skilled Animal and Horticultural Workers	51,115	74,970	146.7%
<b>Total</b>		<b>2,630,000</b>	<b>2,907,563</b>	<b>110.6%</b>

Notes: Source: SR TAFE, NAT files. \* Comparative figures based on 2024 original DPA figures



## Key performance indicators of efficiency

The efficiency indicator demonstrates responsible financial management and better service delivery by measuring the efficiency which the college manages its resources to provide VET programs.

### Key Effectiveness Indicator

#### 2.1 Overall Cost per Student Curriculum Hour

The overall cost per SCH shows the aggregate unit cost of delivery output per SCH, based on the delivery costs (total cost of service) as detailed in the Financial Statements.

Table 7: Overall Cost per SCH

Year	Target Cost / SCH	Actual Cost / SCH	Variance
2024	\$28.67	\$28.58	(\$0.09 )
2023	\$24.30	\$30.83	\$6.53
2022	\$22.00	\$29.83	\$7.83

#### Notes

1. Comment: The total delivery cost per SCH is calculated by dividing the total cost of services by the absolute SCH delivered, including profile and non-profile delivery. Non-profile delivery in 2024 was 195,606 SCH.
2. The 2024 Target is based on the 2024 Section 40 Budget Estimates Total Cost of Services divided by the forecast profile and commercial SCH.

# Certification of financial statements

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## Disclosures and Legal Compliance

### Financial Statements

#### Certification of Financial Statements

For the reporting period ended 31 December 2024

The accompanying financial statements of South Regional TAFE have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the reporting period ended 31 December 2024 and the financial position as at 31 December 2024.

At the date of signing we are not aware of any circumstances which would render the particulars included within the financial statements misleading or inaccurate.



Susan Barrera  
Governing Council Chair  
18 March 2025



Blair Marsh  
Managing Director  
18 March 2025



Neil Lattimer  
Chief Financial Officer  
18 March 2025

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<b>South Regional TAFE</b>			
<b>STATEMENT OF COMPREHENSIVE INCOME</b>			
<b>FOR THE YEAR ENDED 31 DECEMBER 2024</b>		2024	2023
	Notes	\$	\$
<b>COST OF SERVICES</b>			
<b>Expenses</b>			
Employee benefits expenses	2.1 (a)	59,883,079	55,359,500
Supplies and services	2.2	16,345,970	15,499,703
Finance costs	6.3	242,818	190,590
Grants and subsidies	2.2	74,250	461,100
Other expenses	2.2	5,802,411	5,629,224
Cost of sales	3.3	179,804	150,526
Loss on disposal of non-current assets	3.6	16,598	85,723
Depreciation and amortisation expense	4.1.1	6,147,621	5,485,284
<b>Total cost of services</b>		<b>88,692,552</b>	<b>82,861,649</b>
<b>Income</b>			
Fee for service	3.2	2,029,380	1,631,305
Student fees and charges	3.2	3,535,897	3,434,921
Ancillary trading	3.2	339,857	295,699
Commonwealth grants and contributions	3.2	17,450	13,931
Sales	3.3	217,444	174,267
Interest revenue	3.4	575,328	476,280
Other revenue	3.5	349,681	212,577
<b>Total revenue</b>		<b>7,065,038</b>	<b>6,238,982</b>
<i>Gains</i>			
Gain arising from changes in fair value - land	3.6	899,000	-
Gain on disposal of lease arrangements	3.6	236,849	44,410
<b>Total gains</b>		<b>1,135,849</b>	<b>44,410</b>
<b>Total income other than income from State Government</b>		<b>8,200,887</b>	<b>6,283,391</b>
<b>NET COST OF SERVICES</b>		<b>80,491,665</b>	<b>76,578,258</b>
<b>Income from State Government</b>			
Income from other public sector entities	3.1	72,647,007	64,768,803
Resource Received	3.1	3,908,964	2,776,900
<b>Total income from State Government</b>	3.1	<b>76,555,971</b>	<b>67,545,703</b>
<b>SURPLUS/(DEFICIT) FOR THE PERIOD</b>		<b>(3,935,694)</b>	<b>(9,032,554)</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
<b>Items not reclassified subsequently to profit or loss</b>			
Changes in asset revaluation surplus	4.1	15,311,032	5,194,490
<b>Total other comprehensive income</b>		<b>15,311,032</b>	<b>5,194,490</b>
<b>TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD</b>		<b>11,375,338</b>	<b>(3,838,065)</b>

The Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

## OFFICIAL

South Regional TAFE STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024		2024	2023
	Notes	\$	\$
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents	6.1	6,872,443	3,374,594
Restricted cash and cash equivalents	6.1	2,039,260	102,395
Receivables	5.1	1,102,579	1,104,274
Inventories	3.3	66,895	98,009
Other current assets	5.2	551,675	286,579
<b>Total Current Assets</b>		<b>10,632,852</b>	<b>4,965,851</b>
<b>Non-Current Assets</b>			
Restricted cash and cash equivalents	6.1	-	1,543,000
Property, plant and equipment	4.1	155,274,577	123,899,387
Right-of-use assets	4.2	3,682,563	4,657,753
<b>Total Non-Current Assets</b>		<b>158,957,139</b>	<b>130,100,139</b>
<b>TOTAL ASSETS</b>		<b>169,589,992</b>	<b>135,065,991</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Payables	5.3	2,322,354	1,463,729
Lease liabilities	6.2	272,483	244,596
Employee related provisions	2.1 (b)	8,643,331	8,261,472
Other current liabilities	5.4	1,508,826	852,930
<b>Total Current Liabilities</b>		<b>12,746,994</b>	<b>10,822,728</b>
<b>Non-Current Liabilities</b>			
Lease liabilities	6.2	3,573,133	4,669,250
Employee related provisions	2.1 (b)	4,152,368	3,959,305
<b>Total Non-Current Liabilities</b>		<b>7,725,501</b>	<b>8,628,555</b>
<b>TOTAL LIABILITIES</b>		<b>20,472,494</b>	<b>19,451,283</b>
<b>NET ASSETS</b>		<b>149,117,497</b>	<b>115,614,708</b>
<b>EQUITY</b>			
Contributed equity		157,519,326	135,391,875
Reserves		41,037,394	25,726,362
Accumulated surplus / (deficit)		(49,439,224)	(45,503,530)
<b>TOTAL EQUITY</b>		<b>149,117,497</b>	<b>115,614,707</b>

The Statement of Financial Position should be read in conjunction with the accompanying notes.



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South Regional TAFE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024	2024	2023
	\$	\$
<b>CASH FLOWS FROM STATE GOVERNMENT</b>		
Income from other public sector entities	73,500,881	65,039,315
<b>Total Net cash provided by State Government</b>	<b>73,500,881</b>	<b>65,039,315</b>
Utilised as follows:		
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Payments</b>		
Employee benefits expenses	(58,727,614)	(55,664,305)
Supplies and services	(11,866,230)	(13,217,315)
Finance Cost	(242,818)	(190,590)
Grants and subsidies	(74,250)	(461,100)
GST payments on purchases	(1,372,341)	(1,598,733)
GST payments to taxation authority	-	(691)
Other payments	(5,759,231)	(5,622,050)
<b>Receipts</b>		
Fee for service	2,003,201	2,190,515
Student fees and charges	3,450,333	3,396,518
Ancillary trading	339,857	295,699
Commonwealth grants and contributions	17,450	13,931
Interest received	544,840	426,087
GST receipts on sales	122,802	186,448
GST receipts from taxation authority	1,323,811	1,375,707
Other receipts	598,240	415,453
<b>Net cash provided by/(used in) operating activities</b>	<b>(69,641,950)</b>	<b>(68,454,426)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
<b>Payments</b>		
Purchase of non-current physical assets	(723,992)	(1,141,537)
<b>Receipts</b>		
Proceeds from sale of non-current physical assets	2,273	6,272
Capital Contribution	1,013,368	410,000
<b>Net cash provided by/(used in) investing activities</b>	<b>291,649</b>	<b>(725,265)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
<b>Payments</b>		
Principal elements of lease payments	(215,732)	(265,789)
Other repayments	(43,135)	(101,040)
<b>Net cash provided by/(used in) financing activities</b>	<b>(258,867)</b>	<b>(366,829)</b>
Net increase (decrease) in cash and cash equivalents	<b>3,891,713</b>	<b>(4,507,205)</b>
Cash and cash equivalents at the beginning of period	5,019,989	9,527,194
<b>CASH AND CASH EQUIVALENTS AT THE END OF PERIOD</b>	<b>8,911,703</b>	<b>5,019,989</b>

Notes

6.1

The Statement of Cash Flows should be read in conjunction with the accompanying notes.

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South Regional TAFE				
STATEMENT OF CHANGES IN EQUITY				
FOR THE YEAR ENDED 31 DECEMBER 2024				
Notes	Contributed Equity	Reserves	Accumulated Surplus / (Deficit)	Total Equity
	\$	\$	\$	\$
<b>Balance at 1 January 2023</b>	134,732,125	20,531,873	(36,470,976)	118,793,022
Surplus/(deficit)			(9,032,554)	(9,032,554)
Other comprehensive income		5,194,490	-	5,194,490
<b>Total comprehensive income for the period</b>	-	5,194,490	(9,032,554)	(3,838,065)
Transactions with owners in their capacity as owners:				
Capital appropriations	410,000	-		410,000
Other contributions by owners	249,750	-		249,750
Distributions to owners	-	-		-
<b>Total</b>	659,750	-	-	659,750
<b>Balance at 31 December 2023</b>	<b>135,391,875</b>	<b>25,726,362</b>	<b>(45,503,530)</b>	<b>115,614,707</b>
<b>Balance at 1 January 2024</b>	135,391,875	25,726,362	(45,503,530)	115,614,707
Surplus/(deficit)			(3,935,694)	(3,935,694)
Other comprehensive income		15,311,032	-	15,311,032
<b>Total comprehensive income for the period</b>	-	15,311,032	(3,935,694)	11,375,338
Transactions with owners in their capacity as owners:				
Capital appropriations	1,013,368	-		1,013,368
Other contributions by owners	21,114,083	-		21,114,083
Distributions to owners	-	-		-
<b>Total</b>	22,127,451	-	-	22,127,451
<b>Balance at 31 December 2024</b>	<b>157,519,326</b>	<b>41,037,394</b>	<b>(49,439,224)</b>	<b>149,117,497</b>

The Statement of Changes in Equity should be read in conjunction with the accompanying notes.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

**1 Basis of preparation**

South Regional TAFE (SR TAFE) is a WA Government entity and is controlled by the State of Western Australia, which is the ultimate parent. SR TAFE is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Governing Council of SR TAFE on 18 March 2025.

**Statement of compliance**

The financial statements constitute general purpose financial statements that have been prepared in accordance with Australian Accounting standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by Treasurer's instructions. Several of these are modified by modified by Treasurer's instructions to vary application, disclosure, format and wording.

The Act and Treasurer's instructions are legislative provisions governing the preparation of financial statements and take precedence over Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board. Where modification is required and has had a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

**Basis of preparation**

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. The balances and movements detailed are rounded which may result in discrepancies between totals and the sum of components.

**Accounting for Goods and Services Tax (GST)**

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by SR TAFE as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

**Judgements and estimates**

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

**Contributed equity**

Accounting Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, to be designated by the Government (the owner) as contributions by owners (at the time of, or prior to transfer) before such transfers can be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 955 *Contributions by Owners Made to Wholly Owned Public Sector Entities* and have been credited directly to Contributed Equity.

**Comparative information**

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

- Property, Plant and Equipment reconciliations;
- Intangible Asset reconciliations; and
- Right-of-Use Asset reconciliations

**2 Use of our funding**

**Expenses incurred in the delivery of services**

This section provides additional information about how SR TAFE’s funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by SR TAFE in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expenses	2.1(a)
Employee related provisions	2.1(b)
Other expenditure	2.2

**2.1(a) Employee benefits expenses**

Employee benefits  
Termination benefits  
Superannuation - defined contribution plans

**Employee benefits expenses**

Add: AASB 16 Non-monetary benefits (not included in employee benefits expense)

Provision of vehicle benefits

Less: Employee contributions

Provision of housing benefits

Less: Employee contributions

**Total employee benefits provided**

	2024	2023
	\$	\$
Employee benefits	52,822,126	50,162,755
Termination benefits	1,185,851	-
Superannuation - defined contribution plans	5,875,102	5,196,745
<b>Employee benefits expenses</b>	<b>59,883,079</b>	<b>55,359,500</b>
Add: AASB 16 Non-monetary benefits (not included in employee benefits expense)		
Provision of vehicle benefits	143,443	197,702
Less: Employee contributions	(124,576)	(174,616)
Provision of housing benefits	72,647	57,655
Less: Employee contributions	(37,626)	(48,752)
<b>Total employee benefits provided</b>	<b>59,936,968</b>	<b>55,391,490</b>

**Employee benefits** include wages, salaries and social contributions, accrued and paid leave entitlements and paid leave entitlements and paid sick leave, and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing, cars and free or subsidised goods or services) for employees.

**Termination benefits** are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when SR TAFE is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

**Superannuation** is the amount recognised in profit or loss of the Statement of Comprehensive Income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, other GESB schemes, or other superannuation funds.

**AASB 16 Non-monetary benefits** are non-monetary employee benefits, predominantly relating to the provision of vehicle and housing benefits that are recognised under AASB 16 and are excluded from the employee benefits expense.

**Employee Contributions** are contributions made to SR TAFE by employees towards employee benefits that have been provided by SR TAFE. This includes both AASB-16 and non-AASB 16 employee contributions.

**2.1(b) Employee related provisions****Current**Employee benefits provision

Annual leave

Long service leave

Deferred salary scheme

Purchased leave

Other provisions

Employment on-costs

Other

**Total current employee related provisions****Non-current**Employee benefits provision

Long service leave

Other provisions

Employment on-costs

**Total non-current employee related provisions****Total employee related provisions**

	2024	2023
	\$	\$
Annual leave	3,550,841	3,237,889
Long service leave	4,358,112	4,203,262
Deferred salary scheme	256,139	192,112
Purchased leave	11,252	(5,303)
	<u>8,176,344</u>	<u>7,627,960</u>
Employment on-costs	466,987	633,512
Other	-	-
<b>Total current employee related provisions</b>	<b><u>8,643,331</u></b>	<b><u>8,261,472</u></b>
Long service leave	3,890,242	3,492,124
	<u>3,890,242</u>	<u>3,492,124</u>
Employment on-costs	262,127	467,181
<b>Total non-current employee related provisions</b>	<b><u>4,152,368</u></b>	<b><u>3,959,305</u></b>
<b>Total employee related provisions</b>	<b><u>12,795,699</u></b>	<b><u>12,220,778</u></b>

Provision is made for benefits accruing to employees in respect of annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

**Annual leave liabilities:** Are classified as current as there is no right at the end of the reporting period to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

**Long service leave liabilities:** are unconditional long service leave provisions and are classified as current liabilities as SR TAFE does not have the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because SR TAFE has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as SR TAFE does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement, and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

**Deferred salary scheme liabilities:** Are classified as current where there is no right at the end of the reporting period to defer settlement for at least 12 months after the reporting period.

**Purchased leave liabilities:** Classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period. This leave must be used each calendar year and cannot be accrued from year to year.

**Employment on-costs:** The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of Note 2.2 Other expenditure (apart from the unwinding of the discount (finance cost)) and are not included as part of SR TAFE's 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.



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NOTES TO THE FINANCIAL STATEMENTS

**Employment on-costs provisions**

Carrying amount at start of period	
Additional / (reversals of) provisions recognised	
<b>Carrying amount at end of period</b>	

2024	2023
\$	\$
1,100,693	606,781
(371,580)	493,825
<b>729,113</b>	<b>1,100,693</b>

**Key sources of estimation uncertainty - long service leave**

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating SR TAFE's long service leave provision. These include:

- Expected future salary rates
- Discount rates
- Employee retention rates; and
- Expected future payments

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision.

Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

**2.2 Other expenditure****Supplies and services**

Consumables and minor equipment	
Communication expenses	
Utilities expenses	
Consultancies and contracted services	
Minor works	
Rental Cost	
Travel and passenger transport	
Advertising and public relations	
Staff professional development activities	
Software licence expense	
Insurance expense	
Other supplies and services expenses	
<b>Total supplies and services expenses</b>	

2024	2023
\$	\$
3,628,819	4,187,363
188,385	194,696
1,295,360	1,252,860
8,496,672	7,176,159
731,159	416,861
205,302	196,485
353,779	452,760
159,452	162,153
154,576	313,914
599,011	592,769
367,848	327,001
165,606	226,681
<b>16,345,970</b>	<b>15,499,703</b>

**Grants and subsidies**

Workplace training cost subsidies	
<b>Total grants and subsidies</b>	

74,250	461,100
<b>74,250</b>	<b>461,100</b>

**Other expenses**

Audit fees	
Building maintenance	
Employment on-costs	
Repairs and maintenance - Equipment & Other	
Student prizes and awards	
Losses and write-offs	
2023 Delivery and Performance Agreement (DPA) refund	
Other	
<b>Total other expenses</b>	

202,000	184,300
780,236	958,745
3,658,168	3,659,559
683,195	780,256
100,292	30,104
20,468	12,951
357,699	-
353	3,309
<b>5,802,411</b>	<b>5,629,224</b>

**Total other expenditure**

<b>22,222,631</b>	<b>21,590,026</b>
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**Supplies and services expenses** are recognised as an expense in the reporting period in which they are incurred.

**Rental expenses include:**

- i) Short-term leases with a lease term of 12 months or less;
- ii) Low-value leases with an underlying value of \$5,000 or less; and
- iii) Variable lease payments, recognised in the period in which the event or condition that triggers those payments occurs.

**Repairs, maintenance and minor works** are recognised as expenses as incurred, except where they relate to the replacement of a significant component of an asset. In that case, the costs are capitalised and depreciated.

**Other operating expenses** generally represent the day-to-day running costs incurred in normal operations.

**Building and infrastructure maintenance and equipment repairs and maintenance costs** are recognised as expenses as incurred, except where they relate to the replacement of a significant component of an asset. In that case, the costs are capitalised and depreciated.

**Employment on-costs** includes workers' compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liabilities is included at Note 2.1(b) Employee related provisions. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

### 3 Our funding sources

#### How we obtain our funding

This section provides additional information about how SR TAFE obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by SR TAFE and the relevant notes are:

	Notes
Income from State Government	3.1
User charges and fees	3.2
Trading profit	3.3
Interest revenue	3.4
Other revenue	3.5
Gains/(Losses)	3.6

#### 3.1 Income from State Government

Income from Other Public Sector Entities received during the period:

	2024	2023
Income from Other Public Sector Entities received during the period:	\$	\$
Delivery and Performance Agreement (DPA)	68,729,530	62,366,304
Non-DPA Grants from Department of Training and Workforce Development (DTWD)	2,499,569	1,243,507
Income from Other Public Entities:	1,000,000	-
Fee for service - Government (other than DTWD)	53,428	79,656
International Division Fees - Government	364,481	170,245
Local Aboriginal Cultural Heritage Services training program from Department of Planning, Land and Heritage (DPLH)	-	909,091
	<b>72,647,007</b>	<b>64,768,803</b>

Resources received free of charge from other State Government agencies during the period:

	2024	2023
Department of Training and Workforce Development		
- Corporate systems support	2,724,260	2,081,699
- Marketing and publications	259,122	336,408
- Human resources and industrial relations support	-	78,425
- Lease agreements	718,205	-
- Other	97,860	280,368
State Solicitors Office	109,518	-
	<b>3,908,964</b>	<b>2,776,900</b>

#### Total income from State Government

	<b>76,555,971</b>	<b>67,545,703</b>
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Income from Other Public Sector Entities is recognised as income when the performance obligations are satisfied.

If there is no performance obligation, income will be recognised when SR TAFE receive the funds.

Grants and subsidies from the DPA fund the net cost of services delivered.

Appropriate revenue comprises a cash component less the refund due to DTWD (a liability).

**Resources received** free of charge or for nominal cost are recognised as income (and assets or expenses) equivalent to the fair value of the assets, or the fair value of those services that can be reliably determined and which would have been purchased if not donated.

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**3.2 User charges and fees****Fee for service**

Fee for service - general	
Fee for service - Commonwealth Government	
International fees	
<b>Total fee for service</b>	

**Student fees and charges**

Tuition fees	
Enrolment and Resource fees	
Recognition of prior learning (RPL) fees	
Other College fees	
<b>Total student fees and charges</b>	

**Ancillary trading**

Liveworks (not a trading activity)	
Other Ancillary Revenue	
<b>Total ancillary trading</b>	
<b>Total user charges and fees</b>	

**Commonwealth Grants and Contributions**

Commonwealth specific purpose grants and contributions	
<b>Total commonwealth grants and contributions</b>	

Revenue is recognised and measured at the fair value of consideration received or receivable. Student fees and charges are recognised over time as and when the course is delivered to students. Revenue from fee for service is recognised over time as and when the service is provided. Revenue from ancillary trading is recognised when the service or goods are provided.

**3.3 Trading profit****Bookshop**

Sales	
Cost of Sales:	
Opening Inventory	
Purchases	
Closing Inventory	
Cost of Goods Sold	
<b>Total trading profit/(loss) - Bookshop</b>	

**Other trading****Total trading profit/(loss) - Other trading****Total Trading profit/(loss)****Closing Inventory comprises:****Current inventories**

At cost	
<b>Total current inventories</b>	

	2024	2023
	\$	\$
<b>Fee for service</b>		
Fee for service - general	826,401	637,691
Fee for service - Commonwealth Government	1,164,600	957,189
International fees	38,379	36,425
<b>Total fee for service</b>	<b>2,029,380</b>	<b>1,631,305</b>
<b>Student fees and charges</b>		
Tuition fees	1,977,244	2,009,219
Enrolment and Resource fees	1,539,131	1,380,997
Recognition of prior learning (RPL) fees	14,677	36,003
Other College fees	4,845	8,703
<b>Total student fees and charges</b>	<b>3,535,897</b>	<b>3,434,921</b>
<b>Ancillary trading</b>		
Liveworks (not a trading activity)	284,963	237,972
Other Ancillary Revenue	54,894	57,728
<b>Total ancillary trading</b>	<b>339,857</b>	<b>295,699</b>
<b>Total user charges and fees</b>	<b>5,905,134</b>	<b>5,361,926</b>
<b>Commonwealth Grants and Contributions</b>		
Commonwealth specific purpose grants and contributions	17,450	13,931
<b>Total commonwealth grants and contributions</b>	<b>17,450</b>	<b>13,931</b>

	2024	2023
	\$	\$
<b>Bookshop</b>		
Sales	193,778	145,815
Cost of Sales:		
Opening Inventory	(98,009)	(82,208)
Purchases	(148,689)	(166,327)
Closing Inventory	(246,699)	(248,535)
Cost of Goods Sold	66,895	98,009
<b>Total trading profit/(loss) - Bookshop</b>	<b>13,974</b>	<b>(4,710)</b>
<b>Other trading</b>		
<b>Total trading profit/(loss) - Other trading</b>	<b>23,666</b>	<b>28,451</b>
<b>Total Trading profit/(loss)</b>	<b>37,640</b>	<b>23,741</b>
<b>Closing Inventory comprises:</b>		
<b>Current inventories</b>		
At cost	(66,895)	(98,009)
<b>Total current inventories</b>	<b>(66,895)</b>	<b>(98,009)</b>

**Sales**

Revenue from the sale of goods is recognised at the transaction price when the College transfers control of the goods to customers.

**Inventories**

Inventories are measured at the lower of cost and net realisable value. Costs are assigned by the method most appropriate for each particular class of inventory, with the majority being measured on a first in first out basis.

Inventories not held for resale are measured at cost unless they are no longer required, in which case they are measured at net realisable value.

**3.4 Interest revenue**

	2024	2023
	\$	\$
Interest revenue	575,328	476,280

Revenue is recognised and measured at the fair value of consideration received or receivable. Revenue is recognised as the interest accrues.

**3.5 Other revenue**

	2024	2023
	\$	\$
Employee contributions	37,626	-
Rental and facilities fees	199,446	142,101
Grant & Subsidy Revenue	200	-
Sponsorship and donations revenue	6,166	13,427
Insurance Recoveries	42,625	-
Miscellaneous revenue	63,618	57,049
<b>Total other revenue</b>	<b>349,681</b>	<b>212,577</b>

Revenue is recognised and measured at the fair value of consideration received or receivable.

**3.6 Gains/(Losses)**Net proceeds from disposal of non-current assets

Motor vehicles, caravans and trailers

Plant, furniture and general equipment

**Total proceeds from disposal of non-current assets**

	2024	2023
	\$	\$
Motor vehicles, caravans and trailers	-	6,273
Plant, furniture and general equipment	2,273	-
<b>Total proceeds from disposal of non-current assets</b>	<b>2,273</b>	<b>6,273</b>

Carrying amount of non-current assets disposed

Buildings

Motor vehicles, caravans and trailers

Plant, furniture and general equipment

Computers and communication network

**Net gains/(losses)**

	2024	2023
	\$	\$
Buildings	-	(88,114)
Motor vehicles, caravans and trailers	-	(2,220)
Plant, furniture and general equipment	(3,839)	(1,662)
Computers and communication network	(15,032)	-
<b>Net gains/(losses)</b>	<b>(16,598)</b>	<b>(85,723)</b>

Other gains/(loss)

Gain/(loss) arising from lease arrangements

Gain/(loss) arising from changes in fair value - land

**Other gains/(losses)**

**Total gains/(losses)**

	2024	2023
Gain/(loss) arising from lease arrangements	236,849	44,410
Gain/(loss) arising from changes in fair value - land	899,000	-
<b>Other gains/(losses)</b>	<b>1,135,849</b>	<b>44,410</b>
<b>Total gains/(losses)</b>	<b>1,119,251</b>	<b>(41,314)</b>

**Realised and unrealised gains** are usually recognised on a net basis.

Gains and losses on the disposal of non-current assets are presented by deducting from the proceeds on disposal the carrying amount of the asset and related selling expenses. Gains and losses are recognised in profit or loss in the statement of comprehensive income (from the proceeds of sale).

**4 Key assets****Assets utilised for economic benefit or service potential**

This section includes information regarding the key assets SR TAFE utilised to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

Property, plant and equipment  
Right-of-use assets

Notes

4.1

4.2

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## 4.1 Property, plant and equipment

Year ended 31 December 2024	Land \$	Buildings \$	Buildings under construction \$	Motor vehicles, caravans and trailers \$	Plant, furniture and general equipment \$	Computer equipment, communication network \$	Works of art \$	Leasehold Improvement	Total \$
<b>1 January 2024</b>									
Gross carrying amount	3,651,000	116,624,400	104,499	830,650	5,116,681	650,679	91,385	-	127,069,295
Accumulated depreciation	-	-	-	(534,321)	(2,181,858)	(453,730)	-	-	(3,169,908)
<b>Carrying amount at start of period</b>	<b>3,651,000</b>	<b>116,624,400</b>	<b>104,499</b>	<b>296,330</b>	<b>2,934,823</b>	<b>196,950</b>	<b>91,385</b>	<b>-</b>	<b>123,899,387</b>
Additions	-	18,397,713	738,535	655,307	624,818	48,658	124,000	383,080	20,972,111
Transfers	-	-	(104,499)	-	96,926	7,574	-	-	-
Other disposals	-	-	-	-	(3,839)	(15,032)	-	-	(18,871)
Revaluation increments/(decrements)	2,886,700	13,323,332	-	-	-	-	-	-	16,210,032
Impairment losses	-	-	-	-	-	-	-	-	-
Impairment losses reversed	-	-	-	-	-	-	-	-	-
Depreciation	-	(5,016,395)	-	(111,691)	(582,315)	(63,737)	-	(13,943)	(5,788,081)
<b>Carrying amount 31 December 2024</b>	<b>6,537,700</b>	<b>143,329,050</b>	<b>738,535</b>	<b>839,945</b>	<b>3,070,413</b>	<b>174,412</b>	<b>215,385</b>	<b>369,137</b>	<b>155,274,577</b>
Gross carrying amount	6,537,700	143,329,050	738,535	1,485,957	5,823,604	612,029	215,385	383,080	159,125,340
Accumulated depreciation	-	-	-	(646,012)	(2,753,191)	(437,616)	-	(13,943)	(3,850,763)
	6 537 700	143 329 050	738 535	839 945	3 070 413	174 412	215 385	369 137	155 274 577



**Initial recognition**

Items of property, plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no or nominal cost, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment costing less than \$5,000 are immediately expensed direct to the Statement of Comprehensive Income (other than where they form part of a group of similar items which are significant in total).

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

**Subsequent measurement**

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of land and buildings.

Land is carried at fair value.

Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses.

All other property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

**Land and buildings** are independently valued annually by the Western Australian Land Information Authority (Landgate) and recognised annually to ensure that the carrying amount does not differ materially from the asset's fair value at the end of the reporting period.

Land and buildings were revalued as at 1 July 2024 by Landgate.

The valuations were performed during the year ended 31 December 2024 and recognised at 31 December 2024.

All land and buildings are measured at current use, not market value.

For the remaining balance, unobservable (level 3) inputs were used to determine the fair value.

As at 31 December 2024, there were no indications of impairment to property, plant and equipment.

**Unobservable (level 3) inputs** used to determine fair values of Infrastructure, property, plant and equipment are:

Land:	Fair value for restricted use land is determined by comparison with market evidence for land with low level utility. Relevant comparators of land with low level utility are selected by the Western Australian Land Information Authority (Valuation Services).
Buildings:	<p><i>Historical cost per square metre floor area (m2)</i></p> <p>The costs of constructing specialised buildings with similar utility are extracted from financial records of the Model Department, then indexed by movements in CPI.</p> <p><i>Consumed economic benefit/obsolescence of asset</i></p> <p>These are estimated by the Western Australian Land Information Authority (Valuation Services).</p>

Revaluation model:

a) Fair Value where market-based evidence is available:

The fair value of land and buildings is determined on the basis of current market values determined by reference to recent market transactions. When buildings are revalued by reference to recent market transactions, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.

b) Fair value in the absence of market-based evidence:

**Buildings are specialised or where land is restricted:** Fair value of land and buildings is determined on the basis of existing use.

**Existing use buildings:** Fair value is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the depreciated replacement cost. Where the fair value of buildings is determined on the depreciated replacement cost basis, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.

**Restricted use land:** Fair value is determined by comparison with market evidence for land with similar approximate utility (high restricted use land) or market value of comparable unrestricted land (low restricted use land).

c) **Works of art** are revalued every 3 years by an independent artwork valuer to ensure the carrying amount does not differ materially from fair value

**Significant assumptions and judgements:** The most significant assumptions and judgements in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated economic life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

**4.1.1 Depreciation and impairment****Charge for the period**Depreciation

Buildings	
Motor vehicles, caravans and trailers	
Plant, furniture and general equipment	
Computers and communication network	
Right-of-use assets	
Leasehold improvements	
<b>Total depreciation for the period</b>	

	2024	2023
	\$	\$
Buildings	5,016,395	4,598,158
Motor vehicles, caravans and trailers	111,691	90,432
Plant, furniture and general equipment	582,315	490,505
Computers and communication network	63,737	44,166
Right-of-use assets	359,540	262,022
Leasehold improvements	13,943	-
<b>Total depreciation for the period</b>	<b>6,147,621</b>	<b>5,485,284</b>

As at 31 December 2024 there were no indications of impairment to property, plant and equipment.

**Finite useful lives**

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exception to this rule include assets held for sale, land and investment properties.

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

Asset	Useful life
Building	25 to 40 years
Motor vehicles, caravans and trailers	4 to 23 years
Plant, furniture and general equipment	4 to 28 years
Computer Equipment and Communication Network	1 to 15 years

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

Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

Land and works of art, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Under SR TAFE's capitalisation policy, like Computer equipment items, less than the capitalisation threshold is recognised as a grouped asset at year end in accordance with Treasurer's Instruction 1101. Purchases in a given year are depreciated over future years in line with standard college depreciation rates.

**Impairment**

Non-financial assets, including items of property, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for the class of asset.

As SR TAFE is a not-for-profit entity, the recoverable amount of regularly revalued specialised assets is anticipated to be materially the same as fair value.

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

**4.2 Right-of-use assets**

Year ended 31 December 2024

	Government Regional			
	Officer Housing	Buildings	Vehicles	Total
	\$	\$	\$	\$
<b>Carrying amount at start of period</b>	-	4,192,422	465,331	4,657,753
Additions	150,713	3,320,870	168,039	3,639,622
Disposals	(26,450)	(4,203,614)	(25,208)	(4,255,272)
Depreciation	(66,992)	(114,043)	(178,505)	(359,540)
<b>Net Carrying Amount as at end of period</b>	<b>57,271</b>	<b>3,195,635</b>	<b>429,657</b>	<b>3,682,563</b>

**Initial recognition**

At the commencement date of the lease, SR TAFE recognises right-of-use assets and a corresponding lease liability for most leases. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability
- any lease payments made at or before the commencement date less any lease incentives received
- any initial direct costs, and
- restoration costs, including dismantling and removing the underlying asset.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in Note 6.2 Lease liabilities

SR TAFE has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

**Subsequent measurement**

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

**Depreciation and impairment of right-of-use assets**

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to SR TAFE at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 4.1.1 Depreciation and impairment

**5 Other assets and liabilities**

This section sets out those assets and liabilities that arose from SR TAFE's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes
Receivables	5.1
Other assets	5.2
Payables	5.3
Other liabilities	5.4

**5.1 Receivables****Current**

	2024	2023
	\$	\$
Receivables - Trade	52,656	88,751
Receivables - Students	291,897	414,191
Allowance for impairment of receivables	(51,899)	(48,792)
Accrued revenue	570,538	421,654
Receivables - Other	92,619	12,461
GST receivable	146,768	216,008
<b>Total current</b>	<b>1,102,579</b>	<b>1,104,274</b>
<b>Total receivables at end of period</b>	<b>1,102,579</b>	<b>1,104,274</b>

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. SR TAFE holds the receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

SR TAFE recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit or loss. The ECLs based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when SR TAFE has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, SR TAFE recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. SR TAFE has established provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

**5.2 Other assets****Current**

	2024	2023
	\$	\$
Prepayments	551,675	416,986
Other	-	(130,406)
<b>Total current</b>	<b>551,675</b>	<b>286,579</b>
<b>Total other assets at end of period</b>	<b>551,675</b>	<b>286,579</b>

Other non-financial assets include prepayments which represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

**5.3 Payables****Current**

	2024	2023
	\$	\$
Trade payables	7,357	3,925
Accrued expenses	697,321	546,008
Accrued salaries and related costs	1,617,677	909,559
Paid parental leave payable	-	4,237
<b>Total current</b>	<b>2,322,354</b>	<b>1,463,729</b>
<b>Total payables at end of period</b>	<b>2,322,354</b>	<b>1,463,729</b>

Payables are recognised at the amounts payable when SR TAFE becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 15-20 days.

**Accrued salaries** represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period end. SR TAFE considers the carrying amount of accrued salaries to be equivalent to its fair value.

**5.4 Other liabilities****Current**

	2024	2023
	\$	\$
Income received in advance <sup>(a)</sup>	324,990	479,833
Monies/deposits held in trust	59,450	102,585
Provision for refund of DPA funding received	1,124,386	270,512
<b>Total current</b>	<b>1,508,826</b>	<b>852,930</b>
<b>Balance at end of period</b>	<b>1,508,826</b>	<b>852,930</b>

<sup>(a)</sup> Includes income received in advance from students.

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**6 Financing**

This section sets out the material balances and disclosures associated with the financing and cashflows of SR TAFE.

Cash and cash equivalents	Notes 6.1
Lease liabilities	6.2
Finance costs	6.3
Commitments	6.4

**6.1 Cash and cash equivalents****Current**

	2024	2023
	\$	\$
Cash and cash equivalents		
Cash On Hand	5,530	6,130
Cash At Bank	6,866,913	3,368,464
<b>Total cash and cash equivalents</b>	<b>6,872,443</b>	<b>3,374,594</b>
Restricted cash and cash equivalents current		
Destinations Australia scholarships <sup>(a)</sup>	14,250	48,247
Other	45,010	-
Restricted cash and cash equivalents current <sup>(c)</sup>	1,980,000	-
Specific donations <sup>(b)</sup>	-	54,148
	2,039,260	102,395
<b>Total current</b>	<b>8,911,703</b>	<b>3,476,989</b>
<b>Non-current</b>		
Restricted cash and cash equivalents non-current <sup>(c)</sup>	-	1,543,000
<b>Total non-current</b>	<b>-</b>	<b>1,543,000</b>
Balance at end of period	<b>8,911,703</b>	<b>5,019,989</b>

<sup>(a)</sup> Scholarships to be paid to qualifying students under the Destination Australia scheme.

<sup>(b)</sup> Specific donations comprise:

	2024	2023
	\$	\$
Funds for Denmark Music Foundation	1,593	1,593
Jack Family Trust	252	10,252
Sue Abe	17,600	17,600
Southern Aboriginal Corporation	-	4,217
Colin Reeves	1,800	-
Kojonup Childcare	-	1,300
Newmont Corporation	23,765	19,186
	45,010	54,148

<sup>(c)</sup> An amount was held to meet 27 pays in 2025 being one additional pay period to the normal 26 pays per annum.

For the purpose of the statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

**6.2 Lease liabilities**

	2024	2023
	\$	\$
Not later than one year	272,483	244,596
Later than one year and not later than five years	742,225	761,209
Later than five years	2,830,907	3,908,041
	<b>3,845,615</b>	<b>4,913,846</b>
	<b>2024</b>	<b>2023</b>
Current	272,483	244,596
Non-current	3,573,133	4,669,250
	<b>3,845,615</b>	<b>4,913,846</b>

**Initial measurement**

At the commencement date of the lease, SR TAFE recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, SR TAFE uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by SR TAFE as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised);
- payments for penalties for terminating a lease, where the lease term reflects the College exercising an option to terminate the lease.
- periods covered by extension or termination options are only included in the lease term by TAFE if the lease is reasonably certain to be extended (or not terminated).

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales, are recognised by SR TAFE in profit or loss in the period in which the condition that triggers those payments occurs.

**Subsequent measurement**

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

This section should be read in conjunction with note 4.2 Right-of-use assets.

**Lease expenses recognised in the Statement of Comprehensive Income**

	2024	2023
	\$	\$
Lease interest expense	242,818	190,590
Low-value leases	-	1,710
<b>Total lease expense</b>	<b>242,818</b>	<b>192,300</b>

**Short-term leases** are recognised on a straight-line basis with a lease term of 12 months or less.

**Low-value leases** with an underlying value of \$5,000 or less are recognised on a straight-line basis.

**Variable lease payments** that are not included in the measurement of the lease liability recognised in the period in which the event or condition that triggers those payments occurs.

**6.3 Finance costs****Finance costs**

	2024	2023
	\$	\$
Interest expense on lease liabilities	242,818	190,590
<b>Total interest expense</b>	<b>242,818</b>	<b>190,590</b>
<b>Total finance costs expensed</b>	<b>242,818</b>	<b>190,590</b>

Finance cost includes the interest component of lease liability repayments, and the increase in financial liabilities and non-employee provisions due to the unwinding of discounts to reflect the passage of time.

**6.4 Commitments****6.4.1 Capital commitments**

Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:

	2024	2023
	\$	\$
Within 1 year	134,196	35,831
<b>Balance at end of period</b>	<b>134,196</b>	<b>35,831</b>

The totals presented for capital commitments are GST inclusive.

**6.4.2 Other expenditure commitments**

	2024	2023
	\$	\$
Within 1 year	182,745	172,919
<b>Balance at end of period</b>	<b>182,745</b>	<b>172,919</b>

The totals presented for capital commitments are GST inclusive.



**7 Financial Instruments and Contingencies**

This note sets out the key risk management policies and measurement techniques of SR TAFE.

	Notes
Financial Instruments	7.1
Contingent assets	7.2.1
Contingent liabilities	7.2.2
Contaminated Sites	7.2.3

**7.1 Financial Instruments**

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2024	2023
	\$	\$
<b>Financial assets</b>		
Cash and cash equivalents	6,872,443	3,374,594
Restricted cash and cash equivalents	2,039,260	1,645,395
Receivables <sup>(a)</sup>	955,811	888,266
<b>Total financial assets</b>	<b>9,867,514</b>	<b>5,908,255</b>
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost <sup>(b)</sup>	6,167,969	6,377,575
<b>Total financial liabilities</b>	<b>6,167,969</b>	<b>6,377,575</b>

<sup>(a)</sup> The amount excludes GST recoverable from the ATO (statutory receivable).

<sup>(b)</sup> The amount of Financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable)

**7.2 Contingent assets and liabilities**

Contingent assets and contingent liabilities are not recognised in the statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

**7.2.1 Contingent assets**

SR TAFE has no contingent assets.

**7.2.2 Contingent liabilities**

SR TAFE has no contingent liabilities.

**7.2.3 Contaminated Sites**

Under the Contaminated Sites Act 2003, SR TAFE is required to report known and suspected contaminated sites to the Department of Water and Environmental Regulation (DWER). In accordance with the Act, DWER classifies these sites on the basis of the risk to human health, the environment and environmental values. Where sites are classified as *contaminated - remediation required or possibly contaminated - investigation required*, SR TAFE may have a liability in respect of investigation or remediation expense.

The Governing Council is not aware of any contaminated sites on any of the properties under its control as at reporting date.

**8 Other disclosures**

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	8.1
Correction of period errors/changes in accounting policies	8.2
Key management personnel	8.3
Related parties	8.4
Related bodies	8.5
Affiliated bodies	8.6
Remuneration of auditors	8.7
Non-current assets classified as held for transfer	8.8
Supplementary financial information	8.9

**8.1 Events occurring after the end of the reporting period**

There are no significant events occurring after the reporting period up until the date of this report which are likely to materially affect the SR TAFE's financial position.

**8.2 Correction of period errors/changes in accounting policies**

There were no corrections or changes in accounting policies during the year ended 31 December 2024.

**8.3 Key management personnel**

SR TAFE has determined key management personnel to include the Managing Director, senior officers of SR TAFE and the Minister that SR TAFE assists. SR TAFE does not incur expenditures to compensate Ministers and those disclosures may be found in the Annual Report on State Finances.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of SR TAFE for the reporting period are presented within the following bands:

Compensation of the accountable authority (\$)	<b>2024</b>	<b>2023</b>
Compensation Band (\$)		
220,001 - 230,000	-	1
190,001 - 200,000	1	-
40,001 - 50,000	1	-
20,001 - 30,000	1	1
0 - 10,000	11	11
Compensation of the senior officers (\$)	<b>2024</b>	<b>2023</b>
Compensation Band (\$)		
180,001 - 190,000	1	-
160,001 - 170,000	3	-
150,001 - 160,000	-	3
120,001 - 130,000	1	1
100,001 - 110,000	1	-
90,001 - 100,000	1	1
70,001 - 80,000	-	1
20,001 - 30,000	-	1
	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Total compensation of accountable authority	292,373	274,638
Total compensation of senior officers	1,005,066	767,753
<b>Total compensation of key management personnel</b>	<b>1,297,439</b>	<b>1,042,390</b>

Total compensation includes the superannuation expense incurred by SR TAFE in respect of key management personnel.

**8.4 Related parties**

SR TAFE is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of SR TAFE include:

- all cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other departments and statutory authorities, including related bodies included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities). Such transactions include services received free of charge from other State government agencies (note 3.1)
- associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB).

**Material transactions with other related parties**

Outside of normal citizen type transactions with SR TAFE, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

**8.5 Related bodies**

SR TAFE has no related bodies.

**8.6 Affiliated bodies**

SR TAFE has no affiliated bodies.

**8.7 Remuneration of auditors**

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

Auditing the accounts, financial statements, controls and key performance indicators

	2024	2023
	\$	\$
	202,000	184,300

**8.8 Non-current assets classified as held for transfer**

SR TAFE has no non-current assets classified as held for transfer.

**8.9 Supplementary financial information**

**(a) Write-offs**

During the financial year, \$17,361 (2023: \$44,839) of debts due to SR TAFE were written off and nil (2023: nil) was written off the asset register under the authority of:

Executive Council  
Managing Director

	2024	2023
	\$	\$
Executive Council	16,430	43,093
Managing Director	931	1,746
	17,361	44,839

**(b) Losses through theft, defaults and other causes**

Losses of public money and public and other property through theft or defaults  
Amounts recovered

	2024	2023
	\$	\$
Losses of public money and public and other property through theft or defaults	297	196
Amounts recovered	297	196

**9 Explanatory statement (Controlled Operations)**

This explanatory section explains variations in the financial performance of SR TAFE undertaking transactions under its own control, as represented by the primary financial statements.

All variances between estimates (original budget) and actual results for 2024, and between the actual results for 2024 and 2023 are shown below. Narratives are provided for key major variances which vary more than 10% from their comparative and that the variation is more than 1% of the comparative:

## 1. Estimate and actual results for the current year

- Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cash flows, and
- Total Assets of the annual estimates for the Statement of financial position

## 2. Actual results for the current year and the previous year:

- Total Cost of Services of the previous year for the Statements of comprehensive income and Statement of cash flows; and
- Total Assets of the previous year for the Statement of financial position

**9.1 Statement of Comprehensive Income Variances**

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$	\$	\$	\$	\$
<b>Expenses</b>						
Employee benefits expense	(1)	50,229,663	59,883,079	55,359,500	9,653,416	4,523,579
Grants and subsidies		-	74,250	461,100	74,250	(386,850)
Finance cost		115,000	242,818	190,590	127,818	52,229
Supplies and services		15,870,157	16,345,970	15,499,703	475,813	846,268
Asset revaluation decrement		-	-	-	-	-
Other expenses	(2)	4,869,351	5,802,411	5,629,224	933,060	173,187
Cost of sales		133,000	179,804	150,526	46,804	29,279
Loss on disposal of non-current assets		-	16,598	85,723	16,598	(69,125)
Loss on disposal of lease arrangements		-	-	-	-	-
Depreciation and amortisation expense	(3)	4,954,000	6,147,621	5,485,284	1,193,621	662,337
<b>Total cost of services</b>		<b>76,171,171</b>	<b>88,692,552</b>	<b>82,861,649</b>	<b>12,521,381</b>	<b>5,830,903</b>
<b>Income</b>						
Fee for service		1,504,700	2,029,380	1,631,305	524,680	398,075
Student fees and charges		3,272,530	3,535,897	3,434,921	263,367	100,976
Ancillary trading		321,877	339,857	295,699	17,980	44,157
Sales		145,000	217,444	174,267	72,444	43,178
Commonwealth grants and contributions		-	17,450	13,931	17,450	3,519
Interest revenue		225,000	575,328	476,280	350,328	99,048
Other revenue		334,695	349,681	212,577	14,986	137,104
<b>Total revenue</b>		<b>5,803,802</b>	<b>7,065,038</b>	<b>6,238,982</b>	<b>1,261,236</b>	<b>826,056</b>
<b>Gains</b>						
Gain on disposal of non-current assets		-	-	-	-	-
Other gains		-	899,000	-	899,000	899,000
Gain on disposal of lease arrangements		-	236,849	44,410	236,849	192,439
<b>Total gains</b>		<b>-</b>	<b>1,135,849</b>	<b>44,410</b>	<b>1,135,849</b>	<b>1,091,439</b>
<b>Total income other than income from State Government</b>		<b>5,803,802</b>	<b>8,200,887</b>	<b>6,283,391</b>	<b>2,397,085</b>	<b>1,917,496</b>
<b>NET COST OF SERVICES</b>		<b>70,367,369</b>	<b>80,491,665</b>	<b>76,578,258</b>	<b>10,124,296</b>	<b>3,913,407</b>
<b>Income from State Government</b>						
Income from other public sector entities	(4) (a)	62,412,787	72,647,007	64,768,803	10,234,220	7,878,204
Resource Received	(5) (b)	1,727,671	3,908,964	2,776,900	2,181,293	1,132,064
<b>Total income from State Government</b>		<b>64,140,458</b>	<b>76,555,971</b>	<b>67,545,703</b>	<b>12,415,513</b>	<b>9,010,268</b>
<b>SURPLUS/(DEFICIT) FOR THE PERIOD</b>		<b>(6,226,911)</b>	<b>(3,935,694)</b>	<b>(9,032,554)</b>	<b>2,291,217</b>	<b>5,096,861</b>
<b>OTHER COMPREHENSIVE INCOME</b>						
<b>Items not reclassified subsequently to profit or loss</b>						
Changes in asset revaluation surplus		-	15,311,032	5,194,490	15,311,032	10,116,542
<b>Total other comprehensive income</b>		<b>-</b>	<b>15,311,032</b>	<b>5,194,490</b>	<b>15,311,032</b>	<b>10,116,542</b>
<b>TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD</b>		<b>(6,226,911)</b>	<b>11,375,338</b>	<b>(3,838,065)</b>	<b>17,602,249</b>	<b>15,213,403</b>

**Major Estimate and Actual (2024) Variance Narratives**

- (1) Employee Benefits Expense is \$9.7 million higher than the 2024 Estimate, largely reflecting higher than anticipated staffing costs, due to an increase in demand for domestic training delivery and new wage agreements for all staff.
- (2) Other Expenses are \$0.9 million higher than the 2024 Estimate largely reflecting the reclassification of maintenance expenses, originally estimated to be Supplies and Services expenses.
- (3) Depreciation and Amortisation Expense is \$1.2 million higher than the 2024 Estimate largely due to the revaluation of buildings, not included in the 2024 Estimates.
- (4) Income from other public sector entities is \$10.2 million higher than the 2024 Estimate, largely reflecting increased demand for training delivery and funding provided for new wage agreements for all staff.
- (5) Resources Received from Government are \$2.2 million higher than the 2024 Estimate, largely reflecting higher than expected value placed on the services provided to SR TAFE by the Department of Training and Workforce Development. The increase reflects the general environment of rising costs and an additional lease agreement held by the Department of Training and Workforce Development occupied by the College.

**Major Actual 2024 and Comparative (2023) Variance Narratives**

- (a) Income from other public sector entities is \$7.9 million higher than the 2023 Actual, largely reflecting increased demand for training delivery and funding provided for new wage agreements for all staff.
- (b) Resources Received from Government are \$1.1 million higher than the 2023 Actual, largely reflecting largely reflecting higher than expected value placed on the services provided to SR TAFE by the Department of Training and Workforce Development. The increase reflects the general environment of rising costs and an additional lease agreement held by the Department of Training and Workforce Development occupied by the College.

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NOTES TO THE FINANCIAL STATEMENTS

## 9.2 Statement of Financial Position Variances

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$	\$	\$	\$	\$
<b>ASSETS</b>						
<b>Current Assets</b>						
Cash and cash equivalents		5,119,512	6,872,443	3,374,594	1,752,931	3,497,849
Restricted cash and cash equivalents	(1) (a)	204,000	2,039,260	102,395	1,835,260	1,936,865
Receivables		1,259,000	1,102,579	1,104,274	(156,421)	(1,694)
Inventories		82,000	66,895	98,009	(15,105)	(31,115)
Other current assets		305,000	551,675	286,579	246,675	265,096
Non-current assets classified as held for transfer		-	-	-	-	-
Other financial assets		-	-	-	-	-
<b>Total Current Assets</b>		<b>6,969,512</b>	<b>10,632,852</b>	<b>4,965,851</b>	<b>3,663,340</b>	<b>5,667,001</b>
<b>Non-Current Assets</b>						
Restricted cash and cash equivalents		1,200,000	-	1,543,000	(1,200,000)	(1,543,000)
Receivables		-	-	-	-	-
Property, plant and equipment	(2) (b)	138,895,000	155,274,577	123,899,387	16,379,577	31,375,190
Right of Use Assets		3,444,000	3,682,563	4,657,753	238,563	(975,190)
Other non-current assets		-	-	-	-	-
<b>Total Non-Current Assets</b>		<b>143,539,000</b>	<b>158,957,139</b>	<b>130,100,139</b>	<b>15,418,139</b>	<b>28,857,000</b>
<b>TOTAL ASSETS</b>		<b>150,508,512</b>	<b>169,589,992</b>	<b>135,065,991</b>	<b>19,081,480</b>	<b>34,524,001</b>
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
Payables		3,629,000	2,322,354	1,463,729	(1,306,646)	858,625
Lease Liabilities		206,000	272,483	244,596	66,483	27,887
Employee related provisions		10,051,000	8,643,331	8,261,472	(1,407,669)	381,859
Other current liabilities		386,000	1,508,826	852,930	1,122,826	655,896
<b>Total Current Liabilities</b>		<b>14,272,000</b>	<b>12,746,994</b>	<b>10,822,728</b>	<b>(1,525,006)</b>	<b>1,924,266</b>
<b>Non-Current Liabilities</b>						
Payables		-	-	-	-	-
Lease liabilities		3,327,000	3,573,133	4,669,250	246,133	(1,096,118)
Employee related provisions	(3)	716,000	4,152,368	3,959,305	3,436,368	193,063
Other non current liabilities		-	-	-	-	-
<b>Total Non-Current Liabilities</b>		<b>4,043,000</b>	<b>7,725,501</b>	<b>8,628,555</b>	<b>3,682,501</b>	<b>(903,054)</b>
<b>TOTAL LIABILITIES</b>		<b>18,315,000</b>	<b>20,472,494</b>	<b>19,451,283</b>	<b>2,157,494</b>	<b>1,021,212</b>
<b>NET ASSETS</b>		<b>132,193,512</b>	<b>149,117,497</b>	<b>115,614,708</b>	<b>16,923,985</b>	<b>33,502,790</b>
<b>EQUITY</b>						
Contributed equity		159,466,500	157,519,326	135,391,875	(1,947,174)	22,127,451
Reserves		20,532,000	41,037,394	25,726,362	20,505,394	15,311,032
Accumulated surplus / (deficit)		(47,804,988)	(49,439,224)	(45,503,530)	(1,634,236)	(3,935,694)
<b>TOTAL EQUITY</b>		<b>132,193,512</b>	<b>149,117,497</b>	<b>115,614,707</b>	<b>16,923,985</b>	<b>33,502,789</b>

**Major Estimate and Actual (2024) Variance Narratives**

- (1) Restricted cash and cash equivalents is \$1.8 million higher than the 2024 Estimate, largely reflecting the reclassification of the cash held for the 27th pay in 2025 from Non-Current to Current Assets.
- (2) Property Plant and Equipment is \$16.4 million higher than the 2024 Estimate, largely reflecting the revaluation of land and buildings not included in the estimate.
- (3) Employee related provisions are \$3.4 million higher than the 2024 Estimate, largely reflecting, new wage agreements for all staff, changes in current economic forecasts and the reclassification of the liabilities between current and non-current.

**Major Actual 2024 and Comparative (2023) Variance Narratives**

- (a) Restricted cash and cash equivalents is \$1.9 million higher than the 2024 Estimate, largely reflecting the reclassification of the cash held for the 27th pay in 2025 from Non-Current to Current Assets.
- (b) Property Plant and Equipment is \$31.4 million higher than the 2023 Actual, largely reflecting the revaluation of land and buildings not included in the estimate and the transfer of completed capital works through equity.



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NOTES TO THE FINANCIAL STATEMENTS

## 9.3 Statement of Cash Flows Variances

Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023	
	\$	\$	\$	\$	\$	
<b>CASH FLOWS FROM STATE GOVERNMENT</b>						
Income from other public sector entities	(1) (a)	62,412,787	73,500,881	65,039,315	11,088,094	8,461,566
<b>Total Net cash provided by State Government</b>		<b>62,412,787</b>	<b>73,500,881</b>	<b>65,039,315</b>	<b>11,088,094</b>	<b>8,461,566</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>						
<b>Payments</b>						
Employee benefits	(2) (b)	(50,229,663)	(58,727,614)	(55,664,305)	(8,497,951)	(3,063,309)
Supplies and services	(3) (c)	(14,142,487)	(11,866,230)	(13,217,315)	2,276,257	1,351,085
Finance Cost		(115,000)	(242,818)	(190,590)	(127,818)	(52,228)
Grants and subsidies		-	(74,250)	(461,100)	(74,250)	386,850
GST payments on purchases		(934,900)	(1,372,341)	(1,598,733)	(437,441)	226,392
GST payments to taxation authority		-	-	(691)	-	691
Other payments		(5,002,351)	(5,759,231)	(5,622,050)	(756,880)	(137,181)
<b>Receipts</b>						
Fee for service		1,504,700	2,003,201	2,190,515	498,501	(187,314)
Student fees and charges		3,272,530	3,450,333	3,396,518	177,803	53,815
Ancillary trading		321,877	339,857	295,699	17,980	44,158
Commonwealth grants and contributions		-	17,450	13,931	17,450	3,519
Interest received		225,000	544,840	426,087	319,840	118,753
GST receipts on sales		42,300	122,802	186,448	80,502	(63,646)
GST receipts from taxation authority		892,600	1,323,811	1,375,707	431,211	(51,896)
Other receipts		479,696	598,240	415,453	118,544	182,787
<b>Net cash used in operating activities</b>		<b>(63,685,698)</b>	<b>(69,641,950)</b>	<b>(68,454,426)</b>	<b>(5,956,252)</b>	<b>(1,187,524)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>						
<b>Payments</b>						
Purchase of non-current physical assets		(959,000)	(723,992)	(1,141,537)	235,008	417,545
<b>Receipts</b>						
Proceeds from sale of non-current physical assets		-	2,273	6,272	2,273	(3,999)
Capital Contribution		-	1,013,368	410,000	1,013,368	603,368
<b>Net cash provided by investing activities</b>		<b>(959,000)</b>	<b>291,649</b>	<b>(725,265)</b>	<b>1,250,649</b>	<b>1,016,914</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>						
<b>Payments</b>						
Principal elements of lease		(71,000)	(215,732)	(265,789)	(144,732)	50,057
Other repayments		-	(43,135)	(101,040)	(43,135)	57,905
<b>Net cash provided by/(used in) financing activities</b>		<b>(71,000)</b>	<b>(258,867)</b>	<b>(366,829)</b>	<b>(187,867)</b>	<b>107,962</b>
Net increase (decrease) in cash and cash equivalents		(2,302,911)	3,891,713	(4,507,205)	6,194,624	8,398,918
Cash and cash equivalents at the beginning of period		8,826,423	5,019,989	9,527,194	(3,806,434)	(4,507,205)
<b>CASH AND CASH EQUIVALENTS AT THE END OF PERIOD</b>		<b>6,523,512</b>	<b>8,911,703</b>	<b>5,019,989</b>	<b>2,388,191</b>	<b>3,891,714</b>

**Major Estimate and Actual (2024) Variance Narratives**

(1) Refer to variance explanation under (4) within the Statement of Comprehensive income above.

(2) Refer to variance explanation under (1) within the Statement of Comprehensive income above.

(3) Supplies and Services are \$2.3 million lower than the 2024 Estimate, largely reflecting lower than anticipated expenses relating to materials, maintenance and equipment.

**Major Actual 2024 and Comparative (2023) Variance Narratives**

(a) Refer to variance explanation under (4) within the Statement of Comprehensive income above.

(b) Refer to variance explanation under (1) within the Statement of Comprehensive income above.

(c) Supplies and Services are \$1.3 million lower than the 2023 Actual, largely reflecting lower than anticipated expenses relating to materials, maintenance and equipment.

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## Contact us

### Albany Campus

5 Anson Rd, Albany WA 6330  
PO Box 894 Albany 6331  
Ph: (08) 6371 3888  
Albany@srtafe.wa.edu.au

### Bunbury Campus

Robertson Drive, Bunbury WA 6230  
PO Box 1224, Bunbury WA 6231  
Ph: (08) 6371 3000  
Bunbury@srtafe.wa.edu.au

### Busselton Campus

2-12 South Street, Busselton WA 6280  
Ph: (08) 6371 3600  
Busselton@srtafe.wa.edu.au

### Collie Campus

43 Wittenoom Street, Collie WA 6225  
PO Box 268, Collie WA 6225  
Ph: (08) 6371 3900  
Collie@srtafe.wa.edu.au

### Denmark Campus

South Coast Highway, Denmark WA 6333  
PO Box 754, Denmark WA 6333  
Ph: (08) 6371 3210  
Denmark@srtafe.wa.edu.au

### Esperance Campus

7 Connolly Street, Sinclair, Esperance WA 6450  
Ph: (08) 6371 3500  
Esperance@srtafe.wa.edu.au

### Harvey Campus

7 James Stirling Place, Harvey WA 6220  
PO Box 215, Harvey WA 6220  
Ph: (08) 6371 3050  
Harvey@srtafe.wa.edu.au

### Katanning Campus

9 Dore Street, Katanning WA 6317  
Ph: (08) 6371 3410  
katanning@srtafe.wa.edu.au

### Manjimup Campus

Graphite Road, Manjimup WA 6258  
PO Box 930, Manjimup WA 6258  
Ph: (08) 6371 3700  
Manjimup@srtafe.wa.edu.au

### Margaret River Campus

Lot 272 Bussell Highway, Margaret River WA 6285  
Ph: (08) 6371 3800  
MargaretRiver@srtafe.wa.edu.au

### Mount Barker Campus

Community Resource Centre  
1 Lowood Road, Mount Barker WA 6324  
Ph: (08) 6371 3835  
MtBarker@srtafe.wa.edu.au

### Narrogin Campus

59 Fortune Street, Narrogin WA 6312  
PO Box 457, Narrogin WA 6312  
Ph: (08) 6371 3950  
Narrogin@srtafe.wa.edu.au



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