



South Regional TAFE 2025 Annual Report





South Regional TAFE

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Cover image

Surveying the Bunbury campus.

Accessibility statement

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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 2025.

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



Susan Barrera
Governing Council Chair

20 April 2026



Blair Marsh
Managing Director

20 April 2026



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.

Image: Students who worked on the cultural space at the Bunbury campus.

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01

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 2025 Annual Report.

Our 2025 highlights

This year marked another strong performance, with more than 2.8 million Student Curriculum Hours of training delivered to more than 11,300 students across our colleges in the South West and Great Southern. Growth in apprenticeships, traineeships, and school-based programs continue to drive training activity, reflecting the confidence that students, schools, and industry place in the college.

The expansion of Fee Free TAFE and Lower Fees, Local Skills initiatives again played a vital role in supporting students who may otherwise have faced barriers to accessing training.

These programs continue to strengthen participation and ensure equitable access to high-quality vocational education across our region that leads to jobs.

Our commitment to delivering quality, inclusive, industry-relevant training is reflected in consistently high levels of student satisfaction, which remains among the strongest in Western Australia. This is a testament to the dedication of our staff and the supportive learning environments they create.

Across our vibrant southern communities, demand for skilled workers continues to grow. Local employers, along with major regional and State-wide projects in mining, manufacturing, and clean energy projects are seeking a workforce equipped with contemporary skills. The college is working closely with industry and government to ensure our training aligns with these emerging needs.

A key focus this year has been preparing for opportunities presented through the Clean Energy Skills National Centre of Excellence. There was expanded electrical training capability through the repurposing of existing workshops in Katanning, Margaret River, and Esperance. Further growth in electrical training places is planned for Albany and Bunbury, supporting the State's transition to a clean energy future.

There was continued growth in training options for high school students in VET Delivered to Secondary Students. The Year 9 Career Taster Program expanded significantly, providing 714 practical hands-on experiences for career-curious students across 49 schools, helping young people explore future career pathways. With the growth of students, it is important that our administrative processes remain efficient and responsive. Workshops were held throughout the year with a wide range of college business units and learning areas to review the full application-to-enrolment lifecycle and the broader student journey. This work has resulted in improvements being identified such as streamlined enrolments which have been beneficial for students and staff. 2025 also marked the first year of the Strategic Plan 2025-2027, which sets out the college's vision to create learning journeys to inspire, meet the expectations of the State Government, and reaffirm our values of collaboration, integrity, inclusion, and innovation.

The way forward

We remain committed to working closely with our students, industry partners, and education stakeholders to uphold our reputation as the training provider of choice. TAFE colleges will play a vital role in delivering the State Government priority of developing a skilled and productive workforce. SRTAFE is enabling jobs growth in our southern regions by delivering skills to support advanced manufacturing, the clean energy transition, housing supply and the care economy. This work is being done in collaboration with the broader TAFE network to share knowledge and expertise while providing a seamless experience for TAFE students. By strengthening partnerships, enhancing training capability, and remaining responsive to industry demand, we will continue to support a skilled, future ready workforce for the communities we serve.

We extend our thanks to all staff, students, Governing Council members, and industry and community partners. Your commitment and support underpin the college's success and ensure we continue to deliver training that strengthens our region and empowers our communities.



Susan Barrera
Governing Council Chair
20 April 2026



Blair Marsh
Managing Director
20 April 2026

2025 Key highlights

11,341

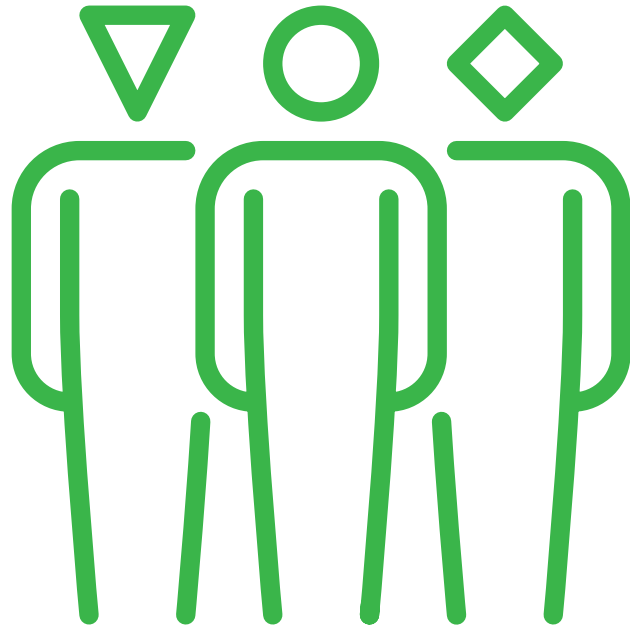
Total students

59

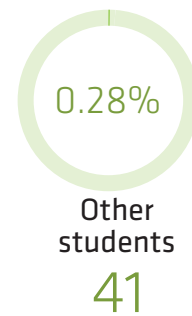
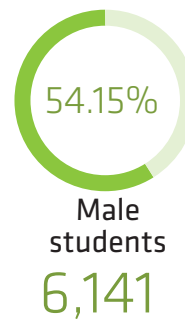
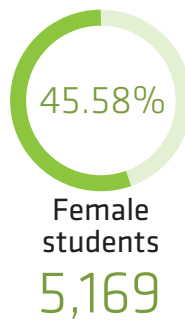
International students

1,345

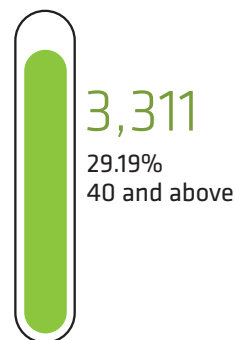
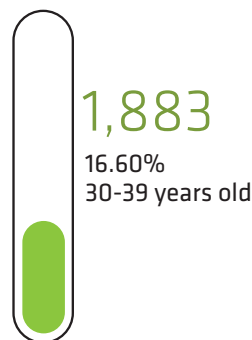
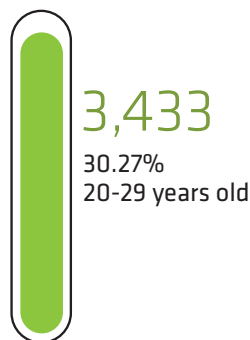
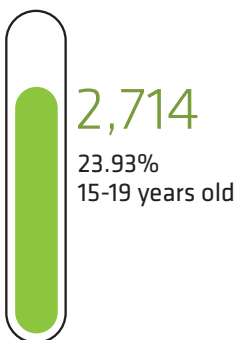
VETDSS students



Gender



Students age groups



Government Profile

2,840,000

Planned student curriculum hours(SCH)

2,827,435

Achieved student curriculum hours

99.55%

Percent of student curriculum hours

Lower fees, Local Skills

1,065,915

Student curriculum hours

3,372

Total students

Commercial funded

44,244

Student curriculum hours

Funded SCH by qualification level

Level of study	Student count	Course Enrolment	Student Curriculum Hours
Skills Sets & Short courses	422	422	40,834
Certificate I	273	274	60,466
Certificate II	3,033	3,632	451,362
Certificate III	5,670	6,105	1,521,800
Certificate IV	1,749	1,784	563,944
Diploma	387	391	187,644
Statement of attainment not identifiable by level	17	18	1,385

Funded SCH by priority group

Priority Group	Student count	SCH
Employment based training	2,360	663,692
Foundation skills	345	86,521
General industry based training	1,130	332,713
Priority industry based training	7,051	1,744,509

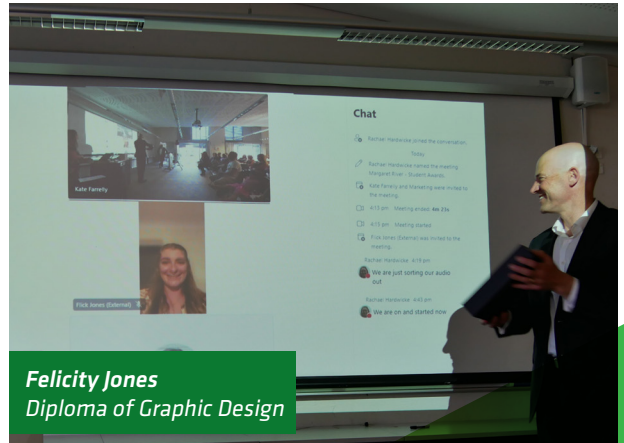


Staff and student highlights

Student Annual Awards

In March we celebrated students who demonstrated exceptional commitment and skill during their studies at SRTAFE. Awards were presented in categories that spanned all campuses and major learning areas.

Students of the Year



Staff Awards and Appreciation



At South Regional TAFE, we are committed to recognising the dedication, professionalism, and impact of our staff. Their expertise and passion underpin the success of our students and strengthen the College's role within the communities we serve.

In November staff gathered across our 12 campuses and online during Staff Appreciation Week which included the Annual Staff Awards and recognition of service.

The Staff Awards program acknowledges individuals and teams who exemplify our values and demonstrate excellence in their work.

Engagement in the awards program continued to grow, with more than 180 nominations received across all categories. This strong participation reflects the high regard staff have for their colleagues and the pride they take in the achievements of their teams.

Award winners in 2025 were:

- Albany Campus Trainer of the Year
– **Tammie Flower** (Community, Health and Education)
- Albany Campus Trainer of the Year
– **Steve Wright** (Trades, Commerce and Environmental Sciences)
- Bunbury Campus Trainer of the Year
– **Kelly Halliday** (Business, Hospitality and Community)
- Bunbury Campus Trainer of the Year
– **Mal Miller** (Resource and Environment)
- Bunbury Campus Trainer of the Year
– **Colin Spalding** (Trades, paraprofessionals and Service Industries)
- Busselton Campus Trainer of the Year
– **Melanie Poulson**
- Collie/Harvey Campuses Trainer of the Year
– **Diana Watkins**

- Denmark Campus Trainer of the Year
– **Holly Pepper**
- Esperance Campus Trainer of the Year
– **Lenore Wood**
- Katanning Campus Trainer of the Year
– **Lana Cotchin**
- Manjimup Campus Trainer of the Year
– **Michelle Worthington**
- Margaret River Campus Trainer of the Year
– **David Mopin**
- Narrogin Campus Trainer of the Year
– **Bronwyn Bennett**
- Overall Trainer of the Year – **Mal Miller**
- **Collaboration Award**
– Nat Hudson Individual and Albany Technicians Team
- **Innovation Award**
– Aaron Tucker Individual and Marketing and Communication Team
- **Integrity Award**
– Dan Minnaar Individual and Esperance Campus Staff Team
- **Inclusion Award**
– Adam Matthews and Maria Baxter Individual and Accessibility Services Team



Lewis Italiano



Lara Rognetta

WA Training Awards 2025 winners and finalists

Lewis Italiano

WA Apprentice of the Year winner

Lewis studied an apprenticeship in cabinet making at South Regional TAFE’s Bunbury campus where he has demonstrated outstanding dedication and excellence to his field, including success at the WorldSkills competitions.

Lara Rognetta

WA Apprentice of the Year finalist

A high school visit to South32’s Female Work Inspiration program solidified her decision to get a qualification in Mechanical Fitting. At South32 Worsley Alumina, Lara performed equipment maintenance with a strong focus on safety and precision and demonstrated excellence in all aspects of her SRTAFE training.

WorldSkills

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

SRTAFE was represented by nine talented competitors at the National event in Brisbane. Three student received honours

- **Riley Gibson** (VETiS Bricklaying) Gold Medallist.
- **Paulyn Kyle Valdepena** (VETiS Food and Beverage) Gold Medallist.
- **Charles Dickie** (Open Carpentry) Certificate of Excellence Recipient.

Staff members Nick Johnson and Amanda Smith participated as judges in Cabinet Making and Cookery respectively.



L to R: Riley Gibson, Anita Host, Johnese Mullen and Paulyn Kyle Valdepena

About us



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

Our footprint, combined with strong industry partnerships and community connections, positions us as a key contributor to regional workforce development.

Our Strategic Plan 2025 - 2027 provides overarching direction for the College as we work to achieve our purpose of: training a skilled regional workforce and enriching our communities. Central to this plan is our vision: of creating learning journeys to inspire.

To achieve these goals, we deliver responsive, sustainable training that embraces new ideas, innovation, reflects and celebrates the diversity of our communities.

Our training supports State Government priorities detailed in the State Training Plan, ensuring programs support current and emerging workforce needs. The college works collaboratively with the Department of Training and Workforce Development (DTWD), industry partners and community stakeholders to strengthen training pathways and improve access to skills development across the region.

The college also plays a lead role in the Regional Coordinating Committees (RCCs), established by 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 and support long-term workforce planning.

Operational structure

SRTAFE was established as a State Training Provider under section 35 of the Vocational Education and Training Act 1996.

Responsible Minister

At the start of 2025 SRTAFE was responsible to Hon. Simone McGurk MLA, Minister for Training and Workforce Development; Water; Industrial Relations; and Hon. Hannah Beazley MLA, Minister for Local Government; Youth; Minister Assisting the Minister for Training and Workforce Development.

From 19 March 2025 following assignment of new ministerial portfolios the responsible Minister has been Hon. Amber-Jade Sanderson MLA, Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara.

Governing Council

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

The Governing Council oversees SRTAFE strategic operations. 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.

For the majority of 2025, the operational structure of seven directorates comprised:

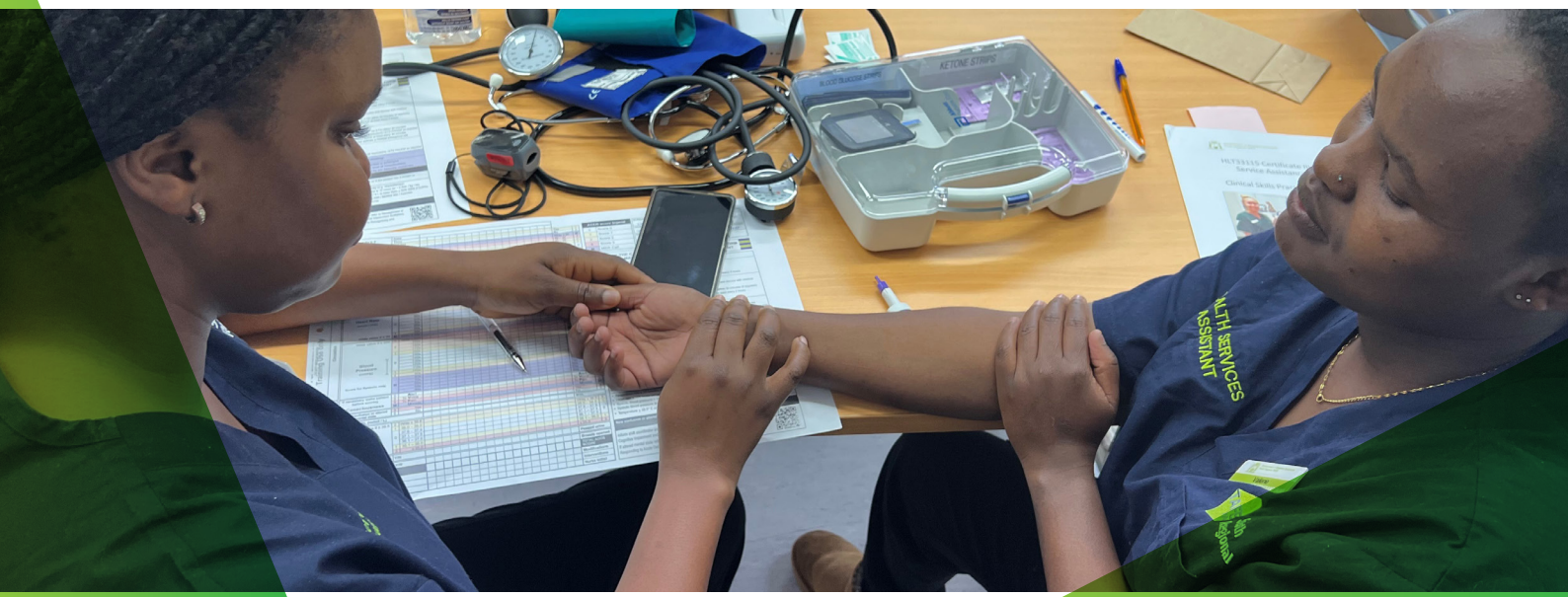
- Two Training Services directorates allocated six campuses each, and
- Corporate, Organisational, People and Culture, Academic Quality and Development, and Strategic Partnerships.

In July, the Chief Financial Officer position was elevated to Director of Finance following the instruction of the Public Sector Commissioner to all colleges.

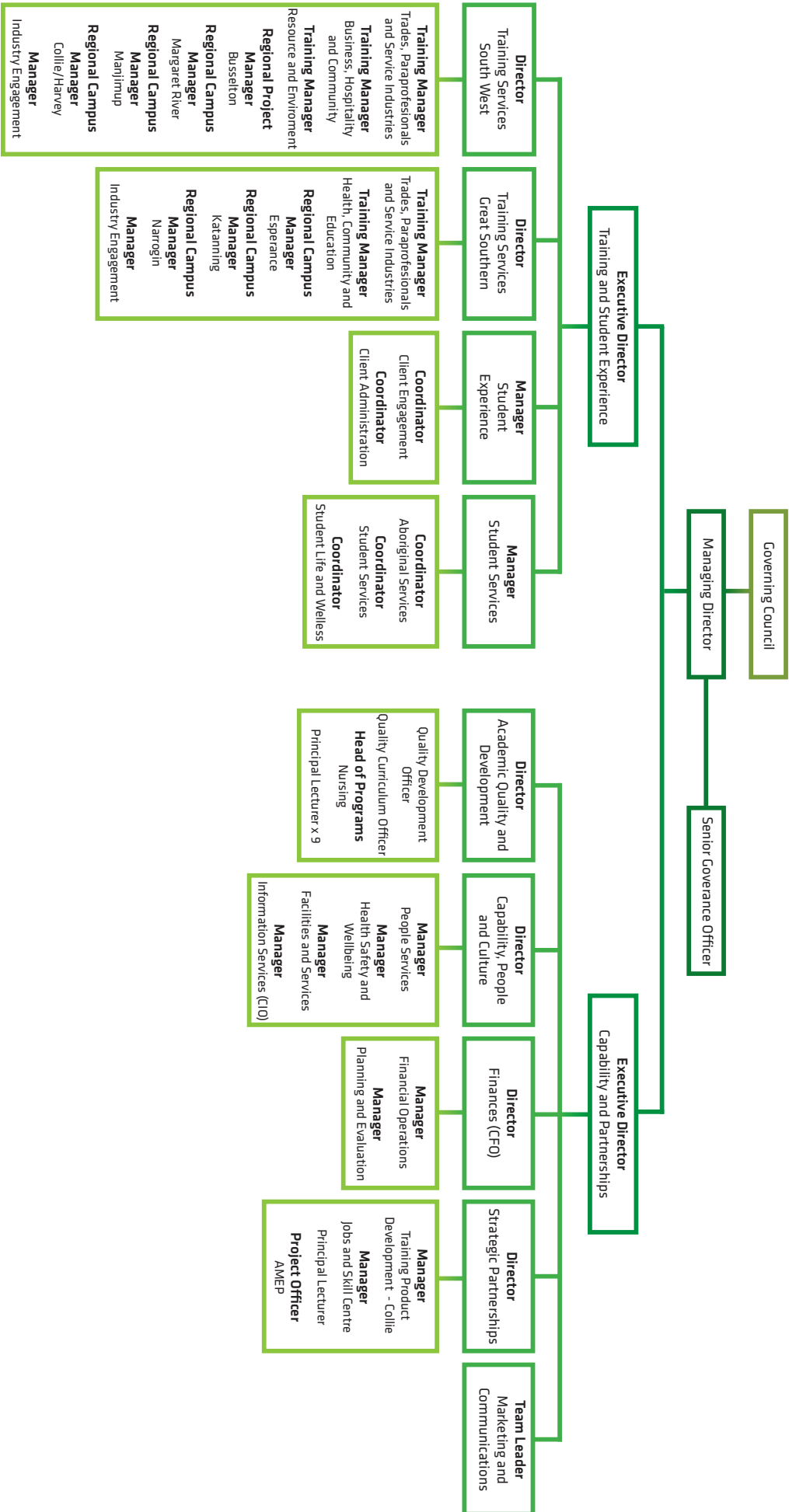
In November, SRTAFE welcomed the establishment of two new Senior Executive Service (SES) positions.

- Executive Director Training and Student Experience
- Executive Director Capability and Partnerships

The Public Sector Commission approved the strategic leadership roles for the three regional TAFE colleges in recognition of their role in the achievement of Government policy for training and skills development.



Organisational chart



As of December 2025

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.



Mike Ansell

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 and Risk sub-committee.



Nadine Carter

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.



Garry Green

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.



Noelle Jones

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 Cobie Rudd

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 as a Non-Executive Director on an additional 12 boards of governance including for international agencies.



Dr Leah Irving

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.



Mike Eastman

Mike's career includes being a board member, director, general manager, course coordinator, lecturer and musician. He was the Head of Contemporary Music for 15 years at the Western Australian Academy of Performing Arts (WAAPA) and is currently the Director of the Great Southern Universities Centre and board member for the Albany Chamber of Commerce and Industry.



Victoria Sorrell

Victoria is an experienced leader in education, small business, and regional economic development. She is the Chief Executive Officer of the Busselton Chamber of Commerce and Industry and serves on several advisory groups with the City of Busselton. She is passionate about ensuring regional communities have a strong voice in shaping training and workforce pathways.

Mike Eastman and Victoria Sorrell were welcomed in July 2025.
There were no farewells.

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.



Tiana Spencer

Executive Director of Training and Student Experience

Since joining SRTAFE in 2015, Tiana has worked as Busselton Regional Campus Manager, Bunbury Campus Training Manager, Human Resources Manager, and People and Culture Director.

She is committed to strengthening the student journey by empowering staff, enhancing training quality, and fostering a culture that supports exceptional learning outcomes.



Allison Adams

Executive Director of Capability and Partnerships

Allison has brought her extensive experience in senior executive roles in both the private and not-for-profit sectors to the college. Her previous role was Chief People and Culture Officer and Company Secretary for Rocky Bay Limited across a workforce of 950 staff.



Michael Burgess

Director Training Services South West

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.



Lee-Anne Smith

Director Training Services Great Southern

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.



Kathy Keay

Director Strategic Partnerships

Kathy has worked in the college for almost 30 years as a lecturer, manager, and director including five years as Training Director Great Southern. Her career is also strong in compliance and she was a small business owner in the building industry for 25 years. Kathy is focused on the Collie Just Transition, emerging industries and their future training needs.



Kate Moore

Director Academic Quality and Development

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.



Neil Lattimer

Director Finance

Prior to his appointment Neil was SRTAFE Finance Manager for two years and had spent 12 years at the Department of Training and Workforce Development with responsibility for various aspects of Department and TAFE finances. His previous careers include being a Director in early-stage technology companies in the orthopaedics and biotechnology sectors.

Movements

Tiana Spencer was Director People and Culture until 3 November 2025.

Departures

Director Corporate Services Swain Kirk 5 October 2025.

Director Organisational Services Michelle Whyatt 7 February 2025.

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 was comprised of the Managing Director (Chair), Executive Director Capability and Partnerships, Executive Director Training and Student Experience, Directors Training Services Great Southern and South West, Director Academic Quality and Development, Director of Finance, and Director Strategic Partnerships.

Convened: 18

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 was comprised of the Executive Director Capability & Partnerships (Chair), Health Safety and Wellbeing Manager, Training Managers, Managers, Lecturers, Technicians, and other nominated directorate representatives.

Convened: 6

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 was 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: 6

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 were 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: 4

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 was 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: 5

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: 1 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 was comprised of the Executive Director Training and Student Experience (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



Performance management framework

Government goals are supported by agencies achieving specific desired outcomes through delivery of services.

The SRTAFE strategic plan and its operational focus reflects the Government Goal with our stated purpose to train a skilled regional workforce and enrich our communities. The table below illustrates the relationship between the broader government goal and SRTAFE services.

Government Goal	Desired Outcomes	Services provided
Delivering strong financial and economic management: diversifying our economy and making more things in WA.	A skilled and productive workforce.	<ul style="list-style-type: none"> • Deliver Government funded and commercial fee for service training. • Deliver apprenticeships and traineeships. • Partner with industry to build capability and support workforce development. • Flexible, responsive, and nationally accredited training from Certificate I to Diplomas. • Jobs and Skills Centres that engage with communities, businesses, and industry, providing employment and workforce development services.

Outcome Based Management Framework

Outcome Based Management is a Department of Treasury and Finance requirement that agencies use to improve their effectiveness and monitor how their services reach their intended outcomes. By doing this, agencies enhance their capacity to effectively manage their organisation and provide a meaningful contribution to the WA community.

Changes to Outcome Based Management Framework

The OBM framework was changed in October 2025 to better align outcomes to Government Goals. This change did not materially affect SRTAFE ability to report performance outcomes for the year.

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 DTWD. SRTAFE reports to the DTWD on outcomes under that agreement.

Agency Performance

Training services highlights

Apprenticeships and Employment Based Training supporting jobs and developing a skilled and productive workforce

2,360

Number of students

781,767

Delivered SCH

84%

% of target

Apprenticeship and employment-based training continued to expand in 2025, reflecting sustained industry demand across the South West and Great Southern.

The region has experienced 50% increase in apprenticeship training over the past five years, resulting in an unprecedented amount of trades training. To meet this demand, the college implemented additional training delivery throughout the year and introduced effective timetabling with customised solutions for employers.

Housing construction workforce development

- Strongest growth occurred in resources and construction apprenticeships, particularly heavy automotive, carpentry, plumbing, engineering and electrotechnology.
- Albany experienced a noticeable increase in Semester 1 enrolments for building and construction pre-apprenticeships, following the successful completions of the Certificate I Industrial Skills entry level course the previous year.
- Albany campus recorded a 15% growth of carpentry apprenticeship training.

Manufacturing training excellence

- SRTAFE was commended for its commitment to the state's fabrication and manufacturing industries at Weld Australia's Western Australia Welding Excellence Awards. The Training and Education Award for an Organisation Runner Up Award was recognition of the College's ongoing dedication to these key trades and the excellence of staff at Albany, Bunbury, and Esperance campuses. Lecturer Graeme Hay received the Training and Education Award for an Individual Teacher Runner Up Award from the peak body representing the welding industry in Australia.

Other key highlights

- Katanning welcomed seven new agriculture trainees, strengthening local workforce capability.
- Pre-apprenticeship programs were again at capacity across most locations, with demand exceeding spaces available. Bunbury added 30 extra pre-apprenticeship places to accommodate growth.

- The partnership with the Bunbury Regional Trades Training Centre continued to deliver positive outcomes, particularly through ongoing electrical training.
- The Certificate II in Sustainable Energy (Career Start) pre-apprenticeship was developed as planned. Delivering will commence in Albany and Bunbury from Semester 1, 2026.
- Certificate II in Automotive Electrical pre-apprenticeship was scoped at Bunbury campus for delivery in 2026.
- Beekeeping traineeships were delivered at Karnet Prison Farm in Serpentine, supporting unique industry training needs.
- Early Childhood Education and Care Traineeships continued to attract high enrolments at both Albany and Bunbury.



Free and Lower Fee courses creating new opportunities for local students

2,542

Fee Free number of students

941,462

Delivered SCH

3,372

Lower Fee, Lower Skills number of students

1,045,701

Delivered SCH

WA and Federal Governments continued funding Fee Free and Lower Fees, Local Skills initiatives to give local workers the skills employers need, and improve training access for key cohorts. These initiatives remained a significant driver of enrolment growth across the College.

Responsive to training needs of the care economy

- Bunbury campus increased its Fee Free student enrolments by 28%, supported by proactive engagement with health sector employers to secure additional work placement opportunities and develop customised programs.
- Strong enrolments continued in health sector courses at Albany and Bunbury, including Education Support, Early Childhood Education and Care, Community Services programs delivered across all campuses.

Other key achievements

- Regional delivery of the Heavy Vehicle Driving Operations Skill Set expanded significantly with the Skill Set delivered to 12 cohorts from Collie, Albany, Katanning, and Esperance campuses. Plans are in place to expand delivery to Narrogin and Manjimup in 2026.
- The Great Southern saw increased demand for skills sets that support Work, Health and Safety and WorkSafe WA compliance, including working in confined spaces, forklift, and chemical training.
- The Albany-based Skills Development Centre refreshed its suite of industry Fire and Emergency skills sets. A new state-of-the-art Virtual Reality enhancement was introduced

to multiple training scenarios to enhance the training realism and learner experience.

- Margaret River campus introduced a Gaming Design Skill Set, developed from the Information Technology stream qualification, broadening creative and digital training options for students.
- Delivery to Aboriginal Ranger groups continued to grow, supporting Aboriginal organisations to manage country and protect the environment in partnership with public and private sector stakeholders. SRTAFE provides customised traineeships and workplace training, and it is administered by the Parks and Wildlife Service of the Department of Biodiversity, Conservation and Attractions.
 - In the Great Southern the Certificate II, III and IV in Conservation and Ecosystem Management was delivered across four Ranger groups.
 - In Semester 2, the Wagyl Kaip Ranger program commenced, delivering Certificate III in On Country Management, and Certificate III in Conservation and Ecosystem Management. Two additional Aboriginal Ranger groups are expected to start their training in 2026.
- SRTAFE worked with Karri Karrak Aboriginal Corporation (KKAC) and Undalup Association Inc in the South West on their inaugural Ranger programs.

These initiatives continue to strengthen access to training, support workforce participation, and build capability across priority industries and communities throughout the region.

Delivering on priority industries training

7,051

Number of students

1,744,509

Delivered SCH

107%

% of target

SRTAFE delivers training programs aligned to industry demand and State Government priorities, ensuring regional communities have access to the skills needed for workforce development and regional growth.

In 2025, the college continued to expand its capability across priority industries, with a strong focus on clean energy, advanced technologies, transport, agriculture, and emerging workforce needs.

Supporting clean energy transition

- Support for the WA Clean Energy Skills National Centre of Excellence (CESNCE) continued, with SRTAFE contributing to the development of new programs, units, and skill sets designed to train the next generation of clean energy workers.
 - Development of Esperance, Katanning and Margaret River campuses as new electrical training centres became a high priority for 2026 delivery. The three campuses repurposed underutilised workshops to provide electrical pre-apprenticeship training.
 - The college engaged with CESNCE to explore the use of digital learning technologies, enabling greater collaboration between TAFE colleges and clean energy industry leaders.
 - Automotive training commenced with electric and hybrid vehicles: two hybrid and electric vehicles at Bunbury campus, and three electric vehicles and a hybrid at Albany campus. The vehicles were

funded by the \$25 million TAFE Modern Equipment program.

Other Key achievements

- Expanded delivery of the Certificate II in Autonomous Workplace Operations at Albany and Collie campuses. Collie provided the course VETDSS only.
- The Heavy Vehicle Driver Operation Skill Set expanded to additional regional locations, helping address critical driver shortages in the transport industry.
- Development of the Certificate II in Integrated Technologies was completed for training delivery in 2026. This course will allow Albany campus VETDSS students to explore electronics theory and computer science with robotics concepts.
- SRTAFE continues to work with the shearing industry as it prepares for changes associated with the transition of their farming practices when the live sheep trade ends.
- Narrogin campus delivered wool handling courses to Narrogin, Harvey and Demark Agricultural Schools, strengthening pathways into the wool and livestock industries.
- The Skills Development Centre delivered a range of Skill Sets in 2025 specifically designed to support women entering traditionally male-dominated industries, including Forklift, Chainsaw, and Operate Hand and Power Tools, contributing to greater diversity and participation across these sectors.

Strengthening our general industry training options

1,130

Number of students

332,713

Delivered SCH

98%

% of target

General industry training contributes to regional development by supporting local employers, industry and community groups, and individuals to develop the skills needed for participation in their local workforce.

In 2025, SRTAFE continued to expand training options across diverse sectors, responding to community needs and emerging opportunities.

Key achievements included:

- Certificate III in On Country Management was delivered in both Semesters and will expand in 2026 with the addition of an Aboriginal Cultural Heritage Skill Set. This qualification was developed by SRTAFE in partnership with the Department of Planning, Lands and Heritage in response to calls from Native Title organisations for training that improves the management and conservation of natural and cultural resources on Aboriginal lands.
- Visual art courses at Bunbury, Busselton and Margaret River experienced record enrolments, reflecting strong community interest in creative industries. In Denmark, visual art courses continued to receive strong support from the community and culminated in its Annual Art Exhibition.
- Fitness programs at Bunbury campus also experienced record participation across all classes providing skilled workers for the local fitness industry.

- Certificates in Gaining Access to Training and Employment (GATE) were in high demand across all delivery locations. Delivered at Bunbury, Albany, Katanning, Collie, and Harvey campuses, the course is aimed at the development of personal, social and employability skills.
- At Bunbury campus, the Certificate II in Workplace Skills was re-designed to include an entry pathway with civil construction and hospitality streams, supporting students to enter the workforce or strengthen their competitiveness for pre-apprenticeship opportunities.
- Katanning campus offered a Certificate I in GATE by developing a modified program specifically for students with disabilities, improving access and participation.
- The Diploma of Leadership and Management was delivered flexibly and as a traineeship, forming part of the suite of training options offered by large industry organisations in Collie.
- A new Certificate II in Apparel, Fashion and Textiles specifically designed for our VETDSS students in Albany was introduced and complemented by a range of skill sets offered at smaller campuses.

Fostering training futures for VET delivered to secondary students

1,345

Students participated in VETDSS courses in 2025

377,717

Delivered SCH

Demand for VET Delivered to Secondary Students continued to grow in 2025, with strong interest from Year 10, 11 and 12 students across the region.

The increased number of places offered this year were quickly filled, reflecting the value students and schools place on vocational pathways and industry aligned learning.

Key highlights included:

- Bunbury campus expanded its overall capacity, with all courses being fully enrolled. Trades courses including automotive, electrical, carpentry and engineering were particularly sought after. Fitness and hospitality at Bunbury, Busselton and Margaret River also proved popular.
- Several new courses were introduced in 2025 including Certificate III in Aviation (Drones) at Bunbury and Busselton made possible by partnerships with their local Trade Training Centres. The Busselton program was also a partnership with Rio Tinto.
- Albany campus offered Certificate III in Information Technology (Cybersecurity), and Certificate II in Apparel, Fashion and Textiles for the first time.

These developments highlight SRTAFE's commitment to providing secondary students with relevant, engaging, and future focused training opportunities that support successful transitions into further study, apprenticeships, and employment.



Aboriginal and Torres Strait Islander students training and support

691

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

177

Qualifications completed Certificate II or above

182,346

Delivered SCH

SRTAFE remains committed to providing culturally safe, inclusive, and empowering training experiences for Aboriginal and Torres Strait Islander students across the region.

In 2025, the college continued to strengthen partnerships, expand training pathways, and enhance support services to ensure students are well supported throughout their learning journey.

Key initiatives and achievements included:

- The Aboriginal School Based Training Program delivered the Certificate I in Gaining Access to Training and Employment one day per week to students in Albany and Bunbury. The program helped students build confidence, develop skills to move into mainstream training, receive career guidance and support, and participate in culturally inclusive activities.
- Pit Stops (Breakfast Club) were held twice a week at Albany, Bunbury, and Esperance campuses. They provide students with a casual common place and yarn with staff.
- SRTAFE supports Aboriginal Corporations to manage Country and protect the environment through Conservation and Ecosystem Management training. South West staff liaised with Karri Karrak Aboriginal Corporation, Undalup Association, Roelands Village and community members.

Ranger groups supported through the Albany campus included Southern Aboriginal Corporation, Binalup Aboriginal Corporation, and Gnowangerup Aboriginal Corporation.

- The Roelands Junior Ranger program continued to strengthen local area management. It was supported by local community and a SRTAFE Aboriginal Development Officer.
- During 2025, Karri Karak Junior Ranger program went from strength to strength with mentoring provided by our Aboriginal Support staff.
- SRTAFE collaborated with Prepare, Produce, Provide to deliver the 2025 Djinda Ngardak Program at the Bunbury Campus Epicure Training Restaurant and kitchen. The program blended traditional foods, modern culinary skills, culture, and community, to inspire the next generation to realise their potential.
- Albany campus Certificate II Tourism students, Aboriginal Programs staff, and the college's Reconciliation Action Working Group celebrated National Reconciliation Week.
- NAIDOC Week was celebrated across the college, recognising the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

- SRTAFE and Gnaala Karla Booja collaborated to develop conservation and marine training with pathways to further learning opportunities.
- Edith Cowan University worked with SRTAFE Allied Health staff to develop programs to increase the participation of Aboriginal people in health training.
- The Career Taster Program and Follow the Dream Academy attended induction days with Aboriginal Support staff to promote courses and pathways to study.
- The Ngala Mia hub at Bunbury campus was well utilised by Aboriginal students, providing a culturally safe place and access to Aboriginal staff.
- At Katanning campus, with the help of the Aboriginal Development Officer and Aboriginal Services Coordinator consultation meetings with Badgebup Aboriginal Corporation were organised to strengthen partnerships and identify training and employment opportunities for local Aboriginal people aligned with local industry needs.
- A review of Aboriginal student support and its integration into a combined Training and Student Experience Directorate is expected to increase effectiveness of our services. The new Aboriginal Advisory Support Services team has an increased staff and scope to continue to enhance SRTAFE as a culturally safe and supportive organisation for Aboriginal students.
- SRTAFE participated in the Public Sector Commission Solid Futures Traineeship program in 2024 and 2025. Three trainees will complete their traineeship from the 2025 program.
- Albany campus training leadership worked with Wagyl Kaip Southern Noongar Aboriginal Corporation to deliver Certificate III in On Country Management.
- Staff participated in National Reconciliation Week events. An Albany campus hosted event involved students from Conservation and Ecosystem Management, Hospitality and Tourism.
- Aboriginal and Torres Strait Islander staff representation in March 2025:
 - SRTAFE 4.0%
 - WA Public Sector 2.8%
- The SRTAFE Innovate RAP 2023 - 2025 has now completed its three year timeframe. Consultation and development of the new plan provides an opportunity to reflect on the past three years of achievements and what can still be improved. SRTAFE will identify strategies and actions for a new RAP to further pursue respectful relationships as part of our reconciliation commitment.

Ongoing engagement through our Reconciliation Action Plan working group and actions

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

- The RAP Working Group expanded its membership and presence throughout the college. Additional RAP Champions were welcomed who brought new ideas and actively promoted RAP values and actions within their teams.

Immersive experiences for Career Taster Program participants

The Year 9 Career Taster Program (CTP) provides participants with an opportunity to explore a range of career and study pathways, helping them make informed decisions about subject selections in Years 10, 11, and 12.

SRTAFE delivers the program from its Albany, Bunbury, Esperance, and Manjimup campuses.

In 2025, SRTAFE partnered with 29 industry organisations to deliver constructive and engaging career experiences for students to explore a large range of career opportunities in a practical way.

The program continues to play an important role in strengthening school to training pathways and supporting the development of a skilled future workforce for the region.

Region	Experiences delivered	Students delivered to	Schools delivered to
South West	398	4575	26
Great Southern	316	3756	23
TOTAL	714	8331	49

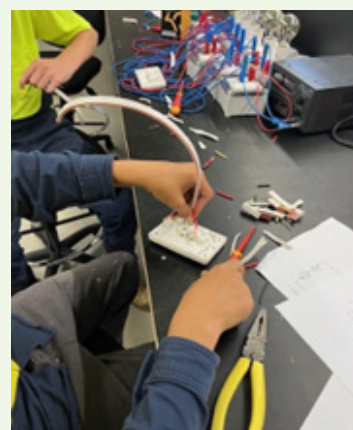
SRTAFE thanks its industry and business collaborators that helps provide student experiences

- Aaron Watkins Concreting
- Aboriginal Land Services
- Adventure Sailing
- Amvad Pty Ltd
- Aurizon
- Bunbury Flying School
- Bunnings Bunbury, Australind and Busselton
- Busselton Jetty
- CBH Albany and Esperance
- Flowers by Birdie
- Lucky Bay Brewery
- Mindflight7
- Myrtle Creative
- Prepare Produce Provide
- REED
- Roelands Village
- Rustlers Steakhouse and Grill
- Sensr Solutions
- Shire of Esperance
- Southern Ports Albany and Esperance
- S.A.L.T (Supporting and Linking Tradeswomen)
- Shelter Brewery Busselton
- South West Sports Centre Bunbury
- Stephen Michaels Foundation
- Svitzer
- The Hilton Hospitality Inn - Busselton
- U.W.A
- Waigl Kaip
- Wespine Industries

CTP gives students first-hand experience in electrotechnology

Narrogin, Wagin and Esperance Senior High School students attended a career taster in electrotechnology where they learnt the fundamentals of electrical circuitry to control a light bulb. The students mastered the task and progressed to wiring General Power Outlets – a practical skill that gave them a real taster of the trade.

Students left with a better understanding of the technical skills involved and the exciting career opportunities available in electrotechnology.



Cultural space at Bunbury Campus

Over five months, more than 60 CTP participants created a cultural space that will welcome people for reflection, yarning and community building for many years to come.

The students learnt skills in exterior design, civil construction, landscaping, horticulture, conservation, concreting, paving, irrigation, trades assistance and hospitality. They showed determination, resilience and persistence.

Students, school representatives, family members, and SRTAFE staff celebrated the opening of the inspirational project with a special thankyou ceremony to participants and their supporters.



CTP and Wagyl Kaip create hands-on cultural experiences

CTP partnered with Wagyl Kaip to deliver two transformative experiences for Noongar students from Albany Senior High School and North Albany Senior High School: The Butchers Block and Bush to Plate.

Highlights included:

- Visits from a local Aboriginal butcher and an Aboriginal chef who shared their personal journeys into their respective trades. Their stories offered students a powerful example of how cultural identity and professional success go hand-in-hand, inspiring students to consider careers in the meat and hospitality industries.
- On-country cooking and storytelling around the campfire.
- Art workshops led by Noongar artist Jessikah Woods.
- Bush Tucker foraging and cooking with renowned chef Paul Iskov.

The programs culminated in a vibrant Art Exhibition and Community Luncheon where guests enjoyed a three-course meal produced featuring native ingredients students collected On-Country.

Jobs and Skills Centres highlights

SRTAFE operates three distinct Jobs and Skills Centres (JSC), providing a free, one-stop-shop for career, training and employment services for students, employers, job seekers and the wider community.

Dedicated staff provide a range of services including career advice, apprenticeship information, employer support services, and a jobs board connecting jobseekers with local opportunities.

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 providing office space and operational resources on campus.

Key highlights included:

- The annual Deadly Jobs Expo, led by Impact Services and supported by the JSC and Worklink, attracted about 400 participants in June 2025. The event connected Aboriginal job seekers with a diverse range of industries, training opportunities and employers. SRTAFE Course Advice staff also participated to promote college training options.
- JSC staff engaged with Albany campus students and staff to raise awareness of its services, and the Learning Resource Centre displayed employment opportunities.

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 JSC Hub located at the Bunbury campus.

Key highlights included:

- JSC staff engaged with Bunbury campus students and staff to raise awareness of its services, and the JSC Hub displayed employment opportunities.

- The JSC Aboriginal Engagement Officer provided 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, including:

- Organised and attended the Harvey Aboriginal Justice Open Day, supporting job seekers to access information regarding essential identification documents.
- Supported the sixth annual NAIDOC Careers Expo at Busselton Senior High School, attended by around 160 Aboriginal and Torres Strait Islander students from 10 South West high schools. It was the largest event of its type in the South West, run in partnership by Bunbury JSC and SRTAFE staff.

The expo provides students with information to make career choices and promotes the importance of education and the development of skillsets 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, staffed by college employees, has a pivotal role in assisting the town's transition away from reliance on coal-fired power and coal mining.

Key highlights included:

- At the end of Financial Year, it exceeded client contact targets.
- In conjunction with the Just Transition Consultants, assisted affected workers to complete or update their Individual Transition Plans, leading to further enrolment in training or working towards training participation.
- More workers are expected to begin formal transition planning as the closure dates of coal-related industries approaches.

Strategic partnerships

Supporting clean energy transition with Collie Transitions

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's move away from coal-powered energy generation.

SRTAFE will help an estimated 1500 affected workers achieve nationally recognised qualifications to help them gain new employment.

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

New Collie training facility

A new site for SRTAFE's additional training facility in the heart of Collie's light industrial area was identified in October 2024. The facility will expand the range of training available locally in Collie and strengthen connections with local industry and employers. Training equipment procurement progressed in 2025 with project completion expected for mid-2026.

Future skills

SRTAFE continues to collaborate with industries to understand and respond to future workforce needs. A priority area for the college is to support alternative energy providers to equip and upskill current and future workers with the necessary skills as demand, technology, and industry capabilities grow. Engagement included meetings with solar and battery proponents in Collie, onshore windfarms operators in the South West and Wheatbelt.



Other performance highlights



Scholarships

Through collaborative partnerships SRTAFE awarded 50 scholarships to students, helping reduce financial barriers to study, including:

- Jack Family Charitable Trust - 20 x \$500 each semester to assist Great Southern students experiencing financial hardship.
- AHA Great Southern – Don McLeish Memorial Scholarship offered one scholarship of \$1000 for a student studying Certificate IV in Mental Health.

SRTAFE awarded nine Women in Non-Traditional Trades (WiNTT) scholarships, each valued at \$5,000 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

832

students disclosed having a disability in Profile Funded Delivery

264

qualifications completed Certificate II or above

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

Key achievements included:

- A substantial increase in students requiring disability support.
- Provision of individual Learning Support Plans, assistive equipment, In Class Assistance and/or Study Skill tutor supports.
- Introduction of a 'CALM Room' (Comfort Accessibility Learning Mindfulness) at Albany campus, providing a sensory-friendly space for neurodiverse students.
- Distribution of sensory 'fidget' baskets across all campus for student access and loan, if they are not able to bring their own from home.
- In recognition of International Day of People with Disability, SRTAFE hosted a college-wide Short Film Festival event, to celebrate a 'Focus on Ability' screening of select films.
- Installation of the 'OpenDyslexic' font was installed on all college computers to support students and staff with dyslexia.
- SRTAFE had an interactive stall at the Great Southern Ability Festival with Albany campus students from Certificate II in Community Services.

- The college continued to assist the increasing numbers of students who require mental health support, including mental health awareness and psychosocial training being made available to staff.
- Access to student counselling services based at Bunbury and Albany campuses was available for all students either in-person, online, phone, or email.
- An art competition was held to design the cover of the next SRTAFE DAIP. The winner was Albany campus student Rhekesia Bolton.

International student experiences and engagement

59

international students who attended SR TAFE in 2025 with two students at Albany Campus and others at Bunbury Campus

Students received a comprehensive orientation and ongoing support during their training.

The Albany students were enrolled in Community Services and Early Childhood learning Areas. Students at Bunbury also had the option to study Cookery, Hospitality, and Kitchen Management.

The WA Regional TAFE International Student Bursary and Australian Government Destination Australia scholarship supported international students achieve unique life experiences in regional WA while receiving high quality training.

There were 39 students who received a regional bursary in 2025, including:

- 12 continuing students who received the Bursary Payments in 2024.
- 27 new and continuing students who received a bursary payment in 2025.
- 6 of the 39 students were also recipients of the Destination Australia Scholarship payments.

Key highlights included:

- Kitchen management and hospitality students participated in the Djinda Ngardak Program, a week-long camp for Aboriginal youth exploring the culinary industry hosted by Prepare, Produce, Provide and world class chefs.
- Diploma students prepared a dinner service showcasing cuisine from their home countries.
- All students assisted a gala dinner at St Aidan's Winery where guests celebrated the students and their achievements.
- Diploma of Hospitality students visited the South Metropolitan TAFE Bentley Pines training restaurant for further skills and knowledge development.



College Lecturer Industry Placement (CLIP) program

CLIP enables lecturers to maintain their industry knowledge, skills currency and enhance knowledge of new and emerging practices, through organised work placements. The program is part of the \$9.9m WA State Government initiative for all TAFEs.

- In 2025, 70 lecturers completed placements - 14 more than the previous year due to additional funding.
- The program will continue in 2026, with 65 expressions of interest received already.
- This will ensure SRTAFE keeps up to date with new industry advancements and strengthens relationships across multiple campuses and their local industries.



David Mopin maintained up-to-date skills in patisserie and sweet production

Margaret River Campus Lecturer David Mopin sought to remain current in all aspects of sweet production for the Certificate III Commercial Cookery and Certificate III Patisserie.

The placement took place at Maison Lassiaille, a patisserie that brings the iconic treats of the French culinary profession to the South West region.

“My goal is to gradually introduce new trends, equipment, and technical knowledge into our curriculum. This will better prepare students for the evolving demands of the industry and ensure they are job-ready with up-to-date skills.”



Pamela Patane refreshes skills in retail plant industry

Horticulture and Landscape lecturer Pamela Patane refreshed her skills in the retail plant industry at Waterloo Nursery and Garden Centre.

“I gained practical experience engaging with customers about their plant needs, selecting suitable plants for different environments, and maintaining plants through pruning and tidying. These skills relate directly to the units that I deliver in Certificate II and III Horticulture.”

“I also helped create decorative displays to enhance sales appeal. I was also able to see some new varieties of plants that are being sold in the retail plant industry, and the planting locations they would suit.”

Adult Migrant English Program (AMEP)

SRTAFE delivers the Adult Migrant English Program (AMEP), providing eligible migrants and permanent residents with free English classes to assist with settlement in Australia. In 2025, there were 53 students enrolled in the Great Southern and 128 in the South West. This slight decrease from 2024 was attributed to visa eligibility changes.

Despite this, the program continues to achieve strong outcomes, with students gaining the confidence to participate and access community spaces, apply for further education, and enter the workforce.

Key achievements included:

- The Volunteer Tutor Scheme doubled its recorded hours from the previous year. A dedicated team of volunteers are an invaluable resource for students to practice conversational English.
- Two innovative projects were delivered in 2025:
 - English for Swimming saw 32 AMEP students across three campuses learn water survival skills. This project was in partnership with the Shire of Augusta Margaret River, the Geographe Leisure Centre, and the Albany Leisure and Aquatic Centre.
 - The Aged Care Volunteer Program ran in partnership with Aegis Aged Care Broadwater to support 11 Busselton students learn processes such as criminal

history check applications, the use of personal protective equipment in an aged care environment, safety protocols and confidentiality. Students gained authentic exposure to the realities of careers in aged care.

- Settlement Language Pathways to Employment and Training was delivered in Margaret River, with several students completing work placements - an integral step to transition from study to employment.
- More than 3,100 hours of childcare was provided by an AMEP program aimed to reduce barriers for participation in study for parents of young children.
- The AMEP team successfully completed four Client File Audits in 2025, each demonstrating strong evidence of good practice and continuous improvement.
- The AMEP team attended two EMBRACE Employment, Skills and Participation Events - run in collaboration by Workforce Australia and the Department of Employment and Workplace Relations.

Third party arrangements

In 2025, SRTAFE maintained nine third party arrangements with specialist organisations who provide nationally recognised training across key industries including forestry, agriculture, pathology, process operations, and mining. Six of the arrangements are from the South West or Great Southern regions and one from overseas in the Republic of Mauritius.

Nurhaedah, Maria Pereira De Mauriello, Janse Wila celebrate achieving a 25m unsupported swim in Margaret River.

They started English for swimming with almost no experience in the water and progressed from blowing bubbles to swimming a lap.



Feedback

The SRTAFE Customer Service Charter outlines our commitment to provide all clients with professional and friendly service and provides clients with an avenue to deliver feedback about College 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 informs a continuous improvement practice.

In 2025 there were 46 compliments, 16 suggestions, 140 complaints.

Learner and employer questionnaires

Quality Indicator Surveys provide SRTAFE with both student and employer feedback to inform college business improvements. Surveys are conducted in accordance with the Standards for Registered Training Organisations (RTOs) 2015,

Learner questionnaire

The college achieved a strong overall student satisfaction rate of 95.01% from 641 respondents, reflecting consistently positive perceptions of training quality, support, and learning relevance.

Students reported that

- Their training enhanced their knowledge and skills.
- Lecturers have strong subject matter expertise.
- They were supported by an inclusive and respectful learning environment.

These findings demonstrate the effectiveness of the college's commitment to high quality, learner centred delivery practices.

Employer questionnaire

The Employer Questionnaire was distributed to 850 employers that reflected a broad cross section of regional workforce needs.

Overall sentiment was positive, with 84% of responding employers reporting satisfaction with the training and 86% indicating they would recommend the training organisation to others.

Feedback frequently commended trainer capability, supportive engagement, and the practical, workplace relevant nature of delivery.



People and culture supporting our staff

The People and Culture directorate continued its commitment to progressive workforce management in 2025.

This included a reshape of the former Human Resources function to a branch called People Services highlighting the college's commitment to providing staff centred approach. Similarly, the Manager Work Health and Safety position was updated to enhance the focus on workplace wellbeing.

It applied 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.

In 2026, People and Culture team will become part of the Capability, People and Culture Directorate which will see greater collaboration between People Services, Work Health and Safety, Facilities and Information, Communication and Technology business units.

Building Leadership Impact

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

In 2025 we continued to embed the BLI Framework to build leadership capability across all levels of our organisation through a nuanced framework that defines leadership contexts and expected behaviours.

Highlights of BLI implementation in 2025 include:

- Agreed approach to implementation of a BLI focussed onboarding framework.
- Developed and published new job descriptions that outline key expected leadership behaviours of positions.
- Continued offering e-Learning resources developed by the Public Sector Commission (PSC).
- Released Development Maps online self-development resources on the Learning Management System for all leadership contexts.
- Offered PSC training opportunities to staff in the Personal Leadership and Leading Others leadership contexts.

Investments in staff development

The college continued its commitment to training and development of staff with increased professional development opportunities that focused on progression, leadership and college values.

Some successful initiatives and opportunities were:

- Monthly Senior Leadership Team sessions.
- Public Interest Disclosure training, delivered by PSC.
- Grow with Purpose: Leadership Conversations for Individual Contributors, delivered by PSC.
- Leading for Growth: Leadership Conversations for People Leaders, delivered by PSC.
- Wellbeing webinars covering:
 - Building bridges, not barriers: Fostering neurodiversity at work.
 - Respectful Relations: Nurturing What Matters Most.

- RU Ok: Mental Health Education and Awareness.
- Embracing Positive Wellbeing: Fundamentals of Positive Psychology.
- Rest and Recovery.
- Recruitment PD opportunities to support lecturer progression opportunities
 - Mastering the application process.
 - RAMS system and recruitment selection panel training developed by SRTAFE Recruitment team.

Wellbeing Committee

The Wellbeing Committee plays an important role in fostering a positive and supportive environment across SRTAFE. Guided by the SRTAFE Wellbeing Framework and Strategy, the committee leads staff events, initiatives and programs that promote psychosocial wellbeing and other key organisational priorities.

Members include Executive Director Capability and Partnerships (Chair), Accessibility and Support Coordinators, Lecturers, Managers, Training Managers, Student Services, Principal Lecturers, Executive Support Officer, and other nominated staff.

The committee met six times in 2025.



Significant Issues Impacting the Agency

Current and emerging issues and trends

Regional Context - Clean Energy and population growth

SRTAFE continues to operate within a rapidly changing regional landscape. Significant clean energy projects across the southern regions, combined with ongoing population growth in the South West, are increasing demand for skilled workers and placing pressure on existing training infrastructure.

These trends reinforce the importance of SRTAFE's role in supporting workforce development and ensuring training capacity keeps pace with regional needs.

Lecturer attraction and retention

SRTAFE has experienced the ongoing recruitment challenges in some regional areas where most employers may experience at some stage.

To ensure no training completions were disrupted SRTAFE used several strategies as necessary which included: consulting industry networks, consistent recruitment processes, and employing fly-in or drive-in and out casual staff or contracted delivery services. SRTAFE also aims to ensure lecturer retention, with strategies that begin during induction programs.

Through these methods SRTAFE ensured little or no delays to training schedules across the college.

Complex learner needs

Like many educational institutions, there has been a rise in the past decade of SRTAFE students who have disclosed complex learner needs and mental health challenges.

SRTAFE has adopted a multi-faceted strategy to assist the students and the support staff and lecturers.

The college is committed to ensuring students are not disadvantaged due to the impact of a disability or higher learning needs.

Lecturers provide inclusive strategies and practices, and when necessary, make reasonable adjustments. All students have access to a free counselling service and student support is available where requested and possible to provide.



Disclosures and Legal Requirements

Ministerial disclosures and legal requirements

Ministerial directives

SRTAFE did not receive any ministerial directives during 2025.

Other financial disclosures

Pricing policy of services provided

SRTAFE adheres to the DTWD's VET Fees and Charges Policy for all non-commercial enrolments. Commercial enrolments are charged out after the College completes a full costing, utilising the Commercial Costings template in accordance with the Department of Treasury's Costing and Pricing Governments Services.

Annual budget estimates

In accordance with Section 40 of the Financial Management Act 2006, SRTAFE submitted Annual Estimates to the Minister within the required timeframe, as determined by the Treasurer.

Capital works

A range of infrastructure investments and equipment upgrades were completed in 2025 to support training delivery across the region:

- Bunbury campus walkway project stage two completed \$921,670.
- Esperance and Katanning campuses existing facilities retrofitted, and equipment and furniture, for delivery of electrical training \$650,000.
- Minor works completed in 2025 include the following:
 - Refurbishment of Bunbury campus C Block male toilet to modernise and ensure accessibility compliancy \$175,000.
 - Bunbury campus civil training area established for delivery of skid steer and excavator training \$60,000.

- Bunbury campus Automotive workshop upgrades building management system \$40,270.
- Bunbury and Albany campuses brick plumbing bays \$211,000.
- Albany campus plumbing workshop natural gas system \$40,000.
- Manjimup campus machinery shed \$133,500.
- Replacement of Bunbury campus horticulture shade house \$80,000.
- Denmark campus shade house and green house supply and installation \$60,000.
- Replacement of the upper-level K Block air conditioning system.

Training equipment

The State Government continued its \$25 million Modern Equipment Program, with \$8 million in ongoing annual funding across the TAFE sector. Equipment requests were aligned to State Government priorities and college requests require Minister approval.

Examples of equipment purchased in 2025 included:

Albany campus

- Drones, batteries, controllers and additional support equipment for short courses.
- Hydro dermabrasion machine for beauty training.
- 14 x four burner ovens for the hospitality kitchen.
- Numeric control Plasma Cutter and welding machines for engineering.

Bunbury campus

- Robotic Total Stations for Surveying.
- Skid steer for short courses.
- Moisture analyser for beauty training.
- UV Spectrometer for laboratory skills training.
- Fire training system for short courses.
- Gas testing equipment for short courses.

Busselton campus

- Coffee machine for hospitality.

Esperance campus

- Hospitality equipment including mobile coffee stations, coffee grinder and a mobile wash station.

Katanning campus

- Nursing care bed with mattress and transfer aid.



Employment and industrial relations

Staff profile

		FTE 2023	FTE 2024	FTE 2025
Lecturing Staff	Permanent	218.58	212.61	202.68
	Contract	44.06	55.38	61.29
	Casual	10.72	6.85	3.81
	LECTURING TOTAL	273.36	274.84	267.78
Support Staff	Permanent	161.45	156.84	158.16
	Contract	39.99	32.56	30.15
	Casual	3.34	1.75	1.87
	SUPPORT TOTAL	204.78	191.15	190.18
	GRAND TOTAL	478.14	465.98	457.96

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. The college undertook proactive consultation in relation to industrial matters via the Joint Consultative Committee which allowed us to implement effective processes regarding lecturer scheduling and new industrial provisions.

Workers compensation

The college still continues to prioritise work health and safety with an increased focus on psychological health and wellbeing occurring throughout 2025. As a result, there were no workers’ compensation claims related to psychological injuries.

In 2025, six workers’ compensation claims were accepted. Of these three related to trips and slips, two were sprains from manual handling and one related to a laceration.

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.

In addition to a 12% salary increase over three years from 15 December 2023, the college supported lecturers by implementing an industry ticket / licence subsidy scheme in 2025.

GOSAC employees new industrial agreement

The Civil Service Association of Western Australia accepted a three-year industrial agreement covering Public Sector (GOSAC) employees on 23 December 2024.

The Agreement includes 12.5% salary increases over the term of the Agreement as well as additional provisions to support workplace flexibility and work life balance.

This includes provisions relating to nine-day fortnights, reproductive health leave, disability leave and a right to disconnect.

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.

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 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 2025 the college 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 \$19,012.73 for Directors and Officers Liability Insurance to indemnify any 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 2025.

Other legal requirements

Act of grace payments

There was no act of grace payments made during 2025.

Unauthorised use of credit cards

Private use of corporate card during 1 January 2023 to 31 December 2025	
The number of instances the Western Australian Government Purchasing Card has been used for a personal purpose	7
The aggregate amount of personal use expenditure for the reporting period	\$410
The aggregate amount of personal use expenditure settled by the due date	\$410
The aggregate amount of personal use expenditure settled after the period required	Nil
The aggregate amount of personal use expenditure outstanding at the end of the reporting period	Nil
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	4

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	\$128,503.00	Carat	\$128,503.00
Direct Advertising	\$ 1,276.00	Facebook	\$1,276.00
Directories	\$5,513.00	Denmark Chamber of Commerce	\$377.00
		Katanning Chamber of Commerce	\$590.00
		Margaret River Chamber of Commerce	\$300.00
		Busselton Chamber of Commerce	\$430.00
		Narrogin Chamber of Commerce	\$300.00
		Collie Chamber of Commerce	\$609.00
		Bunbury Geographe Chamber of Commerce	\$1,870.00
		Esperance Chamber of Commerce	\$332.00
		Albany Chamber of Commerce	\$385.00
			\$135,292.00

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	\$26,063.44	\$5,596.05	\$31,659.49
Deputy Chair	Wendy Giles	Sessional, per meeting ½ day	12 Months	\$2,550.00	\$295.80	\$2,845.80
Member	Nadine Carter	Sessional, per meeting ½ day	12 Months	\$1,768.00	\$1,060.89	\$2,828.89
Member	Noelle Jones	Sessional, per meeting ½ day	12 Months	\$2,652.00	\$1,115.48	\$3,767.48
Member	Garry Green	Sessional, per meeting ½ day	12 Months	\$2,210.00	\$256.36	\$2,466.36
Member	Michael Ansell	Sessional, per meeting ½ day	12 Months	\$1,768.00	\$311.13	\$2,079.13
Member	Cobie Rudd	Sessional, per meeting ½ day	12 Months	\$2,652.00	\$309.40	\$2,961.40
Member	Leah Irving	Sessional, per meeting ½ day	12 Months	\$2,210.00	\$258.57	\$2,468.57
Member	Michael Eastman	Sessional, per meeting ½ day	6 Months	\$442.00	\$53.04	\$495.04
Member	Victoria Sorrell	Sessional, per meeting ½ day	6 Months	\$884.00	\$259.20	\$1,143.20
						\$52,715.36

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 People Services 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
- Integrity training
- 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).

The college also reviewed the Staff Code of Conduct in 2025 to ensure alignment with the Public Sector Commissioner's Instruction 40 – Ethical Foundations.

No breach of Public Sector Standards claim were lodged in 2025.

Six disciplinary matters took place in 2025.

One staff member received a fine and a reprimand, one received a reprimand, two staff members were terminated and one staff member's employment finished before the matter was completed. The final discipline matter was not substantiated.

Recordkeeping plan

During 2025 we continued to follow best practice in records management in accordance with Section 19 of the State Records Act 2000.

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

The college's record keeping policy is also compliant with the TAFE sector consolidated Record Keeping Plan.

SRTAFE continued delivering record keeping training sessions in 2025 to new staff in their mandatory induction program to assist their record keeping responsibilities.

Policy framework

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

Each policy is reviewed at least once every three years. An evaluation p-assessment confirms ongoing usefulness and changes to legislation, government policy requirements and business rules.

In 2025 40 Policies, 48 Processes, 13 Work Instructions and 75 Forms were reviewed and updated. 8 policies were removed.

Staff are informed of policy changes via email, on the intranet and during relevant PD and online information sessions.

WA Multicultural Plan

SRTAFE progressed its Multicultural Plan 2024 – 2027 in line with the Western Australian Multicultural Policy Framework for agencies to achieve the State Government’s multiculturalism goals.

The plan will continue to guide SRTAFE towards increased respect and understanding with our Culturally and Linguistically Diverse (CaLD) community members and celebrate the rich contributions they make to our communities.

Highlights from 2025 include:

- SRTAFE introduced a new working group with a membership that has responsibility for ensuring the success of our Multicultural Plan commitments.
- The Adult Migrant English Program delivered by SRTAFE has ongoing contact with CaLD communities to encourage referrals of potential students and volunteers for its innovative programs. This networking includes social workers, police, community groups, public libraries, settlement groups, job providers, other government agencies, schools, employers of immigrant workers, and community support groups.
- There were 15 articles either published internally or posted on social media that featured a person from a CaLD background or college programs.
- SRTAFE facilitated or promoted events such as Harmony Week and International Day for Elimination of Racial Discrimination. World Day for Cultural Diversity was celebrated at Bunbury Campus with students invited to wear their traditional clothing and participate in creating a map of the world showcasing the diversity of the student group.

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

SRTAFE continued to implement measures to prevent exposure to asbestos fibres across all campuses.

- The Asbestos Management Plan outlines legislative requirements, hazard identification processes, risk assessments and control measures. The Plan is used in conjunction with the Asbestos Register.
- An Asbestos Register is maintained for all campuses and identifies all known asbestos at each site. Registers are renewed every two years by a qualified third-party contractor.
- Contractors at the Albany and Bunbury campus must sign-in via an electronic system confirming they have reviewed the asbestos register prior to commencing works. Regional campuses use a hard copy sign-in process each 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)

Commitment to work health and safety and injury management

SRTAFE is committed to providing a safe and healthy working and learning environment. Staff and visitor safety is prioritised, and staff are empowered to identify and address hazards.

Our leadership team promotes a positive safety culture to ensure compliance with WHS regulations, reporting and investigation, mental health and wellbeing, and open communication to achieve a safe and healthy workplace.

The college is also committed to effective Workers' Compensation and Injury Management process to ensure timely and appropriate support for injured workers.

WHS Team

Despite an extended period of staff vacancies, continuity of WHS support and critical functions was maintained.

- A new WHS Manager and relief WHS Risk Coordinator commenced in September, enabling the WHS team to return to a strategic and proactive outlook.
- A new WHS and Injury Management Coordinator was also added to implement improvements to optimise return to work and recovery outcomes.

Health, Safety and Wellness (HSW) Plan

Development of a new HSW Plan commenced in 2025. Objectives will be identified following a review of:

- Completion and performance of the previous HSW Plan
- WHS Performance indicators, measures and trends

- Legislative changes and effects
- Audit and inspection results
- Emerging risk analysis
- Training needs analysis.

WHS Management System Framework and Reporting App

A review and gap analysis of the WHS Management System (WHSMS) Framework identified the need for a more structured and simplified framework. Options are being explored to improve WHS reporting and data analysis to better support organisational due diligence.

Communication and Consultation

A review of existing WHS communication and consultation mechanisms, including the role and function of Health and Safety Representatives was conducted in 2025. Several opportunities were identified to improve stakeholder engagement, information and training, and the effectiveness of the WHS Committee.

Performance data report

Indicator	2023	2024	2025	Targets	Comments about outcome
Number of fatalities	0	0	0	0	
Lost time injury/disease incidence rate	0.40	0.32	0.62	0 or 10% reduction in incidence rate	Not Achieved
Lost time injury severity rate	50	33.33	0	0 or 10% reduction in severity rate	Achieved
Percentage of injured workers returned to work (i) within 13 weeks	100%	50%	80%	Actual target to be stated	Not Achieved
Percentage of injured workers returned to work (ii) within 26 weeks	100%	50%	100%	Greater than or equal to 80%	Achieved
Percentage of managers and supervisors trained in occupational safety and health and injury management responsibilities	80%	82%	TBC	Greater than or equal to 80%	WHS Training programs and training needs analysis under review.

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
- 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

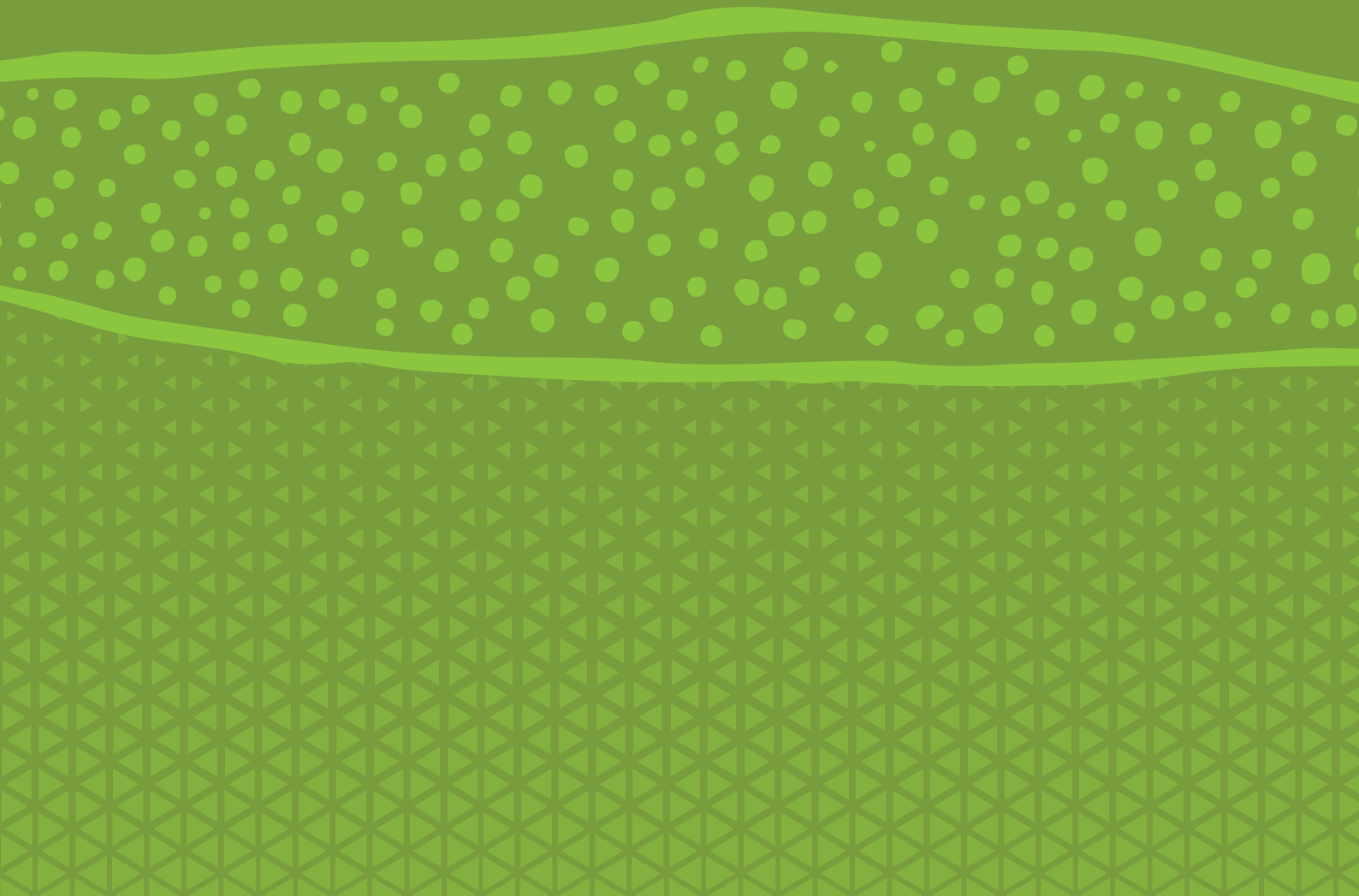
- Public Health Act 2016
- Public Interest Disclosure Act 2003
- Public Sector Management Act 1994
- Salaries and Allowances Act 1975
- School Education Act 1999
- State Records Act 2000
- State Superannuation Act 2000
- Statutory Corporations (Liability of Directors) Act 1996
- Vocational Education 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
- 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

05

Financial Statements and KPIs





Auditor General

INDEPENDENT AUDITOR'S REPORT 2025 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 2025, 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 TAFE for the year ended 31 December 2025 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.

Emphasis of Matter – Restatement of comparative balances

I draw attention to Note 8.2 of the financial statements which states that the amounts reported in the previously issued 31 December 2024 financial statements have been restated and disclosed as comparatives in these financial statements. My opinion is not modified in respect of this matter.

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.

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.

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the TAFE. The controls exercised by the TAFE are those policies and procedures established 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 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 2025, and the controls were implemented as designed as at 31 December 2025.

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. 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 TAFE for the year ended 31 December 2025 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 TAFE for the year ended 31 December 2025 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 2025.

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 as the 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 3 Financial Sustainability – Requirement 5: Key Performance Indicators.

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 3 – Requirement 5 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 2025, 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.

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 TAFE for the year ended 31 December 2025 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
12 March 2026

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 2025.



Susan Barrera
Governing Council Chair
10 March 2026



Blair Marsh
Managing Director
10 March 2026

Key performance indicators

Through our desired outcome of the ‘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.

Services Provided
Vocational Education and Training

Key Effectiveness Indicators			
1.1 Overall Student Satisfaction Rate	1.2 Graduate Achievement Rate	1.3 Graduate Destination Rate	1.4 Achievement of Profile Delivery

Key Efficiency Indicator
2.1 Overall Cost per Student Curriculum Hour

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

1.1 Overall student satisfaction rate

In 2025, 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 2025 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 Computer - Assisted Telephone Interviewing (CATI).

The Student Satisfaction Survey fieldwork was conducted between September and November 2025.

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 6,373 students eligible to complete the survey, 1,272 responded, resulting in a response rate of 20%. The margin of error was +/- 1.6% at the 95% confidence level. The results found that the 2025 overall student satisfaction with the college (as measured by a response of either "satisfied" or "very satisfied") was 87.8% against the set target of 88%.

Table 1 : Overall Student Satisfaction Rate

	2023 Actual	2024 Actual	2025 Target	2025 Actual	Target Variance
South Regional TAFE	92.1%	89.8%	88%	87.8%	- 0.2%
Western Australia	87.3%	84.7%	n/a	85.0%	n/a

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)

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 2025, 1,050 of 2,727 graduates (38.5%) participated in the survey, yielding a relative sampling error of +/- 2% at the 95% confidence level.

Table 2: Graduate Achievement Rate

	2023 Actual	2024 Actual	2025 Target	2025 Actual	Target Variance
South Regional TAFE	87.8%	88.9%	87.0%	88.8%	+1.8%
TAFE Western Australia	85.6%	85.1%	n/a	85.0%	n/a
TAFE Australia	86.6%	84.8%	n/a	84.2%	n/a
All VET providers Australia	88.1%	86.4%	n/a	85.9%	n/a

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.

Table 3: Graduate Destination Rate

	2023 Actual	2024 Actual	2025 Target	2025 Actual	Target Variance
South Regional TAFE	81.5%	77.7%	75.0%	76.8%	+1.8%
TAFE Western Australia	77.4%	74.0%	n/a	73.6%	n/a
TAFE Australia	77.7%	74.1%	n/a	73.0%	n/a
All VET providers Australia	79.5%	75.0%	n/a	74.4%	n/a

Achievement of college profile

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

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.

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.

The table below compares planned DPA activity against actual delivery in 2025. 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.

This key performance indicator shows the percentage of activities contracted with the Department of Training and Workforce Development. In 2025, the original DPA target was set to 2,840,000 SCH, with final achieved figure of 2,827,435 SCH at 99.55%.

Table 4: Profile Achievement

2023 Actual	2024 Actual	2025 Target	2025 Actual Profile SCH	2025 Actual	Target Variance
100.6%	110.6%	100%	2,827,435	99.55%	-0.45%

Profile analysis

- classification of occupations

SR TAFE's profile training delivered by major ANZSCO (Australia and New Zealand Standard Classification of Occupations) levels for 2025 is provided below.

Table 5: Profile Achievement by Major ANZSCO Groups

ANZCO Major Group	Target	Actual	Achieved %
Clerical and administrative workers	168,637	158,653	94%
Community and personal service workers	1,002,096	1,064,372	106%
General education	94,268	91,631	97%
Labourers	451,542	370,360	82%
Machinery operators and drivers	108,213	94,579	87%
Managers	27,718	32,539	117%
Professionals	162,807	217,127	133%
Sales workers	5,045	4,395	87%
Technicians and trades workers	819,674	793,779	97%
Total	2,840,000	2,827,435	99.55%

Table 6: Profile Achievement by ANZSCO Sub-Groups

ANZSCO Major	ANZSCO Groups	Target	Actual	Achieved
CLERICAL AND ADMINISTRATIVE WORKERS	General Clerical Workers	70,420	54,945	78%
	Numerical Clerks	60,165	73,425	122%
	Office Managers and Program Administrators	21,200	16,708	79%
	Personal Assistants and Secretaries	16,852	13,575	81%
COMMUNITY AND PERSONAL SERVICE WORKERS	Carers and Aides	615,019	706,029	115%
	Health and Welfare Support Workers	197,637	186,560	94%
	Hospitality Workers	44,390	32,509	73%
	Sports and Personal Service Workers	145,050	139,274	96%
GENERAL EDUCATION	Adult Literacy/ESL	39,480	48,755	124%
	Targeted Courses	54,788	42,856	78%
LABOURERS	Construction and Mining Labourers	70,219	44,553	63%
	Factory Process Workers	33,694	21,405	64%
	Farm, Forestry and Garden Workers	244,894	210,555	86%
	Food Preparation Assistants	13,600	12,129	89%
	Other Labourers	89,135	81,718	92%
MACHINERY OPERATORS AND DRIVERS	Machine and Stationary Plant Operators	87,958	71,989	82%
	Mobile Plant Operators	6,555	4,180	64%
	Road and Rail Drivers	13,700	18,410	134%
MANAGERS	Chief Executives, General Managers and Legislators	4,300	4,720	110%
	Farmers and Farm Managers	3,500	11,366	325%
	Hospitality, Retail and Service Managers	12,818	13,343	104%
	Specialist Managers	7,100	3,110	44%
PROFESSIONALS	Arts and Media Professionals	40,500	54,048	133%
	Design, Engineering, Science and Transport Professionals	56,782	83,274	147%
	Education Professionals	41,025	35,190	86%
	ICT Professionals	24,500	44,615	182%
SALES WORKERS	Sales Assistants and Salespersons	5,045	4,395	87%
TECHNICIANS AND TRADES WORKERS	Automotive and Engineering Trades Workers	217,891	206,391	95%
	Construction Trades Workers	130,375	146,459	112%
	Electrotechnology and Telecommunications Trades Workers	72,872	65,269	90%
	Engineering, ICT and Science Technicians	156,652	179,148	114%
	Food Trades Workers	58,048	33,155	57%
	Other Technicians and Trades Workers	112,430	88,664	79%
	Skilled Animal and Horticultural Workers	71,406	74,693	105%
Total		2,840,000	2,827,435	99.55%

Notes: Source: SR TAFE, NAT files. * Comparative figures based on 2025 original DPA figures

Key performance indicators of efficiency

The efficiency indicators measure the efficiency with which SRTAFE manages its resources to provide VET programs.

2.1 Overall cost per student curriculum hour

The overall cost per SCH demonstrates the efficiency with which SRTAFE manages its resources to enable the provision of VET programs.

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.

Contributing factors to an increased delivery cost per SCH in 2025 of \$2.44 included increases due to wage agreements for all staff and lower than anticipated commercial training delivery.

Table 7: Overall Cost per SCH

Year	Target Cost / SCH	Actual Cost / SCH	Variance
2025	\$28.99	\$31.43	\$2.44
2024	\$28.67	\$28.58	(\$0.09)
2023	\$24.30	\$30.83	\$6.53

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 2025 and 2024 were 157,666 SCH and 195,606 SCH respectively.
2. The 2025 and 2024 Targets are based on their respective annual Section 40 Budget Estimates Total Cost of Services divided by the forecast profile and commercial SCH.

Certification of financial statements

OFFICIAL

Disclosures and Legal Compliance

Financial Statements

Certification of Financial Statements

For the reporting period ended 31 December 2025

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 2025 and the financial position as at 31 December 2025.

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
10 March 2026



Blair Marsh
Managing Director
10 March 2026



Neil Lattimer
Chief Financial Officer
10 March 2026

South Regional TAFE		2025	2024
STATEMENT OF COMPREHENSIVE INCOME			(Restated)*
FOR THE YEAR ENDED 31 DECEMBER 2025			
	Notes	\$	\$
COST OF SERVICES			
Expenses			
Employee benefits expenses	2.1(a)	62,388,918	59,883,079
Supplies and services	2.2	15,985,985	16,345,970
Finance Cost	6.3	201,990	242,818
Grants and subsidies	2.2	-	74,250
Other expenses	2.2	5,763,766	5,802,411
Cost of sales	3.3	165,182	179,804
Loss on disposal of non-current assets	3.6	1,216,111	16,598
Depreciation and amortisation expense	4.2.1	8,111,732	6,147,621
Total cost of services		93,833,684	88,692,551
Income			
Fee for service	3.2	1,851,587	2,029,380
Student fees and charges	3.2	3,931,039	3,535,897
Ancillary trading	3.2	358,786	339,857
Commonwealth grants and contributions	3.2	15,795	17,450
Sales	3.3	205,037	217,444
Interest revenue	3.4	970,289	575,328
Other revenue	3.5	437,203	349,681
Total revenue		7,769,736	7,065,037
<i>Gains</i>			
Gain arising from changes in fair value - land	3.6	-	899,000
Gain on disposal of lease arrangements	3.6	87,694	236,849
Total gains		87,694	1,135,849
Total income other than income from State Government		7,857,430	8,200,886
NET COST OF SERVICES		85,976,254	80,491,665
Income from State Government			
Income from other public sector entities	3.1	78,151,255	72,647,007
Resource Received	3.1	3,628,578	3,908,964
Total income from State Government	3.1	81,779,833	76,555,971
SURPLUS/(DEFICIT) FOR THE PERIOD		(4,196,421)	(3,935,694)
OTHER COMPREHENSIVE INCOME			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus*	4.1, 8.2	15,283,124	37,152,400
Total other comprehensive income		15,283,124	37,152,400
TOTAL COMPREHENSIVE SURPLUS FOR THE PERIOD		11,086,703	33,216,706

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

* The 2024 reported figures have been restated as a result of prior period corrections. Refer to Note 8.2.

South Regional TAFE			2025	2024
STATEMENT OF FINANCIAL POSITION				(Restated)*
AS AT 31 DECEMBER 2025				
	Notes	\$	\$	
ASSETS				
Current Assets				
Cash and cash equivalents	6.1	17,743,223	6,872,443	
Restricted cash and cash equivalents	6.1	74,524	2,039,260	
Receivables	5.1	1,008,345	1,102,579	
Inventories	3.3	77,847	66,895	
Other current assets	5.2	941,595	551,675	
Total Current Assets		19,845,534	10,632,852	
Non-Current Assets				
Property, plant and equipment*	4.1, 8.2	186,482,848	177,115,946	
Right-of-use assets	4.2	3,691,802	3,682,563	
Total Non-Current Assets		190,174,650	180,798,509	
TOTAL ASSETS		210,020,184	191,431,361	
LIABILITIES				
Current Liabilities				
Payables	5.3	1,143,029	2,322,354	
Lease liabilities	6.2	474,839	272,483	
Employee related provisions	2.1(b)	11,029,217	8,643,331	
Other current liabilities	5.4	4,303,762	1,508,826	
Total Current Liabilities		16,950,846	12,746,994	
Non-Current Liabilities				
Lease liabilities	6.2	3,406,596	3,573,133	
Employee related provisions	2.1(b)	4,464,918	4,152,368	
Total Non-Current Liabilities		7,871,514	7,725,501	
TOTAL LIABILITIES		24,822,360	20,472,495	
NET ASSETS		185,197,824	170,958,866	
EQUITY				
Contributed equity		160,671,581	157,519,326	
Reserves*	8.2	78,161,887	62,878,763	
Accumulated surplus / (deficit)		(53,635,644)	(49,439,223)	
TOTAL EQUITY		185,197,824	170,958,866	

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

* The 2024 reported figures have been restated as a result of prior period corrections. Refer to Note 8.2.

South Regional TAFE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2025

2025

2024

Notes

CASH FLOWS FROM STATE GOVERNMENT

Income from other public sector entities

Total Net cash provided by State Government

Utilised as follows:

CASH FLOWS FROM OPERATING ACTIVITIES**Payments**

Employee benefits expenses

Supplies and services

Finance Cost

Grants and subsidies

GST payments on purchases

Other payments

Receipts

Fee for service

Student fees and charges

Ancillary trading

Commonwealth grants and contributions

Interest received

GST receipts on sales

GST receipts from taxation authority

Other receipts

Net cash provided by/(used in) operating activities**CASH FLOWS FROM INVESTING ACTIVITIES****Payments**

Purchase of non-current physical assets

Receipts

Proceeds from sale of non-current physical assets

Capital Contribution

Net cash provided by/(used in) investing activities**CASH FLOWS FROM FINANCING ACTIVITIES****Payments**

Principal elements of lease payments

Other repayments

Receipts

Other proceeds

Net cash provided by/(used in) financing activities

Net increase (decrease) in cash and cash equivalents

Cash and cash equivalents at the beginning of period

CASH AND CASH EQUIVALENTS AT THE END OF PERIOD

6.1

	\$	\$
Income from other public sector entities	81,042,408	73,500,881
Total Net cash provided by State Government	81,042,408	73,500,881
Utilised as follows:		
CASH FLOWS FROM OPERATING ACTIVITIES		
Payments		
Employee benefits expenses	(62,174,832)	(58,727,614)
Supplies and services	(12,384,005)	(11,866,230)
Finance Cost	(201,990)	(242,818)
Grants and subsidies	-	(74,250)
GST payments on purchases	(1,660,957)	(1,372,341)
Other payments	(5,008,621)	(5,759,231)
Receipts		
Fee for service	1,961,067	2,003,201
Student fees and charges	3,941,737	3,450,333
Ancillary trading	358,786	339,857
Commonwealth grants and contributions	15,795	17,450
Interest received	866,220	544,840
GST receipts on sales	133,561	122,802
GST receipts from taxation authority	1,527,396	1,323,811
Other receipts	619,308	598,240
Net cash provided by/(used in) operating activities	(72,006,535)	(69,641,950)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments		
Purchase of non-current physical assets	(1,052,389)	(723,992)
Receipts		
Proceeds from sale of non-current physical assets	-	2,273
Capital Contribution	1,199,811	1,013,368
Net cash provided by/(used in) investing activities	147,422	291,649
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments		
Principal elements of lease payments	(292,515)	(215,732)
Other repayments	-	(43,135)
Receipts		
Other proceeds	15,264	-
Net cash provided by/(used in) financing activities	(277,251)	(258,867)
Net increase (decrease) in cash and cash equivalents	8,906,044	3,891,713
Cash and cash equivalents at the beginning of period	8,911,703	5,019,989
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	17,817,747	8,911,703

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

South Regional TAFE
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Contributed		Accumulated	
		Equity	Reserves	Surplus / (Deficit)	Total Equity
		\$	\$	\$	\$
Balance at 1 January 2024		135,391,875	25,726,362	(45,503,529)	115,614,708
Surplus/(deficit)				(3,935,694)	(3,935,694)
Other comprehensive income			15,311,032	-	15,311,032
Total comprehensive income for the period		-	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
Total		22,127,451	-	-	22,127,451
Balance at 31 December 2024		157,519,326	41,037,394	(49,439,223)	149,117,497
Correction of prior period errors	8.2	-	21,841,369	-	21,841,369
Restated balance at 31 December 2024		157,519,326	62,878,763	(49,439,223)	170,958,866

Balance at 1 January 2025		157,519,326	62,878,763	(49,439,223)	170,958,866
Surplus/(deficit)				(4,196,421)	(4,196,421)
Other comprehensive income			15,283,124	-	15,283,124
Total comprehensive income for the period		-	15,283,124	(4,196,421)	11,086,703
Transactions with owners in their capacity as owners:					
Capital appropriations		1,199,811	-		1,199,811
Other contributions by owners		1,952,444	-		1,952,444
Total		3,152,255	-	-	3,152,255
Balance at 31 December 2025		160,671,581	78,161,887	(53,635,644)	185,197,824

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

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 Managing Director of SR TAFE on 10 March 2026.

Statement of compliance

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, the Conceptual Framework and other authoritative pronouncements issued by the Australian Accounting Standards Board (AASB) as modified by Treasurer's instructions. Some of these pronouncements are modified to vary their application and disclosure.

The Financial Management Act 2006 and Treasurer's instructions, which are legislative provisions governing the preparation of financial statements for agencies, take precedence over AASB pronouncements. Where an AASB pronouncement is modified and has had a significant financial effect on the reported results, details of the 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, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 8 – Requirement 8.1(i) 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

	2025	2024
	\$	\$
Employee benefits	56,016,925	52,822,126
Termination benefits	177,880	1,185,851
Superannuation - defined contribution plans	6,194,113	5,875,102
Employee benefits expenses	62,388,918	59,883,079
Add: AASB 16 Non-monetary benefits (not included in employee benefits expense)		
Provision of vehicle benefits	240,655	143,443
Less: Employee contributions	(215,713)	(124,576)
Provision of housing benefits	92,906	72,647
Less: Employee contributions	(84,388)	(37,626)
Total employee benefits provided	62,422,378	59,936,968

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

	2025	2024
	\$	\$
Current		
<u>Employee benefits provision</u>		
Annual leave	4,325,006	3,550,841
Long service leave	5,748,963	4,358,112
Deferred salary scheme	136,335	256,139
Purchased leave	999	11,252
	10,211,303	8,176,344
<u>Other provisions</u>		
Employment on-costs	817,914	466,987
Total current employee related provisions	11,029,217	8,643,331
Non-current		
<u>Employee benefits provision</u>		
Long service leave	3,937,388	3,890,242
	3,937,388	3,890,242
<u>Other provisions</u>		
Employment on-costs	527,530	262,127
Total non-current employee related provisions	4,464,918	4,152,368
Total employee related provisions	15,494,135	12,795,699

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 liabilities are 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'.

Employment on-costs provisions

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

	2025	2024
	\$	\$
	729,113	1,100,693
	616,331	(371,580)
	1,345,444	729,113

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

	2025	2024
	\$	\$
Supplies and services		
Consumables and minor equipment	2,983,231	3,628,819
Communication expenses	152,148	188,385
Utilities expenses	1,399,085	1,295,360
Consultancies and contracted services	8,922,474	8,496,672
Minor works	216,318	731,159
Rental Cost	241,107	205,302
Travel and passenger transport	314,514	353,779
Advertising and public relations	156,363	159,452
Staff professional development activities	136,894	154,576
Software licence expense	924,334	599,011
Insurance expense	411,862	367,848
Other supplies and services expenses	127,655	165,606
Total supplies and services expenses	15,985,985	16,345,970
Grants and subsidies		
Workplace training cost subsidies	-	74,250
Total grants and subsidies	-	74,250
Other expenses		
Audit fees	237,150	202,000
Building maintenance	1,004,892	780,236
Employment on-costs	3,708,133	3,658,168
Repairs and maintenance - Equipment & Other	739,878	683,195
Student prizes and awards	45,504	100,292
Losses and write-offs	27,624	20,468
2023 Delivery and Performance Agreement (DPA) refund	-	357,699
Other	585	353
Total other expenses	5,763,766	5,802,411
Total other expenditure	21,749,751	22,222,631

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

	2025	2024
Income from Other Public Sector Entities received during the period:	\$	\$
Delivery and Performance Agreement (DPA)	75,868,518	68,729,530
Non-DPA Grants from Department of Training and Workforce Development (DTWD)	1,776,179	2,499,569
Income from Other Public Entities	-	1,000,000
Fee for service - Government (other than DTWD)	32,865	53,428
Education and Training Partnership Program	69,836	-
International Division Fees - State Govt	403,857	364,481
	<u>78,151,255</u>	<u>72,647,007</u>
Resources received free of charge from other State Government agencies during the period:		
Department of Training and Workforce Development		
- Corporate systems support	3,018,213	2,724,260
- Marketing and publications	249,751	259,122
- Human resources and industrial relations support	84,421	-
- Lease agreements	131,592	718,205
- State Solicitors Office	615	109,518
- Other	143,986	97,860
	<u>3,628,578</u>	<u>3,908,964</u>
Total income from State Government	<u>81,779,833</u>	<u>76,555,971</u>

Income from other public sector entities is recognised as income when the performance obligations are satisfied.

If there is no performance obligations, 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.

3.2 User charges and fees

	2025	2024
	\$	\$
Fee for service		
Fee for service - general	713,468	826,401
Fee for service - Commonwealth Government	1,110,344	1,164,600
International fees	27,775	38,379
Total fee for service	<u>1,851,587</u>	<u>2,029,380</u>
Student fees and charges		
Tuition fees	2,114,620	1,977,244
Enrolment and Resource fees	1,713,469	1,539,131
Recognition of prior learning (RPL) fees	19,919	14,677
Incidental fees	72,119	-
Other College fees	10,912	4,845
Total student fees and charges	<u>3,931,039</u>	<u>3,535,897</u>
Ancillary trading		
Live works (not a trading activity)	322,654	284,963
Other Ancillary Revenue	36,132	54,894
Total ancillary trading	<u>358,786</u>	<u>339,857</u>
Total user charges and fees	<u>6,141,412</u>	<u>5,905,134</u>
Commonwealth Grants and Contributions		
Commonwealth specific purpose grants and contributions	15,795	17,450
Total commonwealth grants and contributions	<u>15,795</u>	<u>17,450</u>

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

	2025	2024
	\$	\$
Bookshop		
Sales	185,044	193,778
Cost of Sales:		
Opening Inventory	(66,895)	(98,009)
Purchases	(176,134)	(148,689)
	(243,029)	(246,699)
Closing Inventory	77,847	66,895
Cost of Goods Sold	(165,182)	(179,804)
Total trading profit/(loss) - Bookshop	19,862	13,974
Other trading	19,994	23,666
Total trading profit/(loss) - Other trading	19,994	23,666
Total Trading profit/(loss)	39,856	37,640
Closing Inventory comprises:		
Current Inventories		
At cost	(77,847)	(66,895)
Total current inventory trading activities	(77,847)	(66,895)
Total current inventories	(77,847)	(66,895)

Sales

Revenue from the sale of goods is recognised at the transaction price when SR TAFE 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

	2025	2024
	\$	\$
Interest revenue	970,289	575,328

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

	2025	2024
	\$	\$
Employee contributions	84,388	37,626
Rental and facilities fees	282,837	199,446
Grant & Subsidy Revenue	-	200
Sponsorship and donations revenue	38	6,166
Miscellaneous revenue	69,940	106,243
Total other revenue	437,203	349,681

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

3.6 Gains/(Losses)

	2025	2024
	\$	\$
<u>Net proceeds from disposal of non-current assets</u>		
Plant, furniture and general equipment	-	2,273
Total proceeds from disposal of non-current assets	-	2,273
<u>Carrying amount of non-current assets disposed</u>		
Buildings	(1,208,357)	-
Motor vehicles, caravans and trailers	(4,122)	-
Plant, furniture and general equipment	(3,632)	(3,839)
Computers and communication network	-	(15,032)
Net gains/(losses)	(1,216,111)	(16,598)
<u>Other gains/(loss)</u>		
Gain/(loss) arising from lease arrangements	87,694	236,849
Gain/(loss) arising from changes in fair value - land	-	899,000
Other gains/(losses)	87,694	1,135,849
Total gains/(losses)	(1,128,417)	1,119,251

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:

	Notes
Property, plant and equipment	4.1
Right-of-use assets	4.2

OFFICIAL

4.1 Property, plant and equipment

	Year ended 31 December 2025		Motor vehicles, plant and furniture		Computer	Library collection	Works of art	Leasehold	Total
	Land	Buildings	Assets under construction	caravans and trailers	and general equipment	equipment, communication network		Improvement	\$
	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 January 2025									
Gross carrying amount	6,537,700	143,329,050	738,535	1,485,957	5,823,604	612,029	-	383,080	159,125,340
Accumulated depreciation	-	-	-	(646,012)	(2,753,191)	(437,616)	-	(13,943)	(3,850,763)
Accumulated impairment losses	-	-	-	-	-	-	-	-	-
Carrying amount at start of period	6,537,700	143,329,050	738,535	839,945	3,070,413	174,412	-	369,137	155,274,577
Correction of prior period error - revaluation adjustment (a)	-	21,841,369	-	-	-	-	-	-	21,841,369
Gross carrying amount at start of period (restated) (a)	6,537,700	165,170,419	738,535	839,945	3,070,413	174,412	-	369,137	177,115,946
Additions	-	-	-	-	-	-	-	-	-
Transfers	-	203,558	(678,722)	74,949	960,291	17,929	-	-	1,053,169
Transfers from DTWD	500,000	1,452,444	-	-	475,164	-	-	-	1,952,444
Other disposals	-	(1,208,357)	-	(4,122)	(3,632)	-	-	-	(1,216,111)
Revaluation increments/(decrements)	1,981,300	13,301,824	-	-	-	-	-	-	15,283,124
Depreciation	-	(6,758,924)	-	(134,049)	(693,443)	(65,954)	-	(53,354)	(7,705,724)
Carrying amount 31 December 2025	9,019,000	172,160,964	59,813	776,723	3,808,793	126,388	-	315,783	186,482,848
Gross carrying amount	9,019,000	172,160,964	59,813	1,549,206	7,233,845	596,141	-	383,080	191,217,433
Accumulated depreciation	-	-	-	(772,483)	(3,425,052)	(469,754)	-	(67,297)	(4,734,586)
	9,019,000	172,160,964	59,813	776,723	3,808,793	126,388	-	315,783	186,482,848

(a) Restatements have been made to the comparative balances reported in the 2024 financial statements. Refer to Note 8.2 more information

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 2025 by Landgate.

The valuations were performed during the year ended 31 December 2025 and recognised at 31 December 2025.

All land and buildings are measured at current use, not market value, except where acquired after the Landgate valuation date. At 31 December 2025, \$500,000 of land was measured at market value (2024: \$nil).

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

As at 31 December 2025, there were no indications of impairment to property, plant and equipment.

In addition, for buildings under the current replacement cost, estimated professional and project management fees are included in the valuation of current use assets as required by AASB 2022-10 *Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-For-Profit Public Sector Entities*.

Unobservable (level 3) inputs used to determine fair values of land and buildings are:

Land:	Fair value for high utility land is determined by comparison with market evidence for land with comparable high level of utility. The relevant comparators of land with high level utility are selected by the Western Australian Land Information Authority (Valuation Services) and represents the application of a significant Level 3 input in this valuation technique.
Buildings:	<i>Historical cost per square metre floor area (m2)</i> The costs of constructing specialised buildings with similar utility are extracted from financial records of the Model Department, then indexed by movements in CPI. <i>Consumed economic benefit/obsolescence of asset</i> These are estimated by the Western Australian Land Information Authority (Valuation Services).

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.

High utility current use land: The fair value of public sector properties used for non-profit purposes is determined based on the utility of comparable nearby land in the open market with value adjustments for differences in land tenure and public sector obligations around current use. These may be held on freehold or crown land title or crown lease. The utility supplied may serve residential, industrial, commercial and other specialised purposes. Property classifications for these types of land uses include reserves, schools, hospitals, houses on government land under a ground lease, etc.

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 Restatement of Prior Period Balances

Restatements have been made to the comparative balances reported in the 2024 financial statements. Refer to Note 8.2 for more information.

4.1.2 Depreciation and impairment Charge for the period

	2025	2024
	\$	\$
<u>Depreciation</u>		
Buildings	6,758,924	5,016,395
Motor vehicles, caravans and trailers	134,049	111,691
Plant, furniture and general equipment	693,443	582,315
Computers and communication network	65,954	63,737
Right-of-use assets	406,008	359,540
Leasehold improvements	53,354	13,943
Total depreciation for the period	8,111,732	6,147,621

As at 31 December 2025 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 is land.

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.

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 2025

	Government Regional Officers' Housing \$	Buildings \$	Vehicles \$	Total \$
Carrying amount at start of period	57,271	3,195,635	429,657	3,682,563
Additions	234,617	-	334,364	568,981
Disposals	(32,554)	(82,764)	(38,416)	(153,734)
Depreciation	(87,291)	(135,364)	(183,353)	(406,008)
Net Carrying Amount as at end of period	172,043	2,977,507	542,252	3,691,801

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 4.1.2 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

	2025	2024
	\$	\$
Receivables - Other	108,498	92,619
Receivables - Trade	39,682	52,656
Receivables - Students	192,525	291,897
Allowance for impairment of receivables	(49,117)	(51,899)
Accrued revenue	503,014	570,538
GST receivable	213,743	146,768
Total current	1,008,345	1,102,579
Total receivables at end of period	1,008,345	1,102,579

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

	2025	2024
	\$	\$
Prepayments	941,595	551,675
Total current	941,595	551,675
Total other assets at end of period	941,595	551,675

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

	2025	2024
	\$	\$
Trade payables	16,868	7,357
Accrued expenses	730,268	697,321
Accrued salaries and related costs	395,893	1,617,677
Total current	1,143,029	2,322,354
Total payables at end of period	1,143,029	2,322,354

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

	2025	2024
	\$	\$
Income received in advance ^(a)	213,509	324,990
Monies/deposits held in trust	74,714	59,450
Provision for refund of DPA funding received	4,015,539	1,124,386
Total current	4,303,762	1,508,826
Balance at end of period	4,303,762	1,508,826

(a) Includes income received in advance from students.

6 Financing

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

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

6.1 Cash and cash equivalents

	2025	2024
	\$	\$
Current		
Cash and cash equivalents		
Cash On Hand	4,730	5,530
Cash At Bank	17,738,493	6,866,913
Total cash and cash equivalents	17,743,223	6,872,443
Restricted cash and cash equivalents current		
Destination Australia scholarships ^(a)	16,500	14,250
Specific donations ^(b)	58,024	45,010
27th pay current ^(c)	-	1,980,000
	74,524	2,039,260
Total current	17,817,747	8,911,703
Balance at end of period	17,817,747	8,911,703

^(a) Scholarships to be paid to qualifying students under the Destination Australia scheme.

^(b) Specific donations comprise:

	2025	2024
	\$	\$
Funds for Denmark Music Foundation	1,593	1,593
Jack Family Trust	10,252	252
Sue Abe	16,800	17,600
Colin Reeves	400	1,800
Newmont Corporation	28,979	23,765
	58,024	45,010

^(c) 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

	2025	2024
	\$	\$
Not later than one year	474,839	272,483
Later than one year and not later than five years	1,272,930	742,225
Later than five years	2,133,666	2,830,907
	3,881,435	3,845,615
Current	474,839	272,483
Non-current	3,406,596	3,573,133
Balance at end of period	3,881,435	3,845,615

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 SR TAFE 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

	2025	2024
	\$	\$
Lease interest expense	201,990	242,818
Low-value leases	19,879	-
Total lease expense	221,869	242,818

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

	2025	2024
	\$	\$
Interest expense on lease liabilities	201,990	242,818
Total interest expense	201,990	242,818
Total finance costs expensed	201,990	242,818

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

Capital commitments

	2025	2024
	\$	\$
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	295,599	134,196
Balance at end of period	295,599	134,196

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:

	2025	2024
	\$	\$
Financial assets		
Cash and cash equivalents	17,743,223	6,872,443
Restricted cash and cash equivalents	74,524	2,039,260
Receivables ^(a)	794,602	955,811
Total financial assets	18,612,349	9,867,514
Financial liabilities		
Financial liabilities measured at amortised cost ^(b)	5,024,464	6,167,969
Total financial liabilities	5,024,464	6,167,969

^(a) The amount excludes GST recoverable from the ATO (statutory receivable).

^(b) 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 and explanatory statements

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 prior period errors	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 prior period errors

During the current year, SR TAFE received updated advice from Landgate confirming that professional and project management fees were incorrectly not included in the value of current use building assets under the current replacement cost basis as required by AASB 2022-10, which applied prospectively for financial years commencing 1 January 2024. As a result, the prior year reported figures have been restated, as follows:

	As reported 31 December 2024 \$	Correction of prior period errors \$	As restated 31 December 2024 \$
STATEMENT OF COMPREHENSIVE INCOME (extract)			
Other comprehensive income			
Changes in asset revaluation surplus	15,311,032	21,841,369	37,152,400
Total other comprehensive income	15,311,032	21,841,369	37,152,400
TOTAL COMPREHENSIVE SURPLUS FOR THE PERIOD	11,375,338	21,841,369	33,216,706

STATEMENT OF FINANCIAL POSITION (extract)

Non-Current Assets

Property, plant and equipment	155,274,577	21,841,369	177,115,946
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Equity

Reserves	41,037,394	21,841,369	62,878,763
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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 (\$)	2025	2024
Compensation Band (\$)		
330,001 - 340,000	1	-
190,001 - 200,000	-	1
40,001 - 50,000	-	1
30,001 - 40,000	1	-
20,001 - 30,000	-	1
0 - 10,000	9	11

Compensation of the senior officers (\$)
 Compensation Band (\$)
 210,001 - 220,000
 200,001 - 210,000
 190,001 - 200,000
 180,001 - 190,000
 170,001 - 180,000
 160,001 - 170,000
 150,001 - 160,000
 120,001 - 130,000
 100,001 - 110,000
 90,001 - 100,000

	2025	2024
	1	-
	1	-
	2	-
	-	1
	1	-
	-	3
	1	-
	-	1
	-	1
	1	1
	2025	2024
	\$	\$
Total compensation of accountable authority	391,959	292,373
Total compensation of senior officers	1,234,285	1,005,066
Total compensation of key management personnel	1,626,244	1,297,439

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

	2025	2024
	\$	\$
	237,150	202,000

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, \$30,406 (2024: \$17,361) of debts due to SR TAFE were written off and nil (2024: nil) was written off the asset register under the authority of:

Executive Council
 Managing Director

	2025	2024
	\$	\$
	30,406	16,430
	-	931
	30,406	17,361

(b) Losses through theft, defaults and other causes

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

	2025	2024
	\$	\$
	-	297
	-	297

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 2025, and between the actual results for 2025 and 2024 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 2025	Actual 2025	Actual 2024 (Restated)	Variance between estimate and actual	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
Expenses						
Employee benefits expense		63,201,532	62,388,918	59,883,079	(812,614)	2,505,839
Grants and subsidies		-	-	74,250	-	(74,250)
Finance cost		113,000	201,990	242,818	88,990	(40,828)
Supplies and services		16,601,409	15,985,985	16,345,970	(615,424)	(359,986)
Other expenses	(1)	4,269,398	5,763,766	5,802,411	1,494,368	(38,645)
Cost of sales		160,000	165,182	179,804	5,182	(14,622)
Loss on disposal of non-current assets	(a)	-	1,216,111	16,598	1,216,111	1,199,513
Depreciation and amortisation expense	(2) (b)	6,094,000	8,111,732	6,147,621	2,017,732	1,964,111
Total cost of services		90,439,339	93,833,684	88,692,551	3,394,345	5,141,132
Income						
Fee for service		1,751,000	1,851,587	2,029,380	100,587	(177,793)
Student fees and charges		3,522,941	3,931,039	3,535,897	408,098	395,142
Ancillary trading		340,612	358,786	339,857	18,174	18,930
Sales		218,360	205,037	217,444	(13,323)	(12,407)
Commonwealth grants and contributions		-	15,795	17,450	15,795	(1,655)
Interest revenue		375,000	970,289	575,328	595,289	394,960
Other revenue		212,256	437,203	349,681	224,947	87,522
Total revenue		6,420,169	7,769,736	7,065,037	1,349,567	704,698
Gains						
Gain arising from changes in fair value - land		-	-	899,000	-	(899,000)
Gain on disposal of lease arrangements		-	87,694	236,849	87,694	(149,156)
Total gains		-	87,694	1,135,849	87,694	(1,048,156)
Total income other than income from State Government		6,420,169	7,857,430	8,200,886	1,437,260	(343,458)
NET COST OF SERVICES		84,019,170	85,976,254	80,491,665	1,957,084	5,484,590
Income from State Government						
Income from other public sector entities		73,876,592	78,151,255	72,647,007	4,274,663	5,504,248
Resource Received		3,658,979	3,628,578	3,908,964	(30,401)	(280,386)
Total income from State Government		77,535,571	81,779,833	76,555,971	4,244,262	5,223,862
SURPLUS/(DEFICIT) FOR THE PERIOD		(6,483,599)	(4,196,421)	(3,935,694)	2,287,178	(260,727)
OTHER COMPREHENSIVE INCOME						
Items not reclassified subsequently to profit or loss						
Changes in asset revaluation surplus		-	15,283,124	37,152,400	15,283,124	(21,869,276)
Total other comprehensive income		-	15,283,124	37,152,400	15,283,124	(21,869,276)
TOTAL COMPREHENSIVE SURPLUS / (DEFICIT) FOR THE PERIOD		(6,483,599)	11,086,703	33,216,706	17,570,302	(22,130,003)

Major Estimate and Actual (2025) Variance Narratives

(1) Other expenses are \$1.5 million higher than the 2025 Estimate, largely reflecting higher than estimated payroll tax and the reclassification of maintenance expenses, originally estimated to be Supplies and Services expenses.

(2) Depreciation and amortisation expense is \$2.0 million higher than the 2025 Estimate, largely due to the inclusion of professional and project management fees leading to higher building valuations (refer Note 4.1.1 for more details).

Major Actual 2025 and Comparative (2024) Variance Narratives

(a) Loss on disposal of non-current assets is \$1.2 million higher than the 2024 actual, largely due to the disposal of the Industrial Skills Training Centre in Albany, which is being upgraded to the Albany Trades Workshop utilising the same site.

(b) Depreciation and amortisation expense is \$2.0 million higher than the 2024 Actual, largely due to the inclusion of professional and project management fees leading to higher building valuations (refer Note 4.1.1 for more details).

9.2 Statement of Financial Position Variances

Variance Note	Estimate 2025	Actual 2025	Actual 2024 (Restated)	Variance between estimate and actual	Variance between actual results for 2025 and 2024
	\$	\$	\$	\$	\$
ASSETS					
Current Assets					
Cash and cash equivalents	503,157	17,743,223	6,872,443	17,240,066	10,870,780
Restricted cash and cash equivalents	2,395	74,524	2,039,260	72,129	(1,964,736)
Receivables	1,104,274	1,008,345	1,102,579	(95,929)	(94,234)
Inventories	98,009	77,847	66,895	(20,162)	10,952
Other current assets	286,579	941,595	551,675	655,016	389,920
Total Current Assets	1,994,414	19,845,534	10,632,852	17,851,120	9,212,682
Non-Current Assets					
Property, plant and equipment	(1) 143,578,107	186,482,848	177,115,946	42,904,741	9,366,902
Right of Use Assets	4,657,753	3,691,802	3,682,563	(965,951)	9,239
Total Non-Current Assets	148,235,860	190,174,650	180,798,509	41,938,790	9,376,142
TOTAL ASSETS	150,230,274	210,020,184	191,431,361	59,789,910	18,588,824
LIABILITIES					
Current Liabilities					
Payables	1,306,729	1,143,029	2,322,354	(163,700)	(1,179,325)
Lease Liabilities	244,596	474,839	272,483	230,243	202,356
Employee related provisions	(2) (a) 8,261,473	11,029,217	8,643,331	2,767,744	2,385,886
Other current liabilities	(3) (b) 302,930	4,303,762	1,508,826	4,000,832	2,794,936
Total Current Liabilities	10,115,728	16,950,846	12,746,994	6,835,118	4,203,852
Non-Current Liabilities					
Lease liabilities	4,527,250	3,406,596	3,573,133	(1,120,654)	(166,537)
Employee related provisions	3,959,305	4,464,918	4,152,368	505,613	312,550
Total Non-Current Liabilities	8,486,555	7,871,514	7,725,501	(615,041)	146,013
TOTAL LIABILITIES	18,602,283	24,822,360	20,472,495	6,220,077	4,349,866
NET ASSETS					
	131,627,991	185,197,824	170,958,866	53,569,833	14,238,958
EQUITY					
Contributed equity	165,837,533	160,671,581	157,519,326	(5,165,952)	3,152,255
Reserves	25,726,362	78,161,887	62,878,763	52,435,525	15,283,124
Accumulated surplus / (deficit)	(59,935,905)	(53,635,644)	(49,439,223)	6,300,261	(4,196,421)
TOTAL EQUITY	131,627,990	185,197,824	170,958,866	53,569,834	14,238,958

Major Estimate and Actual (2025) Variance Narratives

- (1) Property, plant and equipment is \$42.9 million higher than the 2025 Estimate, largely reflecting the inclusion of professional and project management fees leading to higher building valuations than estimated (refer Note 4.1.1 for more details).
- (2) Current Employee related provisions are \$2.8 million higher than the 2025 Estimate, largely reflecting increases due to wage agreements for all staff and a general increase in accrued staff leave balances from annual allowances.
- (3) Other current liabilities are \$4.0 million higher than the 2025 Estimate, largely reflecting the DPA refund to DTWD.

Major Actual 2025 and Comparative (2024) Variance Narratives

- (a) Current Employee related provisions are \$2.4 million higher than the 2024 Actual, largely reflecting increases due to wage agreements for all staff and a general increase in accrued staff leave balances from annual allowances.
- (b) Other current liabilities are \$2.8 million higher than the 2025 Estimate, largely reflecting the DPA refund to DTWD.

9.3 Statement of Cash Flows Variances

Variance Note	Estimate 2025	Actual 2025	Actual 2024	Variance between estimate and actual	Variance between actual results for 2025 and 2024
	\$	\$	\$	\$	\$
CASH FLOWS FROM STATE GOVERNMENT					
Income from other public sector entities	(1) (a) 70,783,592	81,042,408	73,500,881	10,258,816	7,541,527
Total Net cash provided by State Government	70,783,592	81,042,408	73,500,881	10,258,816	7,541,527
CASH FLOWS FROM OPERATING ACTIVITIES					
Payments					
Employee benefits	(63,626,533)	(62,174,832)	(58,727,614)	1,451,701	(3,447,218)
Supplies and services	(11,426,430)	(12,384,005)	(11,866,230)	(957,575)	(517,775)
Finance Cost	(113,000)	(201,990)	(242,818)	(88,990)	40,828
Grants and subsidies	-	-	(74,250)	-	74,250
GST payments on purchases	(934,900)	(1,660,957)	(1,372,341)	(726,057)	(288,616)
Other payments	(4,109,398)	(5,008,621)	(5,759,231)	(899,223)	750,610
Receipts					
Fee for service	1,751,000	1,961,067	2,003,201	210,067	(42,134)
Student fees and charges	3,522,941	3,941,737	3,450,333	418,796	491,404
Ancillary trading	340,612	358,786	339,857	18,174	18,929
Commonwealth grants and contributions	-	15,795	17,450	15,795	(1,655)
Interest received	375,000	866,220	544,840	491,220	321,380
GST receipts on sales	42,300	133,561	122,802	91,261	10,759
GST receipts from taxation authority	892,600	1,527,396	1,323,811	634,796	203,585
Other receipts	430,617	619,308	598,240	188,691	21,068
Net cash used in operating activities	(72,855,191)	(72,006,535)	(69,641,950)	848,655	(2,364,586)
CASH FLOWS FROM INVESTING ACTIVITIES					
Payments					
Purchase of non-current physical assets	(480,500)	(1,052,389)	(723,992)	(571,889)	(328,397)
Receipts					
Proceeds from sale of non-current physical assets	-	-	2,273	-	(2,273)
Capital Contribution	-	1,199,811	1,013,368	1,199,811	186,443
Net cash provided by investing activities	(480,500)	147,422	291,649	627,922	(144,227)
CASH FLOWS FROM FINANCING ACTIVITIES					
Payments					
Principal elements of lease	(71,000)	(292,515)	(215,732)	(221,515)	(76,783)
Other repayments	-	-	(43,135)	-	43,135
Receipts					
Other proceeds	-	15,264	-	15,264	15,264
Net cash provided by/(used in) financing activities	(71,000)	(277,251)	(258,867)	(206,251)	(18,384)
Net increase (decrease) in cash and cash equivalents	(2,623,099)	8,906,044	3,891,713	11,529,143	5,014,331
Cash and cash equivalents at the beginning of period	3,128,651	8,911,703	5,019,989	5,783,052	3,891,714
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	505,552	17,817,747	8,911,703	17,312,195	8,906,044

Major Estimate and Actual (2025) Variance Narratives

(1) Income from other public sector entities is \$10.3 million higher than the 2025 Estimate, largely reflecting an anticipated increased demand for training delivery and funding for wage agreements for all staff.

Major Actual 2025 and Comparative (2024) Variance Narratives

(a) Income from other public sector entities is \$7.5 million higher than the 2024 Actual, largely reflecting an anticipated increased demand for training delivery.

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