



**South
Metropolitan**



South Metropolitan TAFE **2025 ANNUAL REPORT**

Skilling Western Australians for a smart future



South Metropolitan TAFE

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This publication is available in alternative formats upon request.

While every effort has been made to assess the contents of this report, it may contain references to, or images, of people who are now deceased. South Metropolitan TAFE regrets any offence this might cause.

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1	20 March 2026	Original issue

Statement of Compliance

To the Hon. Amber-Jade Sanderson MLA, Minister for Skills and TAFE

In accordance with section 63 of the *Financial Management Act 2006*, we hereby submit for your information and presentation to Parliament, the Annual Report of South Metropolitan TAFE for the period ending 31 December 2025.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006* and the *Vocational Education and Training Act 1996*.



Deborah Hamblin
Chair Governing Council

20 March 2026



Darshi Ganeson-Oats
Managing Director

20 March 2026

Acknowledgement of Country

We acknowledge the Noongar peoples of the Whadjuk and Gnaala Karla Booja Regions as the Traditional Custodians of the Lands that South Metropolitan TAFE's campuses are situated upon.

We acknowledge the wisdom of Aboriginal Elders past and present, and pay respect to Aboriginal and Torres Strait Islander communities of today. We recognise the rich and diverse culture of Aboriginal and Torres Strait Islander peoples, and the valuable contribution this diversity brings to our college and country.

Artist credit: Emily Rose



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OVERVIEW OF THE AGENCY

Message from the Chair and Managing Director

Kaya and Wandju – Welcome to South Metropolitan TAFE's 2025 Annual Report

We've been jobs focussed, delivering affordable training, developing sovereign capability, and powering the workforce throughout 2025.



We've trained over 32,000 students, prioritised the skills of our younger generation, and partnered with almost 100 organisations, demonstrating our commitment to the Government goal of diversifying our economy and making more things in Western Australia (WA).

Following the allocation of significant State Government funding in 2025, we welcomed the planned expansion of our Munster campus, and look forward to being able to deliver more skills for the renewables industries workforce, including wind energy, battery technology, green hydrogen, electrification, automation and robotics.

Our new electrical training facility at Armadale campus will channel

skilled workers into the construction industry, and many of our 10,000 apprentices will join the workforce in major projects and job precincts in WA, such as Henderson, Westport and Kwinana.

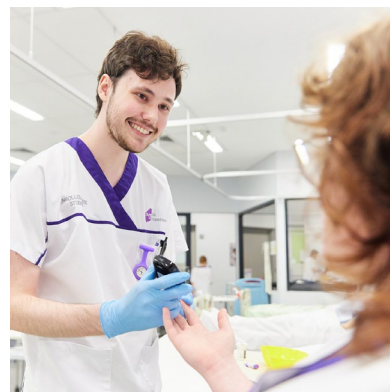
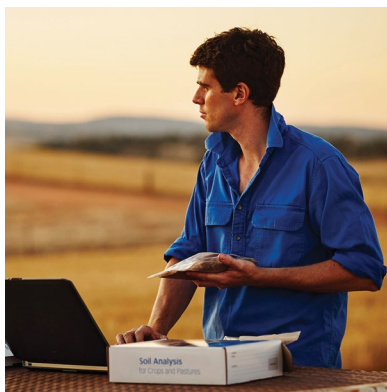
The establishment of the national Defence Industry Skills Centre of Excellence, operating as a business unit at South Metropolitan TAFE (SM TAFE), and our well-established expertise in defence industry training reinforced our contribution to supporting an uplift in sovereign capability.

Our innovative approaches to partnerships, training services solutions, and international engagement resulted in many successful workforce development initiatives including a key

advancement in preparing WA's workforce for nuclear powered submarine capability.

We are very proud of the contribution that our students are making to WA's diversified economy from marine engineers, to health and aged care workers, laboratory technicians, and those working in the fashion and apparel sector stewarding sustainability and the circular economy.

Working with TAFE International WA, SM TAFE continues to support international student market growth, despite the challenges experienced across the international education sector, in 2025. Our students benefit from the diverse and vibrant community they experience at all our



campuses and the industries they connect with, along their career pathway. With a significant focus on student well-being, we support all our students through each and every stage of their journey at SM TAFE.

We acknowledge Hon Simone McGurk MLA, Hon Hannah Beazley MLA and Hon David Templeman MLA for their support provided to the TAFE sector in 2025, and welcome the leadership of Hon Amber-Jade Sanderson MLA, Minister for Skills and TAFE and Hon Dr Toni Buti, Minister for International Education.

Through sector collaboration and the agility of our people, together we will advance high quality vocational education and training and skill West Australians for today's jobs and the workforce of the future.

Deborah Hamblin
Governing Council Chair

Darshi Ganeson-Oats
Managing Director

2025 Awards

Construction

Women in Civil Apprentice Award – Civil Contractors Federation WA – Abbey Lee Johnson

- Abbey-Lee was motivated by a desire to expand her capabilities, and completion of the Certificate III in Trenchless Technology marked a ground breaking achievement as the first female to do so throughout Australia.

Apprentice of the Year – Master Painters and Decorators Australia – Taylah Bagshaw and Kaiden Thompson

- Taylah and Kaiden demonstrated exceptional skill, professionalism, and commitment to their trade throughout the year. Taylah achieved 1st place and Kaiden secured 3rd place – a remarkable result. Their success highlights the calibre of apprentices emerging from our programs and reinforces SM TAFE's commitment to developing skilled, industry-ready painters and decorators for Western Australia.

Creative industries

WorldSkills Australia National Championships Bronze Medal – Lili-Mae Newman

- Congratulations to Lili-Mae who represented Perth South Region in Fashion Technology, at the National WorldSkills competition, and received a Bronze medal.

Bindaring clothing sale - Audience choice – Monica Tovar Plazas

- Monica, an International student, won the audience choice competition at Perth's largest second-hand clothing sale raising funds for charity.



Defence

Australian Defence Industry Awards Finalist – SM TAFE

- SM TAFE was announced a finalist for the Australian Defence Industry Award – in the *Academic Institute of the Year* category, recognising our contribution to driving measurable growth in defence education and strengthening Australia's defence and national security workforce.

Defence and National Security Workforce Awards Finalist – SM TAFE

- SM TAFE was announced a finalist for the Defence & National Security Workforce Awards 2025 – in the *Best Future Skills Provider* category, recognising our contribution to transforming the defence sector workforce.



About South Metropolitan TAFE

Establishment

SM TAFE is established under the *Vocational Education and Training Act 1996*. We exist to **provide vocational education and training services to meet community and industry training needs.**

Our purpose

We provide students with skills to enable employment and career development. SM TAFE works with leaders in industry to provide Western Australians with the skills and capabilities for a smart future. Working collaboratively with industry, our partnerships support economic and community development goals to ensure our graduates are ready to work with emerging technologies, engage in our diversifying economy, and support our community.

We do this by:

- Providing students with high quality training that equips them with the skills and attributes to thrive.
- Collaborating and working with industry to deliver skills that reflect the current and emerging workforce needs.
- Strengthening our communities through lifelong learning opportunities for all Western Australians.

Operational structure

Responsible Minister

Until 18 March 2025, SM TAFE was responsible to Hon Simone McGurk MLA, Minister for Training and Workforce Development; Industrial Relations; Water; and Hon Hannah Beazley, MLA, Minister for Local Government; Youth; Minister Assisting the Minister for Training and Workforce Development; and reported to Hon David Templeman MLA, Minister for International Education.

From 19 March 2025, SM TAFE was responsible to Hon Amber-Jade Sanderson MLA, Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara; and reported to Hon Dr Tony Buti MLA, Attorney General; Minister for Commerce; International and Tertiary Education; Multicultural Interests.

Enabling Legislation

South Metropolitan TAFE is established as a State Training Provider under section 35 of the *Vocational Education and Training Act 1996*.

Accountable authority

SM TAFE is a statutory authority governed by a Governing Council. The Governing Council is directly accountable to the public and the Minister for Skills and TAFE. Ms Deborah Hamblin is the Chair of the Governing Council.

Agency Structure

As of December 2025, SM TAFE employed 1,312 Full Time Equivalent (FTE) staff across twelve campuses in the southern metropolitan region of Perth. SM TAFE is led by the Managing Director and supported by the Corporate Executive which comprises four General Managers and four Executive Directors across Training Services, Corporate Services and Organisational Services.

SM TAFE's services in 2025 were delivered through five key business areas:

Training Services - Responsible for delivery of training across three key training directorates, including Adult Migrant English Program (AMEP), Access, Community and Health; Construction, Commerce and Hospitality; and Engineering, Transport and Defence.

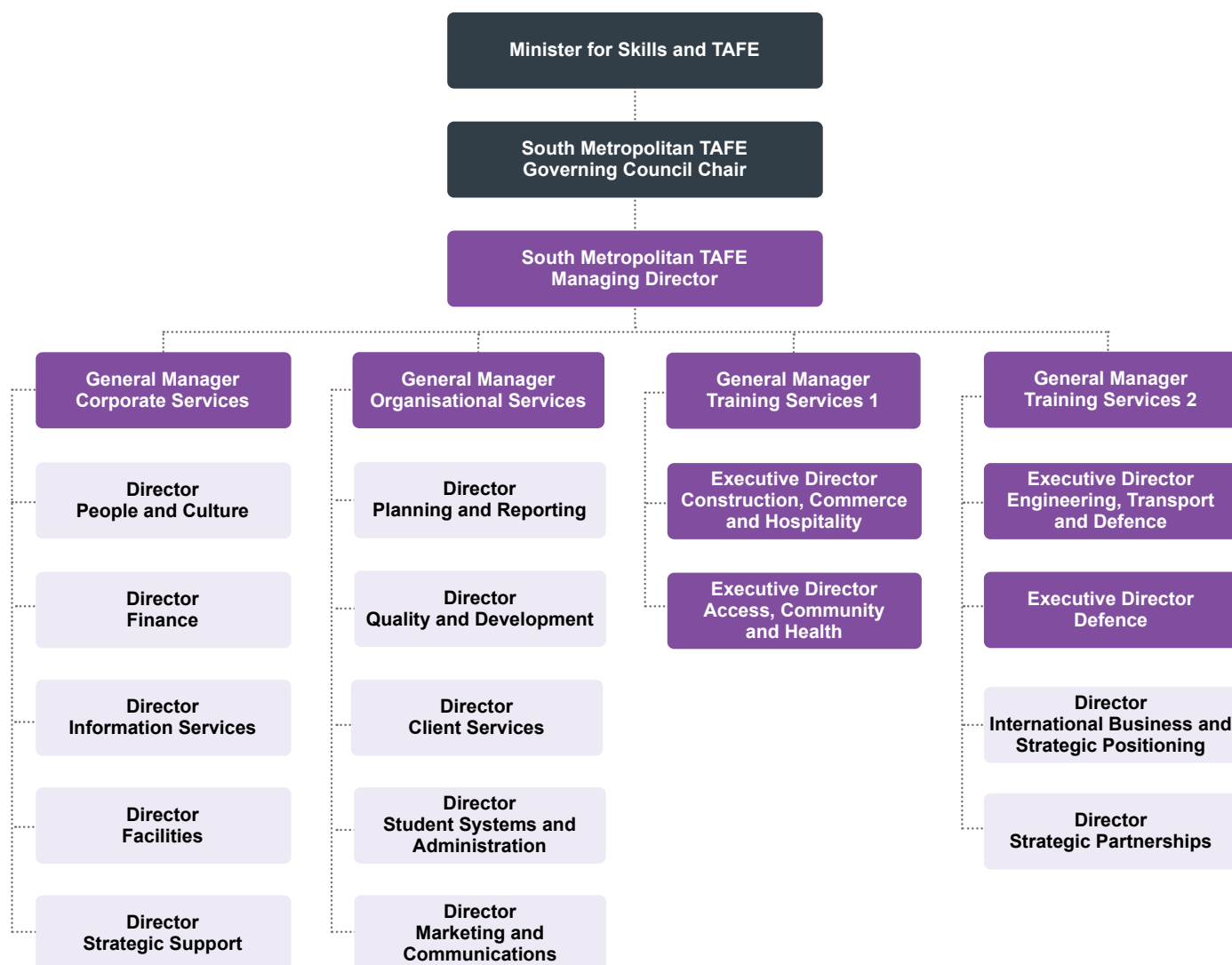
Corporate Services - Responsible for finance, human resources, procurement and risk, work health and safety, information and communication technology, records management, strategic support, governance and facilities.

Organisational Services - Responsible for planning and reporting, client services, student experience and academic systems, marketing and communications, and quality and development.

Strategic Partnerships - Responsible for industry engagement, developing commercial opportunities, and international business.

Jobs and Skills Centres - Responsible for delivering contracted services in partnership with the Department of Training and Workforce Development, including career and training advice, community engagement, employer engagement, and job readiness services.

Organisational Structure at 31 December 2025



Governing Council



Deborah Hamblin

Chair

Deborah Hamblin is a passionate advocate for community service, and the importance of education and training in her community. Her career has always focused on the value of education, working for Murdoch University from 1978 to 2016.

Deb was elected in May 2005 as a City of Rockingham Councillor, contributing in the role as Deputy Mayor for eight years and was elected by the community as Mayor from 2021 to 2025. She has promoted the importance of Education in the Region while on Council and has focussed on its value in building a resilient community.

In her Council role she has chaired a number of committees including the South West Metropolitan Alliance, been a Commissioner on the WA Grants Commission, the Vice Chair of the Library Board of Western Australia, a Deputy State Councillor, and a member of the Joint Development Assessment Panel.

Deb has been a member of a variety of management boards and is a valuable contributor to SM TAFE's Governing Council.

She is a proud patron of Rockingham Regional Arts and a number of other organisations.

She holds a Bachelor degree from Murdoch University and a post graduate qualification from Curtin University.



Brian Delamont

(Deputy Chair from July 2025)

Brian was born and raised in Bowral, NSW, from where he joined the Royal Australian Navy, graduating from the Naval College with a Diploma of Applied Science.

Senior roles in the Navy included ship command, Command of HMAS Stirling, and Director General of Navy Communications and Information Warfare with responsibilities for cyber, satellite communications and secure networks. Brian specialised in Information Technology, and was responsible for managing warship communications and data exchange networks.

Brian has held leadership roles in regional Humanitarian Assistance and Disaster Relief operations. He has lived and worked in Malaysia, Washington DC and Florida in the United States, and holds a Master of Business Administration.



Carol Adams OAM

With a distinguished professional career in the local government sector, as well as strong legal, governance and strategic planning experience, Carol has a strong focus on the economic development of the south metropolitan region of Perth and the education and employment opportunities for its residents.

Carol was former Mayor at the City of Kwinana (2006 – 2023) and served in total 27 years as a councillor. In October 2024 Carol made history as being elected the first female Chair of the Western Australian Turf Club (T/A Perth Racing) and was appointed as Chair of the Local Government Advisory Board.

Carol holds a Bachelor of Laws and is a Graduate of the Australian Institute of Company Directors (GAICD). Carol received an Order of Australian Medal (General Division) in 2019, in 2024 was the recipient of the prestigious Local Government Medal, and is a past recipient of the Long and Loyal Service Award and the Rotary International's Paul Harris Fellow Award. In 2023, Carol was awarded the inaugural Freedom of the City by Kwinana Council.



Julian Coyne

Julian Coyne brings entrepreneurship, engineering and technology together. Combining his expertise, he has been invited to present and work on the future of technology for industry, academia and government at Oxford University, Silicon Valley and Singapore.

Julian founded his first company in 2002, Unified, which has delivered successful technology solutions to clients including Toyota, Rio Tinto, INPEX, IBM, Microsoft, UWA, and Government agencies throughout Australia. In 2006 Julian was selected for the Commonwealth Government's inaugural ICT Industry Entrepreneur Accelerator Program.

Julian is a Graduate of the Australian Institute of Company Directors (GAICD), a Senior Certified Professional with the Australia Computer Society, an affiliate member of the Australasian Institute of Mining and Metallurgy and a member of the Institute of Electrical and Electronic Engineers.

Julian has Chaired the Australian Information Industry Association - Australia's peak body for the technology industry, the Autism Academy of Software Quality Assurance, and the WA State Government's Regional New Industries Fund.



Stedman Ellis

Stedman is an expert leader, director and advisor with more than 20 years' experience in the commercial, government, industry association, research and cultural sectors. With extensive international experience in the mining and energy sectors, Stedman has more recently worked across renewables (particularly battery industries), research and creative industries and is currently a non-executive director of FORM, an independent non-profit cultural organisation.

Stedman was the inaugural CEO of Australia's Future Battery Industries Cooperative Research Centre, COO for the Australian Petroleum Production & Exploration Association (now Australian Energy Producers), and a WA Government Deputy Director General. He has held senior external affairs roles with BHP and was previously a Board Member of Australian Gas Industry Trust, Minerals Research Institute of WA, and Central Institute of Technology (now North Metropolitan TAFE) governing council.

Stedman holds a Bachelor of Arts from the University of WA and a graduate diploma from the Australian Institute of Company Directors.



Dawn France

(Member from July 2025)

Dawn is an accomplished executive and governance professional with a career spanning the Corporate, NGO, Education, Manufacturing, and Community sectors. As Managing Director of Enfranchise Pty Ltd, she specialises in Governance, Risk and Compliance (GRC), partnering with organisations to coach and embed Governance, Risk and Compliance through operational excellence and strengthening workplace culture, driving sustainable growth in both people and performance.

Her qualifications include a Bachelor of Arts (Hons) in Law and Business, professional membership with the Australian Human Resources Institute (AHRI), Fellow Membership with the Governance Institute of Australia (GIA), and credentials as an Exemplar Global Qualified Lead Auditor and DISC Accredited Practitioner. These credentials underpin her practical expertise in compliance, leadership, and organisational development.

Dawn is a Board Director of The Spear Foundation, providing governance oversight and contributing to community-led programs that empower Aboriginal youth, Elders, and families.



Thomas Griebel

(Member from July 2025)

Thomas Griebel is the General Manager of the Faculty of Business and Law at Curtin University. With over 20 years of experience in Management Accounting and senior leadership positions in Finance, Thomas is a Fellow of CPA Australia (FCPA) and a Graduate of the Australian Institute of Company Directors (GAICD).

Before joining Curtin in 2015, Thomas held leadership positions in the pharmaceutical industry across Germany, the UK, France, and Belgium. He has a strong interest in innovation, continuous improvement, and organisational governance. He previously served on the WA Divisional Council of CPA Australia and was Divisional President in 2022.

Thomas is passionate about creating accessible and inclusive education pathways to ensure WA is equipped with the skills and talent needed for the future. He is committed to strengthening collaboration across the tertiary education sector.



Yvonne Parnell

(Member from July 2025)

Yvonne Parnell is an accomplished non-executive director with extensive strategic and regulatory experience gained through a wide range of board governance and committee roles in public health, medical research and the not-for-profit sector.

From 2008 to 2022, Yvonne served as a CEO in the community services sector delivering valued services to people with developmental disability and their families. Prior roles include State Manager positions with national retailers Dymocks and the OPSM Group. Earlier in her career Yvonne spent a decade with global professional services firm, Arthur Andersen.

Yvonne brings to TAFE robust skills and a strong track record in strategic planning, governance and risk, organisational transformation, sustainability and capacity building, financial and commercial management, leadership, and workforce culture. She is deeply committed to achieving transformative outcomes through consumer, community and stakeholder engagement.

Previously she served on the North Metropolitan Health Service Governing Council from 2012 to 2015 and more recently served a 9-year tenure as a Member of the South Metropolitan Health Service Board. Yvonne currently contributes her expertise on the Boards of Carers WA, Alzheimer's Research Australia, and the Rottne Foundation.

She holds a graduate diploma from the Australian Institute of Company Directors.



Michelle Sidebottom

Michelle Sidebottom has worked extensively across Australia, Japan and Malaysia and key areas of her work include hospitality and tourism facility management, Aboriginal business and tourism development, project management, and consultancy services. Michelle has worked with the private sector, non-profits, registered training organisations, peak industry associations, and Government agencies to design, develop and implement state wide business and workforce development projects.

Michelle is the Director of Breakaway Tourism Pty Ltd, Breakaway Parks Pty Ltd, and Avocet Island Pty Ltd. Additional roles include Deputy Chair of the Peel Development Commission and Deputy Chair of Coolibah Care Inc.

Michelle's professional experience has included the judging of state and national awards programs, Industry Advisory Group roles for various Registered Training Organisations in WA; Project Manager and A/CEO for FutureNow Creative and Leisure Industries Training Council; and Board Member of Visit Mandurah. Michelle is a graduate of Harvard University's *Harvard Kennedy School – Leading Economic Growth Executive Program*.



Ashah Tanoa

Ashah Tanoa is a Pinjareb/Whadjuk Noongar woman from Perth and is a dedicated advocate for First Nations people, committed to ensuring cultural preservation and empowerment. As Manager of the Kulbardi Aboriginal Centre at Murdoch University, Ashah is deeply committed to supporting Indigenous students on their educational journey.

Ashah received the 2021 Vice Chancellor's award for Excellence in Enhancing Learning for supporting First Nations students through the Covid-19 pandemic. In 2022, Ashah was awarded the Western Australian Institute for Educational Research Fogarty Postgraduate Award for her research contribution to Indigenous participation and engagement at university. Additionally, Ashah's innovative approach to education was globally recognised when she presented at the 2022 Higher Education Research Development Society of Australasia conference.

Ashah was previously an associate lecturer, teaching First Nations students in the K-Track enabling program. Her passion for empowering Indigenous communities led her to pursue a Master of Education by Research, focusing on Indigenous student retention.



Darshi Ganeson-Oats

Darshi Ganeson-Oats, as the Managing Director of SM TAFE, is also an ex-officio member of the Governing Council. Prior to this she steered South Regional TAFE as its Managing Director from 2021-2023 and has held executive positions within the vocational education sector. Her professional experience includes roles in international consultancy, business development and economics and she has also served on the board of the Australian Maritime College. Darshi holds a Bachelor of Economics (Honours) from the University of Western Australia, a Graduate Diploma of Computing from Curtin University and is a Graduate of the Australian Institute of Company Directors (GAICD).

Governing Council Members retired in 2025

Paola Chivers

Member from July 2021 until March 2025

Erica Haddon

Member from July 2019 until June 2025

Legislative Environment

SM TAFE complies with the following relevant legislation:

- *Aboriginal and Torres Strait Islander Commission Amendment Act 2005*
- *Commercial Tenancy (Retail Shops) Agreements Act 1985*
- *Corruption and Crime Commission Act 2003*
- *Disability Discrimination Act 1992*
- *Disability Services Act 1993*
- *Education Services for Overseas Students (Registration Charges) Act 1997*
- *Equal Opportunity Act 1984*
- *Financial Management Act 2006*
- *Freedom of Information Act 1982*
- *Higher Education Support Act 2003*
- *Industrial Relations Act 1979*
- *Library Board of Western Australia Act 1951*
- *Procurement Act 2020*
- *Public Interest Disclosure Act 2003*
- *Public Sector Management Act 1994*
- *School Education Act 1999*
- *State Records Act 2000*
- *Tertiary Education Quality and Standards Agency Act 2011*
- *Vocational Education and Training Act 1996*
- *Workers Compensation and Injury Management Act 2023*
- *Working with Children (Criminal Record Checking) Act 2004*
- *Work Health and Safety Act 2020*

Performance Management Framework

Outcome based management framework

Government goals are supported at agency level by specific desired outcomes. Agencies deliver services to achieve these outcomes, which ultimately contribute to meeting higher level government goals. The following illustrates the relationship between SM TAFE's services and the broader government goal to which we contributed.

Government goal	Desired outcomes	SM TAFE services
Delivering strong financial and economic management: diversifying our economy and making more things in WA.	The provision of vocational education and training (VET) services to meet community and industry training needs.	• Provision of government funded and commercial, fee for service training. • Delivery of apprenticeships and traineeships. • Partnerships with industry to build capability and support future workforce skilling requirements. • Flexible, responsive and nationally accredited training ranging from Certificate I to Advanced Diplomas. • Delivery of Jobs and Skills Centres that engage with local communities, businesses and industry, providing employment and workforce development services.

Shared responsibilities with other agencies

SM TAFE receives funding from the State Government through an annual resource agreement, the *Delivery and Performance Agreement*, with the Department of Training and Workforce Development (DTWD). The college reports to DTWD for outcomes under that agreement.

STRATEGIC PLAN 2025–2027

SM TAFE's Strategic Plan 2025-27 positions the college to support State Government priorities such as those outlined in *'Made in WA'* and *'Our Priorities for Government 2025-2029'* and reinforces collaboration with National and State TAFE networks.

Our strategy is designed to ensure we further strengthen our approach to delivering training services in Government priority areas such as **advanced manufacturing, clean energy, creative industries, defence, health and housing**. It fosters collaboration and a delivery mindset; and maintains community and industry confidence in government services designed to develop a skilled and productive workforce.

Service innovation	Elevate the student experience by embracing innovative technologies and optimising system flexibility.
Partnerships	Strengthen collaboration and partnerships with new industries, state, national and international partners to align training with contemporary workforce needs.
Connection to community	Ensure every student has an opportunity to access a diverse range of training services in their local community.
Student success	Maximise student success by meeting diverse needs and driving engagement, retention and completion.
People and culture	Build a thriving workforce and cultivate a positive organisational culture.
Optimising organisational performance	Effective governance and optimised operational efficiency.



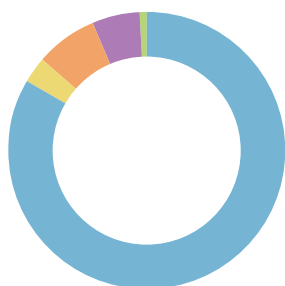
AGENCY PERFORMANCE

2025 Key College Statistics

Total number of unique students (all funding sources):
32,026

Total student curriculum hours (all funding sources):
9,869,549

Total State government funded student curriculum hours:
8,249,615

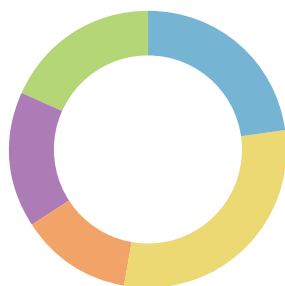


SCH activity breakdown

State funded delivery (profile)	83.59%
Commercial funded delivery	2.89%
Commercial – International	7.21%
Commonwealth funded delivery	5.66%
State funded delivery (auspice)	0.65%



Active apprentices and trainees:
10,312



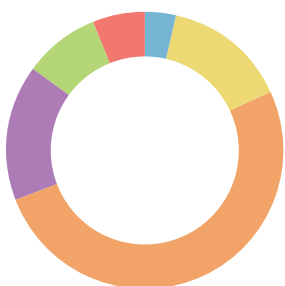
Student age group breakdown

15 or under	22.85%
16 – 19	29.94%
20 – 24	13.06%
25 – 34	16.01%
Over 34	18.13%

Female: **38.33%**

Male: **61.30%**

**Interdeterminate/
Intersex/
unspecified:** **0.37%**



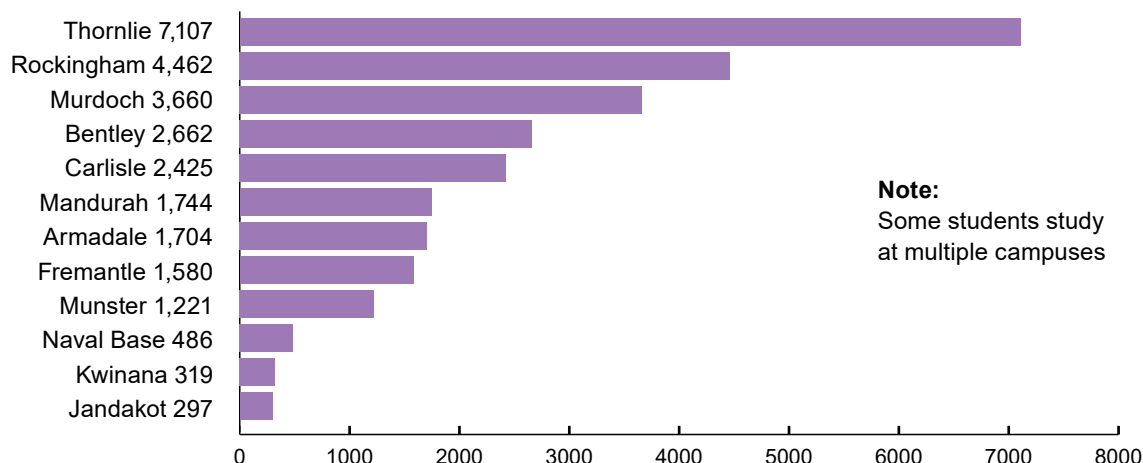
Students by qualification level

Certificate I and below	3.7%
Certificate II	14.6%
Certificate III	50.9%
Certificate IV	15.8%
Skills sets	8.8%
Diploma and above	6.1%



Offshore and onshore international students:
1,055

Student population by SM TAFE campus



Note:
Some students study at multiple campuses

Training delivery: we're jobs focussed

SM TAFE is funded for the delivery of publicly subsidised courses by the DTWD, aligned to State Government priorities and economic development. SM TAFE delivers training in many forms, including apprenticeships and traineeships, fee free training, training in priority industries, general industry training (such as foundation skills and general education), and Vocational Education and Training delivered to Secondary Schools (VETdSS) programs.

Shaping the year

83% of SM TAFE's government-funded training delivery was in critical and high-priority areas, making a substantial contribution to the State Government's goal of developing a skilled and productive workforce. Our training delivery profile is consistent with State Government priorities including those identified in **'Made in WA'** and **'Our Priorities for Government'** and some examples of activity that shaped our 2025 are highlighted below and continue in the following sections of the report.

Activity	Highlights
Total training delivery	In 2025, SM TAFE trained over 32,000 students and delivered an outstanding total of 8,249,615 State Government funded student curriculum hours (SCH) achieving 99.8% of the initial 2025 target of 8,270,000 SCH.
Defence	The National Defence Industry Skills Centre of Excellence - a strategic initiative to address Australia's evolving defence industry workforce needs was established and is operational at South Metropolitan TAFE campuses.
Clean energy	As part of the State Government's plan to invest in training a pipeline of skilled workers, an Election Commitment was made in 2025 to deliver an expansion of our Munster campus to 'grow WA's clean energy workforce'.
Collaboration	We collaborated with UWA marine and technology initiatives, Murdoch University to establish a university articulation pathway in Metallurgy and building seamless pathways that improve both VET and Higher Education graduate employability.
Construction	We opened a specialised Electrical Training Facility in Armadale to provide Capstone Training for all final year electrical apprentices. We also secured Construction Training Fund Scholarship Programs for Women, providing funding for two programs supporting women in construction industries.
Health	We supported the growing allied health workforce by training over 3200 students.
Youth	We prioritised the skills of the younger generation, and delivered 6,762,554 SCH to students aged 15-24 and more than 3,300 students participated in VETdSS programs at SM TAFE.
Women in non-traditional trades	Building Women's Careers program - a collaboration with the Australian Manufacturers Workers Union - aiming to improve access to safe, flexible, and inclusive training and employment for women in male-dominated industries such as construction, clean energy, advanced manufacturing, and technology.

State training initiatives: we're delivering affordable training

SM TAFE supported the delivery of affordable training with many State-led initiatives including Fee Free training and Lower Fees, Local Skills and other targeted fee relief programs.

Fee-Free and Targeted Training

SM TAFE offered 104 Fee Free TAFE courses in high demand industries such as the care economy, building and construction, hospitality, tourism, technology, and digital skills. SM TAFE saw enrolment growth in 2025, particularly in electrotechnology, manufacturing and engineering, and building and construction. The free Family and Domestic Violence Early Intervention Skill Set was delivered to industry to up skill and support their staff. The free Community Support Skill Set provided a great opportunity across our main locations for students to trial learning at TAFE.

Growing School Engagement - VET Delivered to Secondary Schools

VETdSS and pre-apprenticeships remained a central focus in 2025, strengthening the pipeline of the future workforce. We had 99 schools attend VETdSS information sessions hosted by SM TAFE and more than 3,200 students participated in VETdSS courses, pre-apprenticeships, skill sets, Try a Skill and Year 9 Career Taster Program (CTP) accredited courses at SM TAFE during 2025.

To meet Defence Industry and clean energy emerging needs, SM TAFE commenced School-Based Traineeship (SBT) on the Certificate III in Defence Industry Pathway Programs pilot; and a new Certificate II in Sustainable Energy (Career Start) was included in the 2026 offerings as a potential VETdSS program at Rockingham and Thornlie campuses.

A coordinated set of initiatives to improve school engagement and increase vocational pathway awareness were implemented during 2025, which included:

- Promotion of Skill Sets and Try A Skill programs and amplified VETdSS messaging via key school networks and strategic partners.
- Strengthened communications to support Year 10 access to Certificate II qualifications.
- Expanded school-based delivery, enabling direct campus programs to ease capacity pressures and improve student access.
- Early confirmation of schedules, enabling an extended promotional campaign.

Early career exploration - Year 9 Career Taster Program and career events

SM TAFE's delivery of the CTP supports year 9 students in exploring career and study pathways and helps them to make more informed decisions about their VET pathway selections in years 10, 11 and 12. By maintaining a flexible, youth-focused approach, SM TAFE aims to support a seamless transition from school to further education, broaden vocational pathways, and ultimately increase youth participation.

SM TAFE delivered almost 200 tasters across Career Day events, Accredited and Non-Accredited programs, Industry Tasters, and Priority Cohort sessions. Engagement in Career Curious sessions grew strongly with over 1,000 students accessing shorter, highly accessible experiences, particularly from priority cohort learners. The accredited 'Course in Early Career Discovery' was delivered to 241 students.

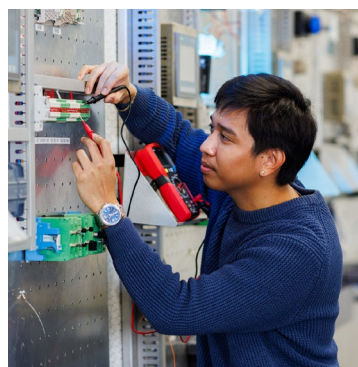


TAFE Modern Equipment Funds

The State Government has made significant investment in the TAFE Modern Equipment program, to purchase state-of-the-art equipment across WA TAFE colleges. The program was established to enable students to train on equipment that mirrors that used by industry, making them job ready when they graduate.

Additional funding was committed through the 2025-26 State Budget to continue and expand the program, commencing 1 July 2025. This provides a more sustainable ongoing investment program to ensure that equipment remains contemporary and in alignment with industry standards. Based on 'Made in WA' key priorities, SM TAFE nominated the following priorities for the focus for the allocation of the funds:

- Clean energy and electrical
- Building and construction
- Care economy (including childcare, health and aged care)
- Automation and manufacturing



Defence Industry Skills Centre of Excellence

The Defence Industry Skills Centre of Excellence (DISCoE) is leading the way in developing a highly skilled workforce and inspiring thousands to pursue defence industry careers, strengthening Australia's defence capability now and into the future.

Established in February 2025 under a four-year contract, the DISCoE is a strategic initiative functioning as a dedicated business unit within SM TAFE to address Australia's evolving defence industry workforce needs. Supported through a joint investment of \$14.6 million from the Australian and Western Australian Governments under the National Skills Agreement, DISCoE delivers innovative, future-focused training solutions that strengthen sovereign capability now and into the future.

DISCoE's mission is to deliver on initiatives that will skill and re-skill Australians for defence industry roles through high-quality, industry-aligned training, strategic partnerships, and targeted support that strengthens Australia's sovereign capability.

Defence and defence industry related training is delivered across SM TAFE's state-of-the-art campuses along WA's Western Trade Coast, including Naval Base, Munster, Rockingham and Fremantle. These facilities feature advanced workshops, simulation suites and industry-standard equipment, creating authentic environments that mirror modern defence workplaces.

With significant investment in naval shipbuilding, sustainment and advanced manufacturing, WA is central to Australia's defence industry growth. DISCoE is helping to unlock these opportunities by preparing a workforce ready to meet the demands of shipbuilding, cyber security, logistics, nuclear submarine sustainment, and more.



Centre of
Excellence



The Defence Industry Skills Centre of Excellence is a joint initiative between the Australian and Western Australian Governments under the National Skills Agreement.

Defence Industry skills: we've been developing sovereign capability

The establishment of the National TAFE Defence Industry Skills Centre of Excellence (DISCoE), functioning as a dedicated business unit within the organisation, is a key indication of SM TAFE's capability and expertise in delivering training services in this area of national importance and supporting an uplift in sovereign capability.

Over the past year, SM TAFE strengthened its role as a key contributor to WA's defence and maritime workforce and continued to progress a wide range of initiatives, including the Defence Industry Pathways Program, the Defence Industry Veterans Employment Scheme, Women in Defence initiatives, and the Joint Technical Trade Training Services Contract supporting State and Commonwealth defence priorities.

Engagement with partners, such as the Australian Submarine Agency (ASA), the Royal Australian Navy Fleet Support Unit West (RAN FSU West), the Submarine Rotational Force (SRF) – West, ASC, Austal, Civmec, and the Naval Shipbuilding and Sustainment Group, strengthened the alignment between SM TAFE programs and emerging capability needs.



Preparing WA's workforce for nuclear powered submarine capability

Supported by the DTWD, SM TAFE completed a desktop review and international study tour in the UK and USA to examine nuclear training and workforce development models.

The research informed the development of a strategic Nuclear Skills Framework, outlining the foundations for building a nuclear-capable workforce, and includes priority areas such as partnerships, legislative and regulatory requirements, workforce development, and curriculum pathways. The Framework will be used to inform the DISCoE in translating strategic recommendations into practical training solutions.

To further strengthen this, the DISCoE formed the Nuclear Skills Product Advisory Group, a dedicated expert panel formed to guide this critical development. It brings together key national stakeholders, including the ASA, Skills and Training Academy, ASC, BAE Systems, Royal Australian Navy, SRF-West and SM TAFE, to provide independent strategic and technical advice on the feasibility, design, accreditation, implementation, and national integration of nuclear skills training products for the Australian VET sector.

At the request of the ASA, SM TAFE developed and achieved WA accreditation for 52929WA Course in Nuclear Awareness comprised of accredited unit (NUCCOM001 Prepare to work in a nuclear environment). The course provides the foundational outcomes required to recognise key safety and security risks in a licensed naval nuclear facility, and to operate in accordance with defined procedures and controls. SM TAFE is progressively embedding this course into entry pathways to strengthen early awareness and readiness.

A significant achievement included the rapid delivery of White Card training to more than 200 USA personnel from the Pearl Harbor Naval Shipyard enabling immediate site access. The USA personnel will be supporting the submarine maintenance Period under SRF-West.

SM TAFE has also responded to requests for rapid skill development solutions to meet the emerging skills requirements of the RAN FSU West, particularly in support of SRF-West. Students progressed from complete beginners to producing work comparable to 3rd-4th year apprentices in six weeks. The completion of the Machining Skill Set now positions RAN FSU West to provide machining support to visiting US and UK submarines.



National and international engagement

At the request of the ASA, SM TAFE deployed six lecturers to the US to participate in a six-week, in-service training program at the Accelerated Training in Defence Manufacturing (ATDM) facility in Virginia. The program emphasised simulation-rich teaching methodologies, assessment strategies, and safety practices relevant to shipbuilding and nuclear-adjacent environments. The team conducted a comprehensive analysis of the ATDM curriculum, aligning its components with Australian standards and workplace contexts to ensure effective rather than direct replication. This knowledge transfer is now shaping local initiatives, integrating scenario-based learning, structured practical exercises, and advanced training technologies to enhance the quality of education in support of shipbuilding and nuclear-powered submarine workforce requirements.

SM TAFE enhanced its national profile through participation in major defence and aviation events. As part of the Defence West “Team WA” delegation, SM TAFE co-exhibited at the Avalon Air Symposium, showcasing VET delivered training capabilities across aerospace, defence and robotics.

The DISCoE along with SM TAFE was selected to present *Accelerating Workforce Readiness: How Western Australia’s VET Sector is Equipping the Defence Industry for AUKUS and Beyond* at the Submarine Institute of Australia Conference, demonstrating national leadership in responsive, industry aligned training.

SM TAFE co-exhibited with Information Technology and Defence delivery areas at the Indo-Pacific Robotics, Autonomy, AI and Cyber Conference Expo; and the DISCoE on the Defence West stand at Indo Pacific 2025, promoting SM TAFE’s training capability and strengthening collaboration across industry, government, and the VET and higher education sectors.

WA’s defence career opportunities were prominently featured at the Southwest Careers Expo in Bunbury, while presence at the Indian Ocean Defence and Security conference helped foster deeper connections with industry stakeholders.

Industry partnerships: we've been collaborating and co-designing

SM TAFE is committed to strengthening collaboration and partnerships. Working with emerging industries, community, government agencies and our colleagues in the VET sector, within WA and across Australia is essential for the effective design and delivery of training services that address the evolving needs of the workforce.

SM TAFE maintains almost 100 partnerships and our approaches include co-design, consortia, consultancy, customised delivery, third party and auspiced delivery, industry advisory groups and engagement with National Jobs and Skills Councils.

There was continued demand for SM TAFE's expertise during 2025 resulting in many key projects and partnership developments across the defence, resources, clean energy, health and equity focused sectors.

Highlights	
Automotive	- Negotiating the new Nissan apprentice training program footprint to include more Electric Vehicle units to meet their growing need for skilled staff with Electric Vehicle training. - Working with industry partners to develop world-class resources to meet the increased demand for Electric Vehicle training.
Clean energy, critical minerals and resource	- Successful 'TAFE Centre Of Excellence Clean Energy Batteries' applied research grant in partnership with the Sovereign Battery Alliance, expanding SM TAFE's role in energy transition and battery supply chains. - Expanding partnership with Fortescue to include Industrial Electrical apprenticeships, directly supporting Fortescue's Net Zero Targets. - Collaborations with Hyperion, Chironix, Murdoch Extractive Metallurgy Hub, WiDA.
Construction	South Metropolitan TAFE is an active member of strategic industry bodies including The Future Housing and Construction National TAFE Committee; and The Housing Industry Professional Development Committee.
Creative industries	- Supporting the State's strategy to build capacity of WA's screen industry, SM TAFE entered into a commercial arrangement for the filming of a new Warner Brothers film. During student non-contact time, the Aviation hangar and our Boeing 737 at our Aerospace training centre, Jandakot campus, was used as a filming location for an upcoming movie. - The past year has been a whirlwind of successes and industry engagement for our fashion students, including designs featured at the Art Gallery of WA's PULSE fashion show; showcasing up-cycled masterpieces at the Bindaring Red Cross fundraiser and Anglicare's MEH Gala Fundraising event; exhibiting at Raine Square during Sustainability month and showcasing garments at Yagan Square as part of the Circular Fashion Festival.

Highlights

Defence	Selected as preferred tenderer by the Australian Submarine Agency for nuclear awareness training in WA/SA (approx. 150 participants) and securing DTWD <i>'Defence Industry Reskilling Upskilling'</i> funding with ASC for a Technical Leadership Program, positioning SM TAFE as a key partner in the AUKUS and defence capability pipeline.
Engineering	- UWA Civil Engineering students gained hands on experience using SM TAFE's Marine Engineering simulators. SM TAFE and UWA jointly deliver the Associate Degree of Applied Technologies. - Established a University Articulation pathway with Murdoch University in Metallurgy. - Completed comparative benchmarking with TAFE SA and the Engineering Institute of Technology to support continuous improvement and alignment with accreditation standards. - Progressed to the second phase of development for a vocational Degree in partnership with the Mining and Automotive Skills Alliance (AUSMASA), Industry and Training and Accreditation Council representatives.
Health	- Collaboration commenced with Fiona Stanley Hospital to explore initiatives with their Gaming Disorder Clinic for outpatient and in-patient care, including a pilot GATE program. SM TAFE Jobs and Skills Centres deliver fortnightly workshops focussed on career development. - SM TAFE actively participates in the Enrolled Nurse Cooperative facilitated by Community Skills WA, to encourage sharing information and collaboration across state and national stakeholder organisations including Nursing and Midwifery Board Australia, Australian Health Practitioner Regulation Agency and the Chief Nursing and Midwifery Office.
Maritime	- SM TAFE is a founding member (along with TAFE NSW, TAFE Queensland, TAFE SA, and Victorian TAFEs) of the National Maritime Skills Network launched by the Federal Minister for Skills and Training in February 2025. The Network strengthens collaboration, drives innovation, to deliver world-class training for Australia's maritime workforce and play a crucial role in addressing the skills pipeline needed to establish the Strategic Fleet workforce. - SM TAFE is also part of the National Maritime Advisory Group - a national collaboration of maritime training institutes that deliver courses to international <i>'Standards of Training, Certification and Watchkeeping for Seafarers 1978'</i> (STCW) and includes SM TAFE, Hunter TAFE, Australian Maritime College, and the Industry Skills Council. The group will collaborate and share best practice in agile curriculum to respond to rapid shifts across the sector, driven by technology, sustainability, and global demand.

National collaboration

SM TAFE participated in a range of national collaboration activities to strengthen our delivery and share innovative practices. SM TAFE continues to engage with the established and new TAFE Centres of Excellence to understand their approach to support industry, address challenges, and oversee development work to harness growth in emerging sectors. SM TAFE participates in the TAFE Centres of Excellence Leadership Network and our Light Automotive portfolio collaborated with Canberra Institute of Technology on professional development opportunities for lecturers on the Electric Vehicle Skill Set. SM TAFE engages with the National Jobs and Skills Councils to keep its programs aligned with current workforce needs. Through participation in Council forums, consultations, and joint projects, SM TAFE receives information on workforce trends, policy changes, and sector-specific skill requirements. These interactions offer feedback from various industries, which informs regular curriculum reviews and the incorporation of new competencies.

SM TAFE leads the national TAFEcyber consortium, which comprises 14 TAFEs across every state and territory and includes 4 dual sector providers. Having operated for 8 years, it is regarded as Australia's most successful TAFE consortium due to its collaboration with industry bodies, government agencies and the private sector to align products and services with future market needs. The '*Essential Eight Assessment*' and '*Essential Eight Essentials*' short courses developed with the Australian Signals Directorate are an example of this collaboration, which showcases a proactive response to emerging digital and cyber needs, including new partnership models with national agencies and other TAFEs. In 2025 SM TAFE piloted a Women in Cyber course in response to the need for more supportive and innovative training opportunities to increase the number of women employed in the cyber security industry. This pilot will be expanded into 2026 with the intention that the program will be rolled out across all TAFEcyber members in 2027.

SM TAFE's Applied Engineering portfolio actively participated in a national working group to contribute to the development of a Vocational Degree in Reliability Engineering, identified by the Mining and Automotive Skills Alliance (AUSMASA) as a critical skill shortage in many aligned industries.

International partnerships

SM TAFE has been in a transnational partnership with Charles Telfair Education (CTE) in Mauritius for the delivery of six VET qualifications since 2005. Since commencing this partnership, over 7000 students have graduated with SM TAFE qualifications with an additional 209 graduands completing in 2025. In 2025, SM TAFE worked closely with the Mauritian Qualifications Authority (MQA) to have the Diploma of International Children's Services recognised at a higher Mauritian qualifications level providing SM TAFE graduates in Mauritius with much stronger local Early Childhood Education and Care (ECEC) employment prospects and seamless articulation pathways into Curtin University Mauritius.

As part of the Zhejiang-WA Higher Vocational Education Consortium, North and South Metropolitan TAFE jointly presented a professional development webinar series. The sessions bring together leading voices in education and training to explore how research, standards and contemporary engagement practices are shaping the future of VET teaching and learning in Australia. Over 500 participants from 37 Zhejiang institutes and WA TAFE colleges have accessed the webinars to date.

SM TAFE has been providing maritime training programs to the Sultanate of Oman's Royal Oman Police (ROP) Coast Guard Division since 2019. In 2025, two specialised courses were conducted, including training on the electronic chart display and information system (ECDIS) for safe navigation, as well as master navigation radar, automatic radar plotting aids, and basic safety training. This partnership is currently based at the Fremantle campus, and there are ongoing discussions about expanding the training to Oman.

School partnerships

In June 2025, SM TAFE hosted school forums at Mandurah and Bentley campuses to reinforce the College's strategic commitment to strengthening partnerships with secondary schools. Over 120 representatives from 99 schools attended.

Strong partnerships with Kwinana Industries Council continued to deliver programs such as Certificate II in Engineering Foundations (Mechanical Pre-apprenticeship), including a Female only cohort, and the Certificate II in Automotive Servicing (Heavy Vehicle Servicing Pre-apprenticeship).

Collaboration with the ONSITE group and nine other private and independent schools enabled students to engage in industry-based workplace learning and undertake the Certificate II in Automotive Servicing Technology (Pre-apprenticeship).

These partnerships strengthen regional youth pathways, support trade training centres, and respond to local workforce needs.

University partnerships

SM TAFE is strategically positioning into new emerging markets by leveraging partnerships with universities through agreements and partnerships such as the sharing of facilities and resources and providing real-time hands-on experience for students. This approach prepares students for the workforce and positions SM TAFE as valuable partner in vocational education and training.

SM TAFE presented at the VET to University harmonisation conference organised by the Clean Energy Skills National Centre of Excellence and Curtin University. Showcasing the work of the DISCoE and its role in developing higher level apprenticeships, a lecturer spoke of his journey traversing the various sectors and presented on the work progressed to support a better joined up approach between university and VET.

SM TAFE's partnership with UWA has resulted in co-delivery of the Associate Degree in Applied Technologies; Chemical Engineering undergraduates attending tutorials and co-delivery; and Engineering undergraduates gaining hands-on experience using SM TAFE's marine engineering simulators.

SM TAFE is also leading a joint initiative 'VET Steps to Uni' in collaboration with WA universities and DTWD to create a single source of truth for defence-related articulation pathways for WA TAFEs.

WA VET sector collaboration

Collaboration with colleagues across the VET sector in WA is extensive and many of our executives and staff are members of working groups and project committees to advance VET for WA in areas such as digital service delivery, TAFECyber consortium, academic quality systems, international education, and through the WA Zhejiang Higher Vocational Education consortium. Some examples include:

- SM TAFE and NM TAFE collaborated in implementation of the Essential Eight Assessment courses by training each other's cyber security lecturers and buddying with them to deliver the initial courses.
- Hospitality and Tourism portfolio are collaborating with North Metropolitan TAFE counterparts to share resources and drive innovation.
- SM TAFE Construction portfolios have established formal working groups with all other TAFE colleges to support the sharing of training resources and best practice.
- Children Services portfolio collaborate and share with all TAFE colleges on delivery, assessment and resources for the Certificate III and Diploma of Early Childhood Education and Care courses.

Apprenticeships: we've been powering the workforce

As one of the State's largest providers, apprenticeships and traineeships remain a strategic priority for SM TAFE.

SM TAFE offers a range of support services to apprentices to help them complete their training successfully. SM TAFE's Jobs and Skills Centres assist employers in recruiting apprentices and trainees, and work with Apprentice Connect Australia providers to maximise apprenticeship participation and completion rates. SM TAFE delivers pre-apprenticeship programs, gap training and post-trade training which have all assisted to build a pipeline of skilled apprentices for WA's workforce in 2025.

As at 31 December 2025 SM TAFE had 10,312 active apprentices.

In 2025, operational changes were implemented to better manage training, accommodate student demand, and optimise resource use, collectively assisting to increase Day Release delivery. Additionally, the average waiting time from electrical apprentice eligibility to scheduling of the Capstone examination continued to improve.

Completions

Between January to December 2025, SM TAFE recorded a notable increase in apprenticeship completions, compared to previous years during the same timeframe. This positive upward trend highlights improved training progress and the effectiveness of targeted strategies supporting completion.

Table 1 – Apprenticeship and traineeship completions 2021-2025

Full year	Completions
2021	1,804
2022	2,198
2023	2,047
2024	2,381
2025	2,942

Clean energy trades focus

As part of the State Government's plan to invest in training a pipeline of skilled workers, an Election Commitment was made in 2025 to deliver an expansion of Munster Campus to 'grow WA's clean energy workforce'. The expansion is expected to provide state of the art facilities to deliver future workforce skills for renewables industries, including wind energy, battery technology, green hydrogen, electrification, automation and robotics. SM TAFE has been working in collaboration to prepare responses to the emerging skills needs, critical skills gaps and emerging jobs roles in the clean energy sector for the purpose of providing preliminary advice to Government on infrastructure plans.

In addition to the Munster campus expansion – clean energy trades focus projects were commenced in 2025 for delivery in 2026. Development work included:

- successful scoping for the Certificate II in Sustainable Energy ready for delivery across two campuses in 2026;
- commissioning of an Off-Grid PV System at Thornlie campus; and
- planning to install wind turbines at Munster campus.

SM TAFE is also continuing to establish partnerships to respond to clean energy, batteries and resources emerging needs, building a coherent clean energy and critical minerals portfolio and strengthening capability and pathways across electrical, clean energy and process plant technologies.

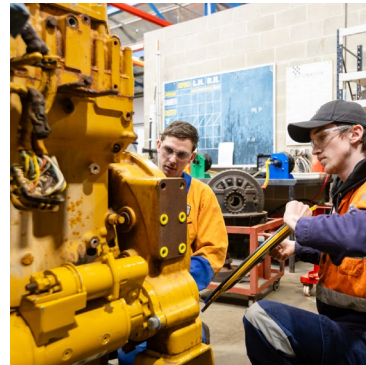
New Armadale Electrical Training Facility – A new Electrical Training Facility opened in Term 4 as a specialised facility to provide Capstone Training for all final year electrical apprentices. In addition to this, the facility provides specialist Electrical Contractor courses, along with Electrical Pre-Apprenticeship Training.

HIA Employment showcase – A panel of SM TAFE ex-students, who are now employers, offered fantastic insights for our carpentry students, into how they transitioned from the tools into management, and finally ownership of three very successful carpentry companies.

Heavy Auto and Plant – As a result of SM TAFE's industry advisory group for Vehicle body building industry, SM TAFE adjusted our delivery of the Vehicle Body Building qualifications and have a higher focus on the pre-apprenticeship pathway and have delivered Year 9 Career Taster programs.

The Automation, Refrigeration and Energy portfolio continued to provide strong industry support by upskilling existing personnel through targeted gap training, recognition of prior learning, and customised skill sets, ensuring workforce capability remains current, compliant, and aligned with contemporary industry standards. The Certificate IV in Refrigeration has experienced significant expansion driven by the successful implementation of a blended flexible delivery mode that aligns with industry needs.

To support substantial growth of SM TAFE's Industrial Electrical and Industrial Instrumentation programs existing classrooms were upgraded, including rewiring works, to maximise delivery capacity and improve utilisation of teaching spaces. All the design, procurement and deployment of equipment and updates to the facility was carried out by the technical team and under supervision of the SM TAFE lecturers.



Priority groups: we've been increasing engagement

Providing support for students is a strategic priority at SM TAFE, aligning to broader efforts across the WA TAFEs to build capability and capacity.

The 2025 Standards for Registered Training Organisations has an enhanced focus on supporting student wellbeing; and SM TAFE employs broad and targeted strategies (aligned with SM TAFE's 2025-2027 Strategic Plan themes of 'Connection to Community' and 'Student Success') to support student access and workforce participation.

Supporting Priority Student Groups

Key strategies implemented across SM TAFE include Skills for Study, launched following a twelve-month co-design process across the WA TAFE sector in 2025 to provide a framework for the delivery of foundation skills support to all students where required. 44,571 Skills for Study hours were delivered in 2025 to 6,145 students across SM TAFE of which:

- 34% were female students
- 63% were under the age of 25
- 11% were students with a disability
- 5% were Aboriginal students.

In addition, delivering General Education for Adults certificates and the Job Ready Basics skill sets all support the foundations of learning and assist with preparing students to achieve their career goals and enter the workforce.

A dedicated Student Success team has delivered a range of initiatives including an online Student Hub to provide a centralised support resource that receives more than 3,000 views per day, Welcome Days that attract thousands of students for orientation support and technical study assistance, and an ongoing engagement monitoring program that proactively identifies disengaging students and seeks to re-engage the students through connection to academic and support services.

In 2025, new Welfare Officers were appointed to provide broader well-being support. The officers provide early intervention, promote student wellbeing, and offer practical, short-term support to students facing personal challenges that may

affect their studies. From crisis response and risk assessment to referrals for assistance with housing, homelessness, food stress, family and domestic violence, or mental health concerns the officers aim to ensure our students feel safe, supported, and empowered to succeed. The team have facilitated over 160 interventions, demonstrating the immediate value and impact of the role in supporting student wellbeing and retention.

SM TAFE's inaugural low sensory room was opened at Murdoch Campus. The room is designed to provide a dedicated space for students who may experience sensory overload, anxiety or need a quiet space to self-regulate.

Youth (aged 15-24 years)

As part of our commitment to fostering skills development and employment outcomes among young people in Western Australia, SM TAFE continues strong engagement with secondary schools, community organisations, and industry partners. Our service delivery includes targeted training both at schools and through collaborative arrangements, establishing opportunities for young people to explore various career options. Modes of delivery include VET Delivered to Secondary Students (VETdSS), Aboriginal School-based training and pre-apprenticeships in schools, aligned to emerging employment sectors. SM TAFE's VETdSS product offering is continually reviewed to ensure the qualifications are relevant to future workforce needs and additional places are available to be offered where demand exists.

A predominate cohort of school-leavers and youth are supported at SM TAFE through delivery of Certificates I, II and III in General Education for Adults, preparing them for employment and further education.

By leveraging the upgraded Articulate license with AI, SM TAFE created interactive resources tailored to diverse learning, redesigning the delivery of foundation skills. This innovation is especially impactful for youth at risk and online students.

SM TAFE recorded an average growth of 4.8% per annum since 2020 in the number of students aged 15 to 24 years. In response to the growing number of minors enrolled across campuses and the corresponding rise in Duty of Care activity, SM TAFE hosts the Duty of Care Network Group bringing together representatives from the Department of Education's Participation Unit, Regional Transition Managers, NM TAFE, and SM TAFE. The primary objective is to establish streamlined processes and consistent practices across the metropolitan region, ensuring alignment with the School Education Act and strengthening support for under-age students in vocational education settings and targeted strategies for youth at risk.

Aboriginal and Torres Strait Islander students

There has been steady growth in Aboriginal and Torres Strait Islander students over the past five years, as outlined below, and in 2025 there were 1,213 active Aboriginal and Torres Strait Islander students engaged in study at SM TAFE.

Table 2 – Aboriginal students 2021 to 2025

Year	Number of active students
2021	940
2022	923
2023	1,099
2024	1,189
2025	1,213

SM TAFE has an active and engaged Aboriginal Employment, Education and Training Committee (AEETC) comprised of Aboriginal Community members from across local businesses and industry and chaired by Kerry-Ann Winmar, Whadjuk and Ballardong Elder. The AEETC supports better outcomes for Aboriginal people through education, training and employment and works in alignment with government priorities to oversee initiatives that strengthen Aboriginal participation and success. The SM TAFE 2025-2027 *Aboriginal Training Plan*, prepared by the AEETC, encompasses key strategies around attraction, retention, transition

to work and consultation supporting participation and completion by Aboriginal people in Certificate III and above industry recognised training in metropolitan, regional and remote locations.

Students identifying as Aboriginal or Torres Strait Islander are proactively contacted by the Aboriginal Student Support team to encourage an initial meeting and ongoing engagement to facilitate any support needs over the duration of their studies. The Aboriginal Student Support team encourages the use of SM TAFE's two Aboriginal Learning Centres for students to meet, study, receive support and to informally network with other students across courses, and arranges study support for students as required.

Following requests for digital support from Aboriginal and Torres Strait Islander students and formal data collection commencing in May 2025, a gap in digital accessibility was identified. SM TAFE, through DTWD, Delivery and Performance Agreement funding—procured ten laptops for student loan. This targeted initiative is designed to reduce barriers to participation, enhance digital inclusion, and improve retention and success rates for Aboriginal and Torres Strait Islander learners.

People with Disability

SM TAFE opened the first TAFE 'Mini-Woollies' at Bentley Campus in 2024 followed by a second at Mandurah campus in July 2025. The Mini Woollies (*Certificate I in Gaining Access to Training and Employment - Retail pathway*) provides hands-on experience in customer service helps students with disabilities gain confidence to pursue further training or explore employment.

In 2025, students who self-identified with a disability, recorded 790 Certificate II qualification completions.

SM TAFE's *Disability Access and Inclusion Plan (DAIP) 2022-2026* has guided the implementation of a wide range of strategies to improve access and participation in training for people with disability; and strengthen training outcomes leading to workforce entry and participation. (More information on the *Disability, Access and Inclusion Plan* outcomes is on page 89)

SM TAFE's disability student support team works collaboratively with students and academic areas to develop and implement a support plan that guides the application of assistance such as student support and tutorials, interpreting, assistive

technologies as well as reasonable adjustments to learning and assessment.

Student Support Services continues to experience increasing demand for support. The complexity of student disability and presentation is also continuing to trend upwards. Approximately 40% of registered students present with two or more co-existing conditions. The result is a need for increasingly individualised and multi-faceted support plans and a significantly greater investment in time and effort required from lecturing staff in ensuring satisfactory implementation in the classroom.

Culturally and Linguistically Diverse (CaLD) People

SM TAFE plays a vital role in supporting people from culturally and linguistically diverse backgrounds. Access courses and the Adult Migrant English Program (AMEP) delivered at SM TAFE provide foundational skills and confidence for workforce entry or continued education. AMEP pathways comprise pathway advice and support, Certificate IV in English as an Additional Language (EAL) and settlement language pathways to employment and training. SM TAFE experience continued growth in AMEP delivery, particularly at Armadale, Thornlie, Carlisle and Murdoch campuses.

Women

SM TAFE is committed to addressing gender inequities in trades. SM TAFE approaches this through targeted, industry-partnered programs, some unique for their emphasis on fully funded training, women-only cohorts, mentorship from women leaders, and direct pathways to high-demand jobs in WA's resources, defence, and clean energy sectors. Programs often feature flexible delivery, cultural safety for diverse women and wraparound support such as childcare referrals and job placement. Some examples delivered in 2025 include:

- Women in Non-Traditional Trades (WiNTT) Scholarship Program
- Women in Defence Industry Scholarships (Electronics and Engineering)
- Women in Defence pilot project (Cyber Security)
- Women in Engineering Program (Chevron Sponsored)
- Women in Construction Scholarship (Painting and Decorating; and Building Technical Support)
- Maintenance Support Technician - Construction Pathway and Trainee to Warehouse Logistics Pathway (BHP Sponsored)

SM TAFE is collaborating with Australian Manufacturers Workers Union to create and offer short courses designed for women entering the manufacturing and clean energy sectors titled 'Breaking Barriers in Training'. This collaboration is part of the Australian Government initiative 'Building Women's Careers program', aiming to improve access to safe, flexible, and inclusive training and employment for women in male-dominated industries such as construction, clean energy, advanced manufacturing, and technology.

Regional Skills Needs – Mandurah campus

To enhance workforce and skills capacity in the Peel region, SM TAFE maximises delivery at its Mandurah campus. Collaboration with regional stakeholders and strategic use of campus facilities enables the expansion of apprenticeship programs, strengthening skills development across the Peel region.

SM TAFE's Mandurah campus also offers students in the Peel region opportunities designed to prepare them for employment in the Western Trade Coast strategic priority area and the Defence industry. The Mandurah Campus is also the location for SM TAFE's 2025 pilot project focused on Neurodiverse VETdSS students interested in pursuing pathways to employment in cyber security. The project has demonstrated positive outcomes to date and has provided valuable experiences for lecturing staff into effective training approaches for neurodiverse students.



International Education

International education is identified as one of the priority sectors in the State Government's Economic Diversification Strategy – Diversify WA. SM TAFE is positioned to fully support the sustainable growth of Australia's VET sector internationally, and in 2025, SM TAFE offered 52 Commonwealth Registered International Courses for Overseas Students (CRICOS) courses to onshore international students. Over 1,000 onshore students enrolled in 2025.

In addition to onshore international students studying on student visas, SM TAFE offers additional onshore training programs to international clients and markets such as the Royal Oman Police (Coast Guard Division) who undertake Maritime Training at Fremantle Campus; and Clough Wood trainees from Timor in Certificate III in Engineering.

SM TAFE currently delivers 9 of the top 10 courses identified as most popular with international students and following the trend of recent years, Hospitality and Engineering continue to share significant student numbers.

Our students come from about 70 countries and in 2025 the top were Colombia, Philippines, Indonesia, Kenya and China.

SM TAFE's top five courses by enrolments are:

- SIT50422 Diploma of Hospitality Management
- UEE62122 Advanced Diploma of Engineering Technology - Electrical
- SIT30821 Certificate III in Commercial Cookery
- SIT40521 Certificate IV in Kitchen Management
- RII50520 Diploma of Civil Construction Design

SM TAFE offers tailored student support services specifically for international students and orientation events were held in semester one and two. Students were able to obtain important information to assist in the commencement of their study and life in Perth, including information from service providers such as Study Perth, Transperth and Training International WA. SM TAFE celebrated the graduation of international students at the state International Student Graduation Event in July at Optus Stadium, Perth.



Jobs and Skills Centres: we've been engaging with community

SM TAFE's Jobs and Skills Centres (JSCs) connect and engage with local communities, businesses and industry stakeholders. Located at Armadale, Fremantle, Mandurah, Rockingham and Thornlie campuses, the JSCs, which include a specialist Defence Industry Team at Rockingham, provide free career, training and employment services, employer engagement support, scholarship administration and tailored workforce solutions. In 2025, the JSCs focussed on deepening local industry connections and promoting training and defence industry offerings.

Some highlights

Trade expos brought together over 300 students and apprentices with 25 leading employers in automotive, engineering and construction, and included a specific Women in Trades expo at Rockingham campus.

Coordination of the T2W – BHP Pathway Program, supporting 17 participants through a nine-week Certificate II program, resulting in 15 successful completions and all participants gaining employment with BHP.

The Care Sector Showcase, created in collaboration with the SM TAFE Community Services portfolio promoted careers in the care sector, offered insights into qualifications and training options, supported workforce development, and strengthened connections between industry and training providers.

Partnering with more than 50 defence industry employers to provide tailored job analysis, recruitment and workforce development services, and participation in more than 50 school, community and public events state wide, raising awareness of defence career pathways.

Supporting 99 scholarships to be awarded to veterans assisting with successful transition into civilian employment through the Defence Industry Veterans Employment Scheme (DIVES) scholarship program.

Being formally recognised by the Department of Veterans' Affairs as a Veteran Employment Supporter, highlighting SM TAFE's genuine commitment to championing veteran transitions.

Showcasing pathways for veterans and Defence members into rewarding lecturing careers at SM TAFE, while also providing first-hand insights from former ADF members who have successfully moved into lecturing roles.

Delivering immersive experiences for priority cohorts for them to consider and envision exciting futures in emerging industries. Experiences included an aerospace program, a tour at Western Power for year 9 students and an automation program with Roy Hill Roc Ed and Collab X Lab to engage neurodiverse students with cutting-edge automation tools and training options.

Collaboration with key foundations such as the Waalitj Foundation, Clontarf Foundation, Stars Foundation, and Polly Farmer Foundation ensured culturally safe support at career expos and community events.

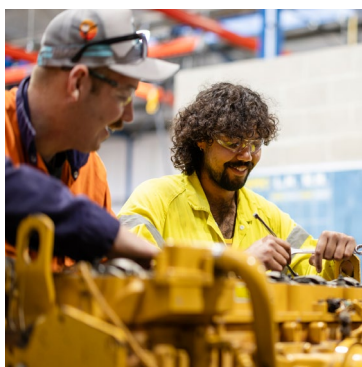
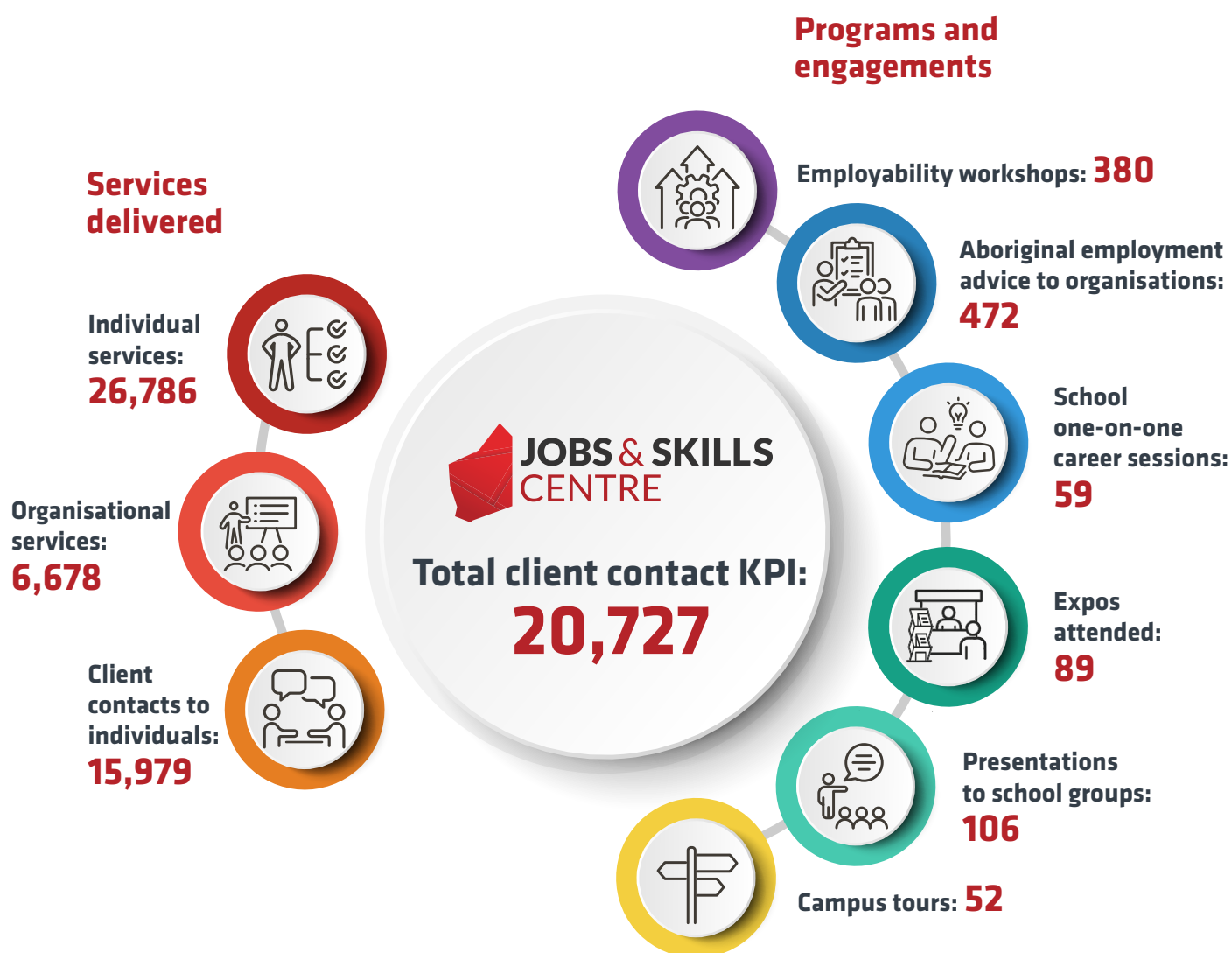
Delivery of a third successful Kadadjiny Mia Aboriginal Employer Showcase at Rockingham Campus, with over 30 employers, ensured over 60 students and jobseekers connected with local current and future employment opportunities.

Engaging with Elders through centres such as Walyalup and MACC Medina, and delivering Elder Tours at Fremantle and Mandurah campuses providing opportunities for Elders to explore hands on training and share their knowledge with their communities.

Participating in expos and open days at the Murdoch University South Street Campus, Curtin and UWA Universities, resulting in positive feedback from students and academic staff.

The 'Empower Your Future Career Taster' event, designed specifically for Year 9–12 students with physical, intellectual, or neurodiverse disabilities, offered hands-on experiences in retail, hospitality, and warehousing, including interactive workshops and a visit to Bunnings Mandurah, providing a safe and engaging environment for students to explore future career pathways.

Jobs and Skills Centre outcomes



Innovate – Reconciliation Action Plan 2023-2025

SM TAFE's Reconciliation Action Plan (RAP) deliverables are linked to three key themes of Relationships, Respect and Opportunities. Some highlights from our 2025 activities are below.

Strengthening Relationships

- SM TAFE marked 50 years of NAIDOC and the theme 'The Next Generation: Strength, Vision and Legacy' with an event on 28 October 2025 at Bentley Campus. The event was well attended by students, staff and senior leaders, and included a Welcome to Country, Smoking Ceremony, tree planting and guest speakers.
- Marking the beginning of National Reconciliation Week, SM TAFE staff and students hosted an event at Bentley Campus with guests from As One Nyitting, Elders Trevor and Nancy Davis and co-founders Zoe and Rob Davis. SM TAFE is honoured to be gifted the name Boola Boorn Boodja (Land of Many Trees) for the area where a baylan (banksia) tree was planted as part of the event. SM TAFE representatives, including members of the RAP Committee, also attended the Reconciliation breakfast event taking place at Fremantle Passenger Terminal, Walyalup.
- The Annual SM TAFE Reconciliation Staff Award was awarded to Fang Fang Montana, in her role as Learning and Development Consultant who was recognised as a leader in reconciliation at SM TAFE.
- Elekana Nai, a Diploma of Maritime Operations student, won the Annual Aboriginal and Torres Strait Islander Student of the Year Award and many more 'Good News' stories were shared on SM TAFE website and social media channels, communicating publicly our commitment to reconciliation and the success of our students and staff.

Respect

- Many staff took part in an 'On Country' immersion program delivered by As One Nyitting and bush tucker workshops and a new free Noongar Language course was offered to SM TAFE staff through our intranet.
- SM TAFE's senior management publicly supported anti-discrimination campaigns and initiatives.
- Cultural Awareness Training continues as an integral part of the College's induction program.

Opportunities

- SM TAFE continuously monitors and identifies opportunities for partnerships that support our priorities for reconciliation. An example of this is the ongoing consultation with Moorditj Koort Aboriginal Corporation to identify skills needs within their workforce and broader community. An extension of SM TAFE's partnership with BHP saw the design of a new program designed to create opportunities for First Nations participants in Warehousing and Logistics.
- Information on the WA State Government Aboriginal Procurement Policy and contracts was communicated to all business areas across SM TAFE as a refresher, and to raise further awareness on procuring goods and services from Aboriginal and Torres Strait Islander businesses.

Artist credit: Emily Rose



Feedback

SM TAFE collects and analyses feedback from stakeholders through a range of mechanisms, including actively surveying students and employers about their experience with the college. Customer comments (complaints and compliments) are also received through our feedback form and via other sources.

Learner and Employer Questionnaire

SM TAFE measures learner and employer satisfaction as a component of its Key Performance Indicator (KPI) Framework and as a requirement of compliance with the Standards for Registered Training Organisations (2025). SM TAFE has more than 300 qualifications on its scope of registration. The college aims to survey each qualification on its scope at least once during a three-year period. This review cycle results in approximately 100 qualifications surveyed each year.

Learner Questionnaire (LQ)

SM TAFE scored 92.1% for the scale 'Overall Satisfaction' in the 2025 LQ survey, exceeding the college's KPI of 85%.



Trainers had an excellent knowledge of the subject content -
93.7%



I developed the skills expected from this training -
95.5%



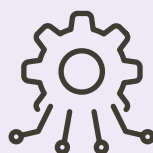
I identified ways to build on my current knowledge and skills -
96.6%

Employer Questionnaire (EQ)

SM TAFE scored 91.0% for the scale 'Overall Satisfaction' in the 2024 EQ survey, exceeding the college's KPI of 80%.



The training had a good mix of theory and practice -
94.9%



The training focused on relevant skills -
94.9%

Customer Comments

The college's Complaints and Feedback Policy is focused on encouraging feedback from all stakeholders (students, employers, staff and third parties). Customers can lodge feedback (complaints, compliments, suggestions, and academic appeals) online via the college website, in person, over the telephone or email to a college staff member, or by post. SM TAFE received 555 comments during 2025.

Customer Comments



Appeals (General and Academic):	26 (4.68%)
Complaint:	330 (59.46%)
Compliment:	177 (31.89%)
Suggestion:	22 (3.96%)

Feedback Response

SM TAFE aims to respond to customer feedback within ten days. In 2025, 91.7% of complaints submissions were resolved before the response due date.

Timeliness of response (complaints and general appeals)



Before response due date:	310 (91.7%)
Overdue (1 week):	20 (5.9%)
Overdue (2 weeks):	7 (2.1%)
Overdue (over 2 weeks):	1 (0.3%)



FINANCIAL STATEMENTS AND KEY PERFORMANCE INDICATORS

Certification of Financial Statements

For the reporting period ended 31 December 2025.

The accompanying financial statements of South Metropolitan 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 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 that would render the particulars included in the financial statements misleading or inaccurate.



Deborah Hamblin
Chair Governing Council
4 March 2026



Darshi Ganeson-Oats
Managing Director
4 March 2026



Hamulinda Simuchoba FCPA
Chief Financial Officer
4 March 2026



Auditor General

INDEPENDENT AUDITOR'S REPORT

2025

SOUTH METROPOLITAN 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 Metropolitan 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 8.9 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
5 March 2026

Financial Statements for year ended 31 December 2025

South Metropolitan TAFE		Restated*	
STATEMENT OF COMPREHENSIVE INCOME		2025	2024
FOR THE YEAR ENDED 31 DECEMBER 2025			
	Notes	\$	\$
COST OF SERVICES			
Expenses			
Employee benefits expenses	2.1	179,904,941	163,770,719
Supplies and services	2.3	47,685,862	41,548,545
Grants and subsidies	2.2	415,242	575,745
Finance Cost	6.4	941,989	536,609
Other expenses	2.3	19,668,896	18,105,306
Loss on disposal of non-current assets	3.6	16,694	10,223
Depreciation and amortisation expense	4.1.2, 4.3.1	15,559,255	13,700,183
Total cost of services		264,192,879	238,247,330
Income			
Fee for service	3.2	25,053,571	25,062,468
Student fees and charges	3.2	17,017,207	16,436,990
Ancillary trading	3.2	1,573,286	1,523,697
Commonwealth grants and contributions	3.3	4,110,086	3,582,649
Interest revenue	3.4	3,094,609	2,865,208
Other revenue	3.5	3,000,321	2,801,026
Total revenue		53,849,079	52,272,038
Gains			
Gain on disposal of lease arrangements	3.6	822	185
Total gains		822	185
Total income other than income from State Government		53,849,900	52,272,224
NET COST OF SERVICES		210,342,979	185,975,107
Income from State Government			
Grants and subsidies	3.1	177,529,539	166,587,350
Resources Received	3.1	8,881,069	8,024,590
Total income from State Government	3.1	186,410,608	174,611,940
DEFICIT FOR THE PERIOD		(23,932,370)	(11,363,166)
OTHER COMPREHENSIVE INCOME			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus	4.1.1, 8.9	32,211,053	71,511,603
Total other comprehensive income		32,211,053	71,511,603
TOTAL COMPREHENSIVE SURPLUS FOR THE PERIOD		8,278,682	60,148,436

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 error corrections. Refer to Note 8.9.

South Metropolitan TAFE STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2025		2025	Restated* 2024
	Notes	\$	\$
ASSETS			
Current Assets			
Cash and cash equivalents	6.1	42,113,915	45,401,739
Restricted cash and cash equivalents	6.1	1,334,576	7,501,844
Receivables	5.1	6,156,762	6,417,979
Other current assets	5.2	1,973,298	972,178
Total Current Assets		51,578,551	60,293,740
Non-Current Assets			
Property, plant and equipment	4.1, 8.9	480,599,791	449,215,223
Right-of-use assets	4.2	14,244,930	13,766,849
Intangible assets	4.3	269,146	435,719
Total Non-Current Assets		495,113,868	463,417,791
TOTAL ASSETS		546,692,419	523,711,531
LIABILITIES			
Current Liabilities			
Payables	5.3	5,123,712	7,900,181
Lease liabilities	6.2	1,133,038	868,446
Employee related provisions	2.1	25,997,319	22,648,038
Other current liabilities	5.4	14,153,043	9,850,291
Total Current Liabilities		46,407,113	41,266,956
Non-Current Liabilities			
Lease liabilities	6.2	15,087,210	14,306,444
Employee related provisions	2.1	14,255,877	14,357,155
Other non current liabilities	5.4	606,767	584,995
Total Non-Current Liabilities		29,949,855	29,248,593
TOTAL LIABILITIES		76,356,968	70,515,550
NET ASSETS		470,335,452	453,195,981
EQUITY			
Contributed equity		418,589,863	409,729,075
Reserves	8.9	147,070,546	114,859,493
Accumulated deficit		(95,324,957)	(71,392,587)
TOTAL EQUITY		470,335,452	453,195,981

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 error corrections. Refer to Note 8.9.

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

	Notes	2025 \$	2024 \$
CASH FLOWS FROM STATE GOVERNMENT			
Grants and subsidies - Department of Training and Workforce Development		178,439,945	167,382,582
Total Net cash provided by State Government		178,439,945	167,382,582
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits expenses		(181,682,782)	(158,644,127)
Supplies and services		(37,104,810)	(33,285,366)
Finance costs		(941,989)	(536,609)
Grants and subsidies		(415,242)	(575,745)
GST payments on purchases		(5,416,599)	(4,784,174)
Other payments		(19,625,168)	(17,781,736)
Receipts			
Fee for service		28,868,078	25,666,232
Student fees and charges		16,661,707	16,881,449
Ancillary trading		1,573,286	1,523,697
Commonwealth grants and contributions		4,110,086	3,582,649
Interest received		3,182,640	2,711,833
GST receipts on sales		1,381,979	971,532
GST receipts from taxation authority		3,767,063	3,663,454
Other receipts		3,052,705	2,696,773
Net cash provided by/(used in) operating activities		(182,589,048)	(157,910,138)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments			
Purchase of non-current physical assets		(4,502,591)	(5,536,114)
Receipts			
Proceeds from sale of non-current physical assets		-	147,026
Net cash provided by/(used in) investing activities		(4,502,591)	(5,389,088)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments			
Principal elements of lease payments		(803,398)	(923,472)
Receipts			
Net cash provided by/(used in) financing activities		(803,398)	(923,472)
Net increase (decrease) in cash and cash equivalents		(9,455,092)	3,159,884
Cash and cash equivalents at the beginning of period		52,903,583	49,743,699
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD	6.1	43,448,491	52,903,583

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

South Metropolitan TAFE STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2025		Notes	Contributed Equity	Restated* Reserves	Accumulated Surplus / (Deficit)	Total Equity
			\$	\$	\$	\$
Balance at 1 January 2024			370,664,963	43,347,890	(60,029,421)	353,983,433
Surplus/(deficit)					(11,363,166)	(11,363,166)
Other comprehensive income	8.9		-	71,511,603	-	71,511,603
Total comprehensive income for the period			-	71,511,603	(11,363,166)	60,148,436
Transactions with owners in their capacity as owners:						
Capital appropriations			39,064,112	-	-	39,064,112
Total			39,064,112	-	-	39,064,112
Balance at 31 December 2024			409,729,075	114,859,493	(71,392,587)	453,195,981

Balance at 1 January 2025			409,729,075	114,859,493	(71,392,587)	453,195,981
Surplus/(deficit)					(23,932,370)	(23,932,370)
Other comprehensive income			-	32,211,053	-	32,211,053
Total comprehensive income for the period			-	32,211,053	(23,932,370)	8,278,682
Transactions with owners in their capacity as owners:						-
Capital appropriations			8,860,788	-	-	8,860,788
Total			8,860,788	-	-	8,860,788
Balance at 31 December 2025			418,589,863	147,070,546	(95,324,957)	470,335,452

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

*The 2024 reported figures have been restated as a result of prior period error corrections. Refer to Note 8.9.

South Metropolitan TAFE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

1 Basis of preparation

South Metropolitan TAFE (SM TAFE) is a WA Government entity and is controlled by the State of Western Australia, which is the ultimate parent. SM TAFE is a not-for-profit entity (as profit is not its principal objective).

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 SM TAFE on 4 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 SM 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 AAS 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 SM 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 SM TAFE in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expense	2.1(a)
Employee related provisions	2.1(b)
Grants and subsidies	2.2
Supplies and services	2.3
Asset revaluation decrement	2.3
Other expenditure	2.3

2.1(a) Employee benefits expense

	2025	2024
Employee benefits	161,846,528	147,692,733
Termination benefits	14,580	43,163
Superannuation - defined contribution plans	18,043,833	16,034,823
Employee benefits expenses	179,904,941	163,770,719
Add: AASB 16 Non-monetary benefits (not included in employee benefits expense)	-	-
Provision of vehicle benefits	278,137	243,003
Less: Employee contributions	(57,827)	(60,631)
Total employee benefits provided	180,125,251	163,953,092

Employee benefits include wages, salaries and social contributions, accrued 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 SM 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 SM TAFE by employees towards employee benefits that have been provided by SM TAFE. This includes both AASB-16 and non-AASB 16 employee contributions.

2.1(b) Employee related provisions

Current

Employee benefits provision

	2025	2024
Annual leave	5,846,053	6,642,884
Long service leave	18,488,599	14,608,856
Deferred salary scheme	377,463	280,510
Purchased leave	(3,042)	15,381
	24,709,073	21,547,631

Other provisions

	2025	2024
Employment on-costs	1,288,246	1,100,407
Total current employee related provisions	25,997,319	22,648,038

Non-current

Employee benefits provision

	2025	2024
Long service leave	13,768,839	13,850,020
	13,768,839	13,850,020

Other provisions

	2025	2024
Employment on-costs	487,038	507,135
Total non-current employee related provisions	14,255,877	14,357,155
Total employee related provisions	40,253,197	37,005,192

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: Classified as current as there is no unconditional right 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 SM TAFE does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because SM 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 SM 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: Classified as current where there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

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 2.3 Other expenditure (apart from the unwinding of the discount (finance cost)) and are not included as part of SM 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
Carrying amount at start of period	1,607,542	1,630,436
Additional / (reversals of) provisions recognised	167,743	(22,894)
Carrying amount at end of period	1,775,285	1,607,542

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 SM 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 Grants and subsidies

Recurrent

Scholarships for students

Total grants and subsidies

2025	2024
415,242	575,745
415,242	575,745

Transactions in which SM TAFE provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy' expenses. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals, other transfer payments made to public sector agencies, local government, non-government schools, and community groups.

2.3 Other expenditure

Supplies and services

Consumables and minor equipment

Communication expenses

Utilities expenses

Consultancies and contracted services

Minor works

Rental Cost

Travel and passenger transport

Advertising and public relations

Staff professional development activities

Software licence expense

Insurance expense

Other supplies and services expenses

Total supplies and services expenses

2025	2024
10,850,939	10,631,510
604,182	559,576
3,791,699	3,545,825
27,686,648	21,980,705
30,655	126,069
280,620	700,396
423,917	257,706
241,616	246,862
471,491	337,221
1,847,309	1,833,844
1,021,330	914,845
435,456	413,987
47,685,862	41,548,545

Other expenses

Audit fees

Building maintenance

Expected credit losses expense

Employment on-costs

Repairs and maintenance

Student prizes and awards

Losses and write-offs

Refunds of revenue (prior year)

Total other expenses

239,800	220,000
7,155,865	6,740,099
82,944	64,303
11,134,824	9,779,300
567,295	747,019
104,024	101,231
-	81,824
384,145	371,530
19,668,896	18,105,306

Total other expenditure

67,354,758	59,653,851
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Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

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 cleaning costs are recognised as expenses as incurred.

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

Building 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.

Expected credit losses is recognised for movement in allowance for impairment of trade receivables. Please refer to Note 5.1 Receivables for more details.

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.

Asset Revaluation:

Revaluation increment is credited directly to an asset revaluation reserve, except to the extent that any increment reverses a revaluation decrement of the same class of assets previously recognised as an expense. Revaluation decrement is recognised as an expense, except to the extent of any balance existing in the asset revaluation reserve in respect of that class of assets.

3 Our funding sources

How we obtain our funding

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

Income from State Government	3.1
User charges and fees	3.2
Commonwealth grants and contributions	3.3
Interest revenue	3.4
Other revenue	3.5
Gains/(Losses)	3.6

3.1 Income from State Government

	2023	2024
Grants and subsidies received during the period:		
Grants and subsidies		
Delivery and Performance Agreement (DPA)	165,656,253	155,122,357
Non-DPA Grants from Department of Training and Workforce Development (DTWD)	5,772,764	4,688,966
Fee for service - Government (other than DTWD)	93,050	149,773
International Division Fees - State Govt	6,007,472	6,626,254
	177,529,539	166,587,350
Resources received free of charge from other State Government agencies during the period:		
Department of Training and Workforce Development		
- Corporate systems support	6,299,574	5,896,484
- Marketing and publications	296,533	259,122
- Human resources and industrial relations support	84,421	80,578
- Other	2,200,542	1,788,407
Total Resources Received	8,881,069	8,024,590
Income from other public sector entities	-	-
Total income from State Government	186,410,608	174,611,940

Grants and subsidies is recognised as income when the performance obligations are satisfied

Grants and subsidies fund the net cost of services delivered. Appropriate revenue comprises the following:

- Cash component; and
- A receivable (asset).

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.

Income from other public sector entities is recognised as income when the SM TAFE has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when SM TAFE received the funds.

3.2 User charges and fees

	2025	2024
Fee for service		
Fee for service - General	5,851,880	6,176,065
Fee for service - Commonwealth Government	18,571,558	18,174,013
International fees	630,132	712,390
Total fee for service	25,053,571	25,062,468
Student fees and charges		
Tuition fees	8,214,831	8,158,535
Enrolment and resource fees	8,181,170	7,395,545
Recognition of prior learning (RPL) fees	233,600	500,605
Other College fees	387,607	382,305
Total student fees and charges	17,017,207	16,436,990
Ancillary trading		
Live works (not a trading activity)	1,441,214	1,391,267
Contracting & consulting revenue	7,219	20,691
Joint Ventures Net Operating Result	-	1,282
Other ancillary revenue	124,853	110,457
Total ancillary trading	1,573,286	1,523,697
Total user charges and fees	43,644,063	43,023,155

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 Commonwealth grants and contributions

Commonwealth specific purpose grants and contributions

2025	2024
4,110,086	3,582,649
4,110,086	3,582,649

For non-reciprocal grants, SM TAFE recognises revenue when the grant is receivable at its fair value as and when its fair value can be reliably measured.

Contributions of services are only recognised when a fair value can be reliably determined and the services would have been purchased if not donated.

3.4 Interest revenue

Interest revenue

2025	2024
3,094,609	2,865,208

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

Employee contributions
Rental and facilities fees
Sponsorship and donations revenue
Recoups from external organisations
RiskCover performance adjustment and insurance recoveries
DPA and other revenue adjustments
Miscellaneous revenue
Total other revenue

	2025	2024
2.1(a)	57,827	60,631
	577,648	725,732
	19,873	676,319
	878,922	666,465
	64,159	21,493
	1,226,753	445,830
	175,139	204,531
	3,000,321	2,801,001

Revenue is recognised and measured at the fair value of consideration received or receivable. Revenue is recognised for the major business activities as follows:

- Sale of goods - when the significant risks and rewards of ownership transfer to the purchaser and can be measured reliably.
- Provision of services - by reference to the stage of completion of the transaction.

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

Plant, furniture and general equipment
Total proceeds from disposal of non-current assets

2025	2024
-	12,704
-	12,704

Carrying amount of non-current assets disposed

Plant, furniture and general equipment
Computers and communication network
Works of art

Net gains/(losses)

	2025	2024
	-	(14,375)
	(5,694)	(8,552)
	(11,000)	-
	(16,694)	(10,223)

Other gains/(loss)

Gain/(loss) arising from lease arrangements

Other gains/(losses)**Total gains/(losses)**

	2025	2024
	822	185
	822	185
	(15,872)	(10,038)

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

Property, plant and equipment
Right-of-use assets
Intangible assets
Total key assets

Notes
4.1
4.2
4.3

4.1 Property, plant and equipment

Year ended 31 December 2025

	Land \$	Buildings \$	Work in Progress \$	Motor vehicles, caravans and trailers \$	Leasehold improvements \$	Plant, furniture and general equipment \$	Computer equipment, communication network \$	Marine craft \$	Library collection \$	Works of art \$	Total \$
1 January 2025											
Reported carrying amount	88,360,000	291,861,380	925,177	553,282	10,564,146	25,903,954	14,169,574	701,000	1,184,305	2,449,800	436,672,618
Adjustment of prior period errors (a)	-	45,623,409	-	-	(9,285,456)	(15,351,052)	(7,523,731)	(91,130)	(326,264)	-	45,623,409
Accumulated depreciation	-	-	-	(408,723)	-	(94,448)	-	-	-	-	(32,986,357)
Accumulated impairment losses	-	-	-	-	-	-	-	-	-	-	(94,448)
Restated carrying amount at start of period	88,360,000	337,484,789	925,177	144,559	1,278,690	10,458,454	6,645,843	609,870	858,041	2,449,800	449,215,223
Additions	-	-	625,462	-	1,251,726	2,086,250	2,308,030	-	202,989	2,167	13,186,967
Other disposals	-	6,710,344	-	-	-	(24,710)	(63,011)	-	-	(11,000)	(98,721)
Revaluation increments/(decrements) (b)	5,945,000	25,718,280	-	-	-	-	-	-	-	547,773	32,211,053
Depreciation	-	(8,495,052)	-	(40,009)	(93,183)	(2,644,110)	(2,416,774)	(85,829)	(139,773)	-	(13,914,730)
Carrying amount 31 December 2025	94,305,000	361,418,360	1,550,638	104,550	2,437,232	9,875,884	6,474,089	524,041	921,258	2,988,740	480,599,791
Gross carrying amount	94,305,000	361,418,360	1,550,638	553,282	11,815,872	27,965,493	16,274,496	701,000	1,190,456	2,988,740	518,763,338
Accumulated depreciation	-	-	-	(448,733)	(9,378,639)	(17,995,162)	(9,800,407)	(176,959)	(269,198)	-	(38,069,099)
Accumulated impairment losses	-	-	-	-	-	(94,448)	-	-	-	-	(94,448)

(a) The 2024 reported figures have been restated as a result of prior period error corrections. Refer to Note 8.9.

(b) Of this amount, \$3.3million relates to professional and project management fees, which are new-included in the value of current use building assets under the current replacement cost basis as required by the prospective application of AASB 2022-10 from 1 January 2024 Amendments to Australian Accounting Standards - Fair Value Measurement of Non-Financial Assets of Not-For-Profit Public Sector Entities.

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.

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*.

These valuations are undertaken annually to ensure that the carrying amount of the assets does not differ materially from their fair value at the end of the reporting period.

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

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

Land:	High Utility Current Use Land: The fair value of the land component 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.
Buildings:	Fair value for current use buildings is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset. Current replacement cost is generally determined by reference to the market observable replacement cost of a substitute asset of comparable utility and the gross project size specifications, adjusted for obsolescence. Obsolescence encompasses physical deterioration, functional (technological) obsolescence and economic (external) obsolescence. Valuation using current replacement cost utilises the significant Level 3 input of obsolescence estimated by Landgate. The fair value measurement is sensitive to the estimate of obsolescence, with higher values of the estimate correlating with lower estimated fair values of buildings. In addition, professional and project management fees estimated and added to the current replacement costs provided by Landgate for current use buildings represent significant Level 3 inputs used in the valuation process. The fair value of these assets will increase with a higher level of professional and project management fees.

Basis of valuation

In the absence of market-based evidence, due to the specialised nature of some non-financial assets, these assets are valued at Level 3 of the fair value hierarchy on a current use basis (presumed to be the highest and best use), which recognises that restrictions or limitations have been placed on their use and disposal when they are not determined to be surplus to requirements. These restrictions are imposed by virtue of the assets being held to deliver a specific community service.

Marine craft are valued every 3 years by professional valuer. The last valuation occurred as at 23/12/2023 and was undertaken by Marko Boats Australia Pty Ltd.

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. The last valuation occurred as at 18/12/2025.

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.

Land: Fair value is determined by comparison with market evidence for land with similar approximate utility or market value of comparable unrestricted land.

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 in relation to:

Building Revaluation Errors

In 2025, SMTAFE received updated advice from Landgate confirming that professional and project management fees were incorrectly not included in current use building valuations, as a result of AASB 2022-10, which applied prospectively for financial years commencing 1 January 2024. As a result, prior year asset and equity balances were restated to correct an understatement of \$45.623 million. This adjustment had no impact on the previously reported operating result and has been disclosed in line with AASB 108. Refer to Note 8.9 for more information.

4.1.2 Depreciation and impairment

Charge for the period

Depreciation

Buildings
Leasehold improvements - buildings
Motor vehicles, caravans and trailers
Plant, furniture and general equipment
Computers and communication network
Marine craft
Library Collection
Right-of-use assets

Total depreciation for the period

2025	2024
8,495,052	6,562,091
93,183	89,239
40,009	41,366
2,668,820	2,568,568
2,475,148	1,932,441
85,829	91,130
139,773	129,426
1,370,674	2,045,496
15,368,489	13,459,757

Impairment

Plant, furniture and general equipment

Total impairment for the period

2025	2024
-	81,824
-	81,824

All surplus assets at 31 December 2025 have either been classified as assets held for sale or written-off.

Please refer to Note 4.3 Intangible assets for guidance in relation to the impairment assessment that has been performed for intangible assets.

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 includes assets held for sale, land and investment properties.

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

Asset	Useful life
Building	40 years
Leasehold improvements	1 to 30 years
Motor vehicles, caravans and trailers	1 to 25 years
Plant, furniture and general equipment	1 to 30 years
Computer and communication equipment	1 to 14 years
Marine craft	5 to 8 years

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

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

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

Under the College capitalisation policy, items less than the capitalisation threshold, like Computer equipment items, are recognised as a grouped asset at year end in accordance with TI 9 Financial Statements | Requirement 4: Application of Australian Accounting Standards and Other Pronouncements. Purchases in a given year are depreciated over future years in line with standard college depreciation rates.

Under the College capitalisation policy, like Computer equipment items, less than the capitalisation threshold are recognised as a grouped asset at year end in accordance with TI 9 Financial Statements | Requirement 4: Application of Australian Accounting Standards and Other Pronouncements. Purchases in a given year are depreciated over future years in line with standard college depreciation rates.

Impairment

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

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

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

As SM 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**

	Land	Building	Vehicles	Total
Carrying amount at start of period	678,084	12,650,074	438,690	13,766,849
Additions	100,659	1,190,084	558,013	1,848,756
Depreciation	(80,003)	(1,050,079)	(240,592)	(1,370,674)
Net Carrying Amount as at end of period	698,740	12,790,080	756,111	14,244,930

Initial recognition

At the commencement date of the lease, SM 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

SM 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 SM 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

4.3 Intangible assets**Year ended 31 December 2025****1 January 2025**

	Computer software and licences
Cost	1,534,998
Accumulated amortisation	(1,099,279)
Accumulated impairment loss	-
Carrying amount at start of period	435,719
Transfers	24,194
Amortisation expense	(190,767)
Carrying amount at end of period	269,146

Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at significantly less than fair value, the cost is their fair value at the date of acquisition.

Acquisitions of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$50,000 or more that comply with the recognition criteria as per AASB 138.57 (as noted above), are capitalised.

Costs incurred below these thresholds are immediately expensed directly to the Statement of Comprehensive Income.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- (a) the technical feasibility of completing the intangible asset so that it will be available for use or sale;
- (b) an intention to complete the intangible asset and use or sell it;
- (c) the ability to use or sell the intangible asset;
- (d) the intangible asset will generate probable future economic benefit;
- (e) the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset;
- (f) the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Costs incurred in the research phase of a project are immediately expensed.

Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets, requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.

4.3.1 Amortisation and impairment**Charge for the period**Amortisation

Computer Software

Total amortisation for the periodImpairment**Total Impairment for the period****Total for the period**

	2025	2024
	190,767	240,426
	190,767	240,426
	-	-
	190,767	240,426

As at 31 December 2025 there were no indications of impairment to intangible assets.

SM TAFE held no goodwill or intangible assets with an indefinite useful life during the reporting period. At the end of the reporting period there were no intangible assets not yet available for use.

Amortisation of finite life intangible assets is calculated on a straight line basis at rates that allocate the asset's value over its estimated useful life. All intangible assets controlled by SM TAFE have a finite useful life and zero residual value. Estimated useful lives are reviewed annually.

The estimated useful lives for each class of intangible asset are:

Computer software ^(a)

3 to 5 years

Licenses

-

Internally developed software

-

^(a) Software that is not integral to the operation of any related hardware.

Impairment of intangible assets

Intangible assets with finite useful lives are tested for impairment annually or 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 SM 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**

Receivables - Trade

Receivables - Students

Receivables - Worker Comp

Allowance for impairment of receivables

Accrued revenue

GST receivable

Advances:

Other debtors

Total current**Non-current****Total non-current****Total receivables at end of period**

	2025	2024
	1,190,188	1,463,054
	2,082,060	2,145,756
	74,703	81,247
	(76,176)	(105,961)
	2,279,383	2,373,304
	606,666	460,580
	6,156,824	6,417,980
	(62)	(1)
	(62)	(1)
	6,156,762	6,417,979
	-	-
	6,156,762	6,417,979

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. SM 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.

SM 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 SM TAFE has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, SM TAFE recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. SM 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. Please refer to note 2.3 Other expenditure for the amount of ECLs expensed in this financial year.

5.2 Other assets**Current**

Prepayments

Other

Total current**Non-current****Total non-current****Total other assets at end of period**

	2025	2024
Prepayments	1,954,150	964,876
Other	19,148	7,303
Total current	1,973,298	972,178
Non-current		
Total non-current	-	-
Total other assets at end of period	1,973,298	972,178

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**

Trade payables

Accrued expenses

Accrued salaries and related costs

Paid parental leave payable

Total current**Non-current****Total non-current****Total payables at end of period**

	2025	2024
Trade payables	40,108	181,746
Accrued expenses	3,841,934	2,224,864
Accrued salaries and related costs	1,228,075	5,494,277
Paid parental leave payable	13,596	(706)
Total current	5,123,712	7,900,181
Non-current		
Total non-current	-	-
Total payables at end of period	5,123,712	7,900,181

Payables are recognised at the amounts payable when SM 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. SM TAFE considers the carrying amount of accrued salaries to be equivalent to its fair value.

The accrued salaries suspense account (see Note 6.1 Cash and cash equivalents) consists of amounts paid annually from SM TAFE appropriations for salaries expense, into a Treasury suspense account to meet the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26 pay days. No interest is received on this account.

5.4 Other liabilities**Current**Income received in advance ^(a)

Grants and advances other

Monies/deposits held in trust

Delivery and Performance Agreement Refund due to DTWD

Provision for restoration costs

Total current**Non-current**

Other non current liabilities

Total non-current**Balance at end of period**

	2025	2024
Income received in advance ^(a)	12,018,867	6,487,236
Grants and advances other	157,954	302,882
Monies/deposits held in trust	200,329	144,054
Delivery and Performance Agreement Refund due to DTWD	1,775,893	2,878,541
Provision for restoration costs	-	37,579
Total current	14,153,043	9,850,291
Non-current		
Other non current liabilities	606,767	584,995
Total non-current	606,767	584,995
Balance at end of period	14,759,811	10,435,286

^(a) Includes unspent funds provided under the VET Student Loan arrangements not yet allocated to student enrolments and income received in advance from students.

6 Financing

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

Cash and cash equivalents
Lease liabilities
Assets pledged as security
Finance costs
Commitments

Notes
6.1
6.2
6.3
6.4
6.5

6.1 Cash and cash equivalents**Current**

Cash and cash equivalents

Cash On Hand

Cash At Bank

Restricted cash 27th pay ^(a)**Total cash and cash equivalents**

Restricted cash and cash equivalents current

Capital works grants received from DTWD

Total current**Non-current**

Restricted cash and cash equivalents non-current

Total non-current

Balance at end of period

	2025	2024
	11,375	11,675
	42,102,540	45,390,064
	-	5,270,808
	42,113,915	50,672,547
	1,334,576	2,231,036
	1,334,576	2,231,036
	43,448,491	52,903,583
	-	-
	43,448,491	52,903,583

^(a) Represents an amount set aside for the 27th pay occurring in the year 2025.

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

Not later than one year

Later than one year and not later than five years

Later than five years

	2025	2024
	1,133,038	868,446
	4,660,158	3,420,010
	10,427,052	10,886,434
	16,220,248	15,174,890

Current

Non-current

Balance at end of period

	2025	2024
	1,133,038	868,446
	15,087,210	14,306,444
	16,220,248	15,174,890

Initial measurement

At the commencement date of the lease, SM 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, SM TAFE uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

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

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised);
- payments for penalties for terminating a lease, where the lease term reflects the College exercising an option to terminate the lease.
- periods covered by extension or termination options are only included in the lease term by SM 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 SM 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

Lease interest expense

Total lease expense

2025	2024
941,989	536,609
941,989	536,609

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 Assets pledged as security

Assets pledged as security

The carrying amounts of non-current assets pledged as security are:

Right-of-use asset Land

Right-of-use asset Buildings

Right-of-use asset Vehicles

Total assets pledged as security

2025	2024
698,740	678,084
12,790,080	12,650,074
756,111	438,690
14,244,930	13,766,849

SM TAFE has secured the right-of-use assets against the related lease liabilities. In the event of default, the rights to the leased assets will revert to the lessor.

6.4 Finance costs**Finance costs**

Interest expense on lease liabilities

Total interest expense**Total other finance costs****Total finance costs expensed**

2025	2024
941,989	536,609
941,989	536,609
-	-
941,989	536,609

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.

6.5 Commitments**6.5.1 Capital commitments**

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

Within 1 year

Balance at end of period

The totals presented for capital commitments are GST inclusive.

2025	2024
287,573	246,041
287,573	246,041

7 Financial Instruments and Contingencies

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

Financial Instruments	Notes
Contingent assets	7.1
Contingent liabilities	7.2.1
	7.2.2

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	42,113,915	45,401,739
Restricted cash and cash equivalents	1,334,576	7,501,844
Financial assets at amortised cost ^(a)	5,550,096	5,957,400
Total financial assets	48,998,587	58,860,982
Financial liabilities		
Financial liabilities measured at amortised cost ^(b)	23,320,182	26,097,666
Total financial liabilities	23,320,182	26,097,666

^(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

SM TAFE has no contingent assets.

7.2.2 Contingent liabilities

Under the Long Service Leave Act 1958 (LSL Act) casual mixed service employees who have been employed for more than 10 years and meet continuous service requirements may be entitled to long service leave. Whilst a provision for casual employees who are currently still employed by SM TAFE and who meet the criteria has been recognised in the financial statements, the amount of the obligation for those casual employees who are no longer employed by SM TAFE cannot be measured with sufficient reliability at reporting date.

We are currently assessing the impact of the LSL Act for those casual employees.

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
Key management personnel	8.2
Related parties	8.3
Related bodies	8.4
Affiliated bodies	8.5
Remuneration of auditors	8.6
Non-current assets classified as held for transfer	8.7
Supplementary financial information	8.8
Correction of prior period error	8.9

8.1 Events occurring after the end of the reporting period

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

8.2 Key management personnel

SM TAFE has determined key management personnel to include the Managing Director, senior officers of SM TAFE and the Minister that SM TAFE assists. SM 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 key management personnel of SM TAFE for the reporting period are presented within the following bands:

	2025	2024
Compensation of the accountable authority (\$)		
Compensation Band (\$)		
360,001 - 370,000	1	
330,001 - 340,000		1
20,001 - 30,000	1	2
0 - 10,000	9	10
Compensation of the senior officers (\$)		
Compensation Band (\$)		
250,001 - 300,000	2	
200,001 - 250,000	4	3
150,001 - 200,000	8	11
100,001 - 150,000	4	2
Total compensation of accountable authority	410,504	390,336
Total compensation of senior officers	3,372,377	2,902,074
Total compensation of key management personnel	3,782,881	3,292,410

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

8.3 Related parties

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

Related parties of SM TAFE include:

- all cabinet ministers 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 SM 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.

8.4 Related bodies

SM TAFE has no related bodies.

8.5 Affiliated bodies

SM TAFE has no affiliated bodies.

8.6 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
239,800	220,000

8.7 Non-current assets classified as held for transfer

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

8.8 Supplementary financial information

(a) Write-offs

During the financial year, \$112,728 (2024: \$33,735) of debts due to SM TAFE were written off.

2025	2024
112,728	33,735
112,728	33,735

(b) Losses through theft, defaults and other causes

Losses of public money and public and other property through theft or defaults.

Amounts Recovered

Net Losses

2025	2024
71,270	-
(71,270)	-
-	-

(c) Forgiveness of debts

Forgiveness (or waiver) of debts by SM TAFE

2025	2024
13,100	15,331
13,100	15,331

8.9 Correction of prior period error

During the current year, SM 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:

Year ended 31 December 2024

	Reported 31 December 2024	Correction of prior period error	Restated 31 December 2024
Statement of Financial Position (extract)			
Non-current assets			
Property, plant and equipment	403,591,814	45,623,409	449,215,223
Equity			
Reserves	69,236,084	45,623,409	114,859,493
Statement of Comprehensive Income (extract)			
Other comprehensive income			
Changes in asset revaluation surplus	25,888,194	45,623,409	71,511,603
Total other comprehensive income	25,888,194	45,623,409	71,511,603
Total comprehensive surplus/(deficit) for the period	14,525,027	45,623,409	60,148,436

9 Explanatory statement (controlled operations)

This explanatory section explains variations in the financial performance of SM 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. For 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	Variance between estimate and actual	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
Expenses						
Employee benefits	1	163,152,068	179,904,941	163,770,719	16,752,873	16,134,222
Grants and subsidies		500,000	415,242	575,745	(84,758)	(160,503)
Finance costs		504,000	941,989	536,609	437,989	405,380
Supplies and services	A	46,206,078	47,685,862	41,548,545	1,479,784	6,137,316
Asset revaluation decrement			-	-	-	-
Other expenses		18,476,172	19,668,896	18,105,306	1,192,724	1,563,590
Cost of sales			-	-	-	-
Loss on disposal of non-current assets			16,694	10,223	16,694	6,471
Loss on disposal of lease arrangements			-	-	-	-
Depreciation and amortisation expense		13,260,912	15,559,255	13,700,183	2,298,343	1,859,072
Total cost of services		242,099,230	264,192,879	238,247,330	22,093,649	25,945,549
Income						
Fee for service		23,612,755	25,053,571	25,062,468	1,440,816	(8,898)
Student fees and charges		17,239,512	17,017,207	16,436,990	(222,305)	580,217
Ancillary trading		1,614,840	1,573,286	1,523,697	(41,554)	49,589
Sales			-	-	-	-
Commonwealth grants and contributions		5,000,000	4,110,086	3,582,649	(889,914)	527,437
Interest revenue		2,800,000	3,094,609	2,865,208	294,609	229,400
Other revenue		1,862,987	3,000,321	2,801,026	1,137,334	199,295
Total revenue		52,130,094	53,849,079	52,272,038	1,718,985	1,577,041
Gains						
Gain on disposal of non-current assets		-	-	-	-	-
Other gains		-	-	-	-	-
Gain on disposal of lease arrangements		-	822	185	822	636
Total gains		-	822	185	822	636
Total income other than income from State Government		52,130,094	53,849,900	52,272,224	1,719,806	1,577,677
NET COST OF SERVICES		189,969,136	210,342,979	185,975,107	20,373,843	24,367,872
Income from State Government						
Grants and subsidies		172,156,372	177,529,539	166,587,350	5,373,167	10,942,189
Resource Received	2	5,579,499	8,881,069	8,024,590	3,301,571	856,479
Income from other public sector entities		-	-	-	-	-
Total income from State Government		177,735,871	186,410,608	174,611,940	8,674,738	11,798,668
SURPLUS/(DEFICIT) FOR THE PERIOD		(12,233,265)	(23,932,370)	(11,363,166)	(11,699,105)	(12,569,204)
OTHER COMPREHENSIVE INCOME						
Items not reclassified subsequently to profit or loss						
Changes in asset revaluation surplus		-	32,211,053	71,511,603	32,211,053	(39,300,550)
Total other comprehensive income		-	32,211,053	71,511,603	32,211,053	(39,300,550)
TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD		(12,233,265)	8,278,682	60,148,436	20,511,947	(51,869,754)

Major Estimate and Actual (2025) Variance Narratives

- 1 Employee benefits expenditure exceeded the 2025 estimate primarily due to Enterprise Agreement salary increases, higher casual and relief staffing requirements to support training delivery, and increased leave provisions. Workforce growth and progression increments during the year also contributed to the variance.
- 2 The increase of Resources Received reflects higher centrally provided services received during 2025 compared to the original estimate. This includes corporate overhead allocations, ICT services and other support provided by the Department that were not fully reflected in the estimates.

Major Actual 2025 and Comparative (2024) Variance Narratives

- A The increase in Supplies and Services reflects inflationary cost pressures, particularly in repairs and maintenance.

9.2 Statement of Financial Position Variances

	Variance Note	Estimate 2025	Actual 2025	Actual 2024	Variance between estimate and actual	Variance between actual results for 2025 and 2024
		\$	\$	\$	\$	\$
ASSETS						
Current Assets						
Cash and cash equivalents		42,532,513	42,113,915	45,401,739	(418,598)	(3,287,824)
Restricted cash and cash equivalents		3,687,260	1,334,576	2,231,036	(2,352,684)	(896,460)
Receivables		5,435,819	6,156,762	6,417,979	720,943	(261,217)
Inventories		454	-	-	(454)	-
Other current assets		529,952	1,973,298	972,178	1,443,346	1,001,119
Non-current assets classified as held for transfer		-	-	-	-	-
Other financial assets		-	-	-	-	-
Total Current Assets		52,185,998	51,578,551	55,022,932	(607,447)	(3,444,381)
Non-Current Assets						
Restricted cash and cash equivalents		5,061,356	-	5,270,808	(5,061,356)	(5,270,808)
Receivables		-	-	-	-	-
Property, plant and equipment	3	374,829,277	480,599,791	449,215,223	105,770,515	31,384,569
Right of Use Assets		12,500,576	14,244,930	13,766,849	1,744,354	478,082
Intangible assets		676,145	269,146	435,719	(406,999)	(166,573)
Other non-current assets		-	-	-	-	-
Total Non-Current Assets		393,067,354	495,113,868	468,688,599	102,046,514	26,425,269
TOTAL ASSETS		445,253,352	546,692,419	523,711,531	101,439,067	22,980,888
LIABILITIES						
Current Liabilities						
Payables		7,806,037	5,123,712	7,900,181	(2,682,325)	(2,776,469)
Lease Liabilities		842,187	1,133,038	868,446	290,851	264,592
Employee related provisions	4	21,399,602	25,997,319	22,648,038	4,597,717	3,349,281
Other current liabilities	5	9,229,344	14,153,043	9,850,291	4,923,699	4,302,752
Total Current Liabilities		39,277,170	46,407,113	41,266,956	7,129,943	5,140,156
Non-Current Liabilities						
Payables		-	-	-	-	-
Lease liabilities		11,944,408	15,087,210	14,306,444	3,142,802	780,766
Employee related provisions		11,911,794	14,255,877	14,357,155	2,344,083	(101,277)
Other non current liabilities		600,439	606,767	584,995	6,328	21,772
Total Non-Current Liabilities		24,456,641	29,949,855	29,248,593	5,493,214	701,261
TOTAL LIABILITIES		63,733,811	76,356,967	70,515,550	12,623,156	5,841,417
NET ASSETS						
		381,519,541	470,335,452	453,195,981	88,815,911	17,139,470
EQUITY						
Contributed equity		421,813,983	418,589,863	409,729,075	(3,224,119)	8,860,788
Reserves		43,347,891	147,070,546	114,859,493	103,722,655	32,211,053
Accumulated surplus / (deficit)		(83,642,333)	(95,324,957)	(71,392,587)	(11,682,624)	(23,932,370)
TOTAL EQUITY		381,519,541	470,335,452	453,195,981	88,815,911	17,139,470

Major Estimate and Actual (2025) Variance Narratives

- 3 The variance in Property, plant and equipment is mainly attributable to asset revaluation movements recognised during 2025, including fair value adjustments to land and buildings. These revaluation increments were not incorporated in the original estimate.
- 4 The increase in Employee related provisions relates to higher annual leave and long service leave provisions arising from salary growth, increased leave accruals and updated actuarial assumptions. Growth in staffing levels during the year also contributed to the higher provision balance.
- 5 The variance in Other current liabilities reflects timing differences in accrued expenses and unearned revenue at year end, including training revenue received in advance and higher accruals for operating expenses than originally estimated.

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						
Grants and subsidies - DTWD		171,856,372	178,439,945	167,382,582	6,583,573	11,057,363
Capital appropriation - DTWD		-	-	-	-	-
Funds from other public sector entities		-	-	-	-	-
Total Net cash provided by State Government		171,856,372	178,439,945	167,382,582	6,583,573	11,057,363
CASH FLOWS FROM OPERATING ACTIVITIES						
Payments						
Employee benefits expense	6, B	(157,690,366)	(181,682,782)	(158,644,127)	(23,992,416)	(23,038,655)
Supplies and services	C	(44,199,495)	(37,104,810)	(33,285,366)	7,094,685	(3,819,444)
Finance Cost		(504,000)	(941,989)	(536,609)	(437,989)	(405,380)
Grants and subsidies		(500,000)	(415,242)	(575,745)	84,758	160,503
GST payments on purchases		-	(5,416,599)	(4,784,174)	(5,416,599)	(632,426)
GST payments to taxation authority		(3,341)	-	-	3,341	-
Other payments	7	(14,198,025)	(19,625,168)	(17,781,736)	(5,427,143)	(1,843,432)
Receipts						
Fee for service	8, D	9,659,243	28,868,078	25,666,232	19,208,835	3,201,846
Student fees and charges		27,547,629	16,661,707	16,881,449	(10,885,922)	(219,742)
Ancillary trading		1,614,840	1,573,286	1,523,697	(41,554)	49,589
Commonwealth grants and contributions		-	4,110,086	3,582,649	4,110,086	527,437
Interest received	9	7,797,571	3,182,640	2,711,833	(4,614,931)	470,807
GST receipts on sales		(496,217)	1,381,979	971,532	1,878,196	410,446
GST receipts from taxation authority		-	3,767,063	3,663,454	3,767,063	103,608
Other receipts		2,382,501	3,052,705	2,696,773	670,204	355,932
Net cash used in operating activities		(168,589,660)	(182,589,048)	(157,910,138)	(13,999,388)	(24,678,910)
CASH FLOWS FROM INVESTING ACTIVITIES						
Payments						
Purchase of non-current physical assets		(2,399,000)	(4,502,591)	(5,536,114)	(2,103,591)	1,033,523
Capital Contribution		-	-	-	-	-
Receipts						
Proceeds from sale of non-current physical assets		-	-	147,026	-	(147,026)
Capital Contribution		-	-	-	-	-
Net cash provided by investing activities		(2,399,000)	(4,502,591)	(5,389,088)	(2,103,591)	886,497
CASH FLOWS FROM FINANCING ACTIVITIES						
Payments						
Principal elements of lease		-	(803,398)	(923,472)	(803,398)	120,074
Other repayments		-	-	-	-	-
Receipts						
Proceeds from borrowings		-	-	-	-	-
Other proceeds		-	-	-	-	-
Net cash provided by/(used in) financing activities		-	(803,398)	(923,472)	(803,398)	120,074
Net increase (decrease) in cash and cash equivalents		867,712	(9,455,092)	3,159,884	(10,322,804)	(12,614,976)
Cash and cash equivalents at the beginning of period		51,013,419	52,903,583	49,743,699	1,890,164	3,159,884
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD		51,881,131	43,448,491	52,903,583	(8,432,640)	(9,455,092)

Major Estimate and Actual (2025) Variance Narratives

- 6 Higher cash outflows reflect increased salary payments during 2025 driven by wage increases, additional staffing requirements and payroll timing differences compared to the estimate.
- 7 The increase in other payments is primarily due to higher operating expenditure including utilities, maintenance, ICT services and contracted training delivery costs exceeding estimate expectations.
- 8 Fee for service revenue exceeded the estimate due to stronger than anticipated commercial training activity, increased industry demand and higher enrolments in courses during 2025.
- 9 The variance in interest received was driven by actual market interest rates and average cash balances remaining lower throughout the year than the optimistic projections used in the initial 2025 estimate.

Major Actual 2025 and Comparative (2024) Variance Narratives

- B Employee benefits increased compared to 2024 due to Enterprise Agreement salary increases, workforce growth to support delivery expansion and higher leave provisions driven by leave provision adjustments.
- C Supplies and services expenditure increased compared to 2024 primarily due to higher operating costs across utilities, maintenance, ICT services and contracted training delivery. Inflationary pressures and increased campus activity levels during 2025 also contributed to the variance.
- D Fee for service revenue increased compared to 2024 reflecting growth in commercial training programs, increased industry partnerships and higher enrolment volumes in full-fee courses.

Certification of Key Performance Indicators

For the reporting period ended 31 December 2025.

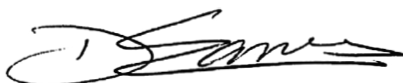
The accompanying key performance indicators of South Metropolitan TAFE have been prepared based on proper records, and relevant and appropriate for assisting users to assess South Metropolitan TAFE's performance, and fairly represent the performance of South Metropolitan TAFE for the year ended 31 December 2025.

At the date of signing, we are not aware of any circumstances which would render the particulars included within the key performance indicators misleading or inaccurate.



Deborah Hamblin
Chair Governing Council

4 March 2026



Darshi Ganeson-Oats
Managing Director

4 March 2026

2025 Key Performance Indicators Report

DESIRED OUTCOME:

The provision of vocational education and training services to meet community and industry training needs.

EFFECTIVENESS INDICATORS:

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

Student Satisfaction Survey

The *Student Satisfaction Survey* is administered annually on behalf of the Department of Training and Workforce Development by a third-party research agency. In 2025 the fieldwork and analysis were conducted by Wallis Social Research. The key focus is to attain an understanding of the students' training requirements and measure the quality of the delivery of training and services provided by SM TAFE. Students who were enrolled in either the first or second semester of 2025 were invited to complete the survey online via e-mail, SMS, through the WA Student Satisfaction Survey website and via posters on campuses. Students were also able to complete a hard copy questionnaire provided by staff at each of the campuses. A subset of students was called in order to complete the survey using telephone surveying.

KPI 1 – Student Satisfaction

The overall student satisfaction rating is obtained from the 2025 *Student Satisfaction Survey* and measures the extent to which students were satisfied with the training they received from SM TAFE. The measure represents the proportion of 'satisfied' and 'very satisfied' (on a five point scale) responses received from students responding to the question '*Overall how satisfied were you with your course?*'

Table 1 – Overall Student Satisfaction

	2022 Actual	2023 Actual	2024 Actual	2025 Target	2025 Actual	Target Variance
SM TAFE	85%	85.7%	81.6%	>85%	83.3%	-1.7%
All WA TAFEs & WAAPA	85.7%	87.3%	84.7%	n/a	85.0%	N/A

Source: Department of Training and Workforce Development, 2025 Student Satisfaction Survey.

Notes: The Student Satisfaction Survey fieldwork was conducted between September 11, 2025 and November 24, 2025.

The WA Student Satisfaction Survey is an annual survey amongst students who are funded under the National Agreement for Skills and Workforce Development. The following student groups have been excluded from the scope of the survey: international full fee paying students, students undergoing training through a school-based program (VET in schools), Adult community education (ACE) students, students who are in a correctional facility and students aged less than 15 years.

All data described in this report have been weighted back to the total student population based on a combination of gender (male, female), age group (15-19, 20-29, 30-44, 45+), student status (IBS, EBS), and the specific training provider (each of the five TAFE colleges, WAAPA and private training providers), resulting in 100 different weighted cell possibilities. Weight cells with a zero count for both the population and survey data were removed.

In 2025, of the 18,798 SM TAFE students contacted, there were 2,813 usable returns representing a response rate of 15.0%. SM TAFE’s standard error for 2025 was 0.6%, with a relative sampling error of +/- 1.3% at the 95% level of confidence.

The 2025 target overall student satisfaction at SM TAFE was not met, with 83.3% of respondents claiming to be either satisfied or very satisfied. The 2025 result is higher than the level of student satisfaction reported in 2024 (81.6%).

Student Outcomes Survey

The *Student Outcomes Survey* is conducted on behalf of the National Centre for Vocational Education Research (NCVER) by the Social Research Centre. The survey measures vocational education and training students' employment levels, further study and opinions on the training undertaken.

Out of scope of the survey are:

- international students
- students who undertook recreational, leisure or personal enrichment (short) courses
- students under 15 years of age
- students from correctional facilities.

KPI 2 - Graduate Achievement

Graduate achievement is a question in the NCVER *Student Outcomes Survey* and measures the extent to which SM TAFE Graduates have “*Achieved their main reason for doing the training*”. The measure shows the proportion of graduates who indicated they had fully achieved or partly achieved their main reason for doing the training.

Table 2 – Graduate Achievement

	2022 Actual	2023 Actual	2024 Actual	2025 Target	2025 Actual	Target Variance
SM TAFE	86.2%	85.8%	85.0%	>80.0%	84.3%	4.3%
TAFE Western Australia	86.3%	85.6%	85.1%	n/a	85.0%	n/a
TAFE Australia	85.7%	86.6%	85.0%	n/a	84.3%	n/a
All VET providers Australia	87.2%	88.1%	85.4%	n/a	86.7%	n/a

In 2025, of the 7,508 SM TAFE graduates asked, there were 2,643 usable returns representing a response rate of 35.2% SM TAFE's relative sampling error for this result was +/- 1.3% at the 95% level of confidence.

The 2025 target for graduate achievement rate (employed) was met, with 84.3% of respondents claiming to have achieved their main reason for doing the training. This was over-achieved by 4.3% against 2025 target.

KPI 3 - Graduate Destination

Graduate destination data is also taken from the *Student Outcomes Survey* and measures the proportion of graduates in employment. This measure shows the extent to which the college is providing relevant, quality training that enhances student employability. Graduate employment status measures who were employed, unemployed or not in the labour force, and was obtained by calculating the graduates in each category compared to the total valid responses over the total responses and expressed as a percentage.

Table 3 – Graduate Destination Rate – Employed (as at May of the survey year)

	2022 Actual	2023 Actual	2024 Actual	2025 Target	2025 Actual	Target Variance
SM TAFE	76.1%	76.1%	73.4%	>75%	73.0%	-2.0%
TAFE Western Australia	76.0%	77.4%	74.3%	n/a	73.6%	n/a
TAFE Australia	75.6%	77.7%	74.6%	n/a	74.0%	n/a
All VET providers Australia	77.4%	79.5%	77.1%	n/a	75.7 %	n/a

In 2025, of the 7,508 SM TAFE graduates asked, there were 2,643 usable returns representing a response rate of 35.2% SM TAFE's relative sampling error for this result was +/- 1.6% at the 95% level of confidence.

The 2025 target for graduate destination rate (employed) was not met, with 73.0% of respondents claiming to be employed after training. This was a slight decrease (0.4%) compared to 2024 survey results.

KPI 4 – Achievement of profile delivery (by ANZSCOs)

This achievement of profile delivery indicator reports the effectiveness of SM TAFE in meeting its Delivery and Performance Agreement (DPA) targets. The delivery profile is negotiated directly with the Department of Training and Workforce Development and constitutes SM TAFE's profile funded training delivery plan. The delivery profile takes into consideration government priorities, the needs of individuals, industry and the local community.

It should be noted that the KPI reporting is based on the originally negotiated DPA. The Department of Training and Workforce Development allows SM TAFE to review and make any modifications to the original DPA targets twice a year. This provides the opportunity to consider any changes in the operating environment and modify the DPA to set realistic targets.

Table 4: Profile Achievement (DPA)

	Actual Achievement 2022	Actual Achievement 2023	Actual Achievement 2024	Actual Achievement 2025
Profile Achievement % (DPA Original)	89.0%	104.2%	105.1%	99.8%

The Profile delivered by SM TAFE was below the original planned target of 8,270,000 SCH by 20,385 SCH, resulting in an overall achievement of 99.8%.

SM TAFE's profile delivery by ANZSCO (Australia and New Zealand Standard Classification of Occupations) levels for 2025 are provided in Table 5.

As per the data presented in Table 5, in 2025, the ANZSCO levels that were significantly above target were: 11 – Chief Executives, General Managers and Legislators and 85 – Food Preparation Assistants.

The ANZSCO levels that were significantly below target were: 21 – Arts and Media Professionals not further defined and 72 – Mobile Plant Operators.

Table 5: Achievement of 2025 Profile Delivery (DPA) by ANZSCO sub groups

ANZSCO Major Group Title	ANZSCO Sub Group Title	2025 Census Actual	2025 Target Planned	2025 Target Achievement	2025 MLCR
1. Managers	11 – Chief Executives, General Managers and Legislators	4,130	1,155	357.6%	45.2
	12 – Farmers and Farm Managers	4,650	3,375	137.8%	77.2
	13 – Specialist Managers	59,282	84,686	70.0%	73.9
	14 – Hospitality, Retail and Service Managers	88,056	101,137	87.1%	90.8
2. Professionals	21– Arts and Media Professionals	4,750	12,107	39.2%	85.2
	22 – Business, Human Resource and Marketing Professionals	3,495	4,630	75.5%	77.9
	23 – Design, Engineering, Science and Transport Professionals	202,451	228,987	88.4%	89.2
	24 – Education Professionals	100,695	80,150	125.6%	83.5
	26 – ICT Professionals	358,120	347,614	103.0%	56.3
3. Technicians and Trades Workers	31 – Engineering, ICT and Science Technicians	539,075	653,456	82.5%	76.9
	32 – Automotive and Engineering Trades Workers	1,346,997	1,302,710	103.4%	97.7
	33 – Construction Trades Workers	325,870	316,027	103.1%	99.2
	34 – Electro-technology and Telecommunications Trades Workers	671,855	603,436	111.3%	95.3
	35 – Food Trades Workers	241,160	260,286	92.7%	92.5
	36 – Skilled Animal and Horticultural Workers	411,851	389,065	105.9%	87.2
	39 – Other Technicians and Trades Workers	215,246	201,206	107.0%	95.6
4. Community and Personal Service Workers	41 – Health and Welfare Support Workers	617,124	662,920	93.1%	71.8
	42 – Carers and Aides	853,782	779,090	109.6%	66.7
	43 – Hospitality Workers	52,275	50,545	103.4%	82.8
	45 – Sports and Personal Service Workers	313,714	302,268	103.8%	83.6
5. Clerical and Administrative Workers	51 – Office Managers and Program Administrators	27,890	31,270	89.2%	89
	52 – Personal Assistants and Secretaries	32,550	34,020	95.7%	82.8
	53 – General Clerical Workers	113,655	110,160	103.2%	77.1
	55 – Numerical Clerks	105,310	81,280	129.6%	82
	59 – Other Clerical and Administrative Workers	98,641	102,195	96.5%	67
7. Machinery Operators and Drivers	71 – Machine and Stationary Plant Operators	182,743	150,255	121.6%	89.7
	72 – Mobile Plant Operators	16,534	38,321	43.1%	90
	74 – Store-persons	56,965	51,915	109.7%	88.3
8. Labourers	82 – Construction and Mining Labourers	68,414	92,006	74.4%	86.4
	83 – Factory Process Workers	118,581	123,335	96.1%	88.7
	84 – Farm, Forestry and Garden Workers	115,979	110,894	104.6%	85
	85 – Food Preparation Assistants	15,827	11,250	140.7%	85.5
	89 – Other Labourers	303,742	306,334	99.2%	90.1
	GE – General Education	578,206	641,915	90.1%	63.6
TOTAL		8,249,615	8,270,000	99.8%	82.0

EFFICIENCY INDICATORS:

The efficiency indicators measure the efficiency with which SM TAFE manages its resources to enable the provision of vocational education and training programs.

KPI 5–Delivery Cost per Student Curriculum Hour (SCH)

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 2025 Financial Statements.

Table6–Delivery Cost per SCH

	2021	2022	2023	2024	2025
Actual Cost per SCH	\$19.13	\$22.88	\$21.62	\$22.76	\$26.74
Target Cost per SCH	\$18.40	\$19.04	\$19.48	\$21.15	\$25.20
Variance	\$0.73	\$3.84	\$2.14	\$1.61	\$1.54

Note:

The total delivery cost per SCH is calculated by dividing the total cost of services as defined in the Financial Statements by the total SCH delivered including profile and non-profile delivery.

While 8,249,615 SCH of delivery was profile funded, 1,632,830 SCH was non-profile delivery.

The reporting of the positive and negative sign in the variance total has been switched in a way that is consistent with the movement between the Actual Cost per SCH and the Target Cost Per SCH

The average cost of delivery for South Metropolitan TAFE (SM TAFE) has increased by \$3.98 per Student Curriculum Hours (SCH) from 2024, exceeding the target of \$25.20 per SCH by \$1.54. The increase in Cost of Services in 2025 is primarily due to higher employee expenses, including salary increases under enterprise agreements and progression movements. The 2025 year also included a 27th fortnightly pay cycle, resulting in a one-off increase in salaries and associated on-costs compared to a standard 26-pay year. Additional operating cost pressures, including general inflation impacting supplies and services, also contributed to the overall increase.

DISCLOSURES AND LEGAL COMPLIANCE

Ministerial directives

Treasurer's Instruction 8 (3.1) requires SM TAFE to disclose details of any ministerial directives relevant to the setting of desired outcomes or operational objectives, the achievement of desired outcomes or operational objectives, investment activities and financing activities.

No such directives were issued to SM TAFE in 2025.

Other financial disclosures

Pricing policies for services provided

Under the *Vocational Education and Training Regulations 1996*, the college may determine fees and charges for services, other than for services prescribed by the Minister.

Fees and charges levied by the college were in accordance with the requirements of the following:

- *Vocational Education and Training Act, 1996*
- *Vocational Education and Training Regulations, 1996*
- *Department of Training and Workforce Development 2025 Fees and Charges Policy*
- *Policy Guidelines for Publicly Funded Registered Training Organisations (RTO)*

Annual estimates

In accordance with Section 40 of the *Financial Management Act 2006*, South Metropolitan TAFE has submitted Annual Estimates to the Minister at an appropriate time during the financial year, as determined by the Treasurer.

Capital works

NEW Armadale Electrical Training Facility

Works have been completed to refurbish an existing leased building (45 Commerce Avenue) into a new Electrical Training Facility at a cost of \$1.5 million. The new campus is designed to meet the current demand for capstone and pre-apprentice electrical training whilst taking pressure of existing demands at other campuses.

Bentley Campus – Production Kitchen

The Bentley Pines Production Kitchen has been upgraded and modernised at a cost of \$3.4 million. The project included a complete strip out of services and reconfiguration of the central cooking area with a new central services spine, additional extraction, replacement of floor finishes and repainting, and a glass viewing wall to the restaurant.

Ongoing capital works

Bentley Campus – Electrical Services

Electrical Services are being upgraded at Bentley campus through a multi-year program at an estimated cost of \$3.5 million. The project includes the upgrade and replacement of switchboards, the installation of energy efficient lighting, and the upgrading of emergency and site lighting.

Carlisle Campus – Electrical Services

Electrical Services are being upgraded at Carlisle campus through a multi-year program at a cost of \$500,000. The project includes the upgrade and replacement of switchboards to support existing and planned infrastructure and equipment. The provision of a new Western Power sub-station is also underway.

Multiple Campuses – Mechanical Services Upgrades

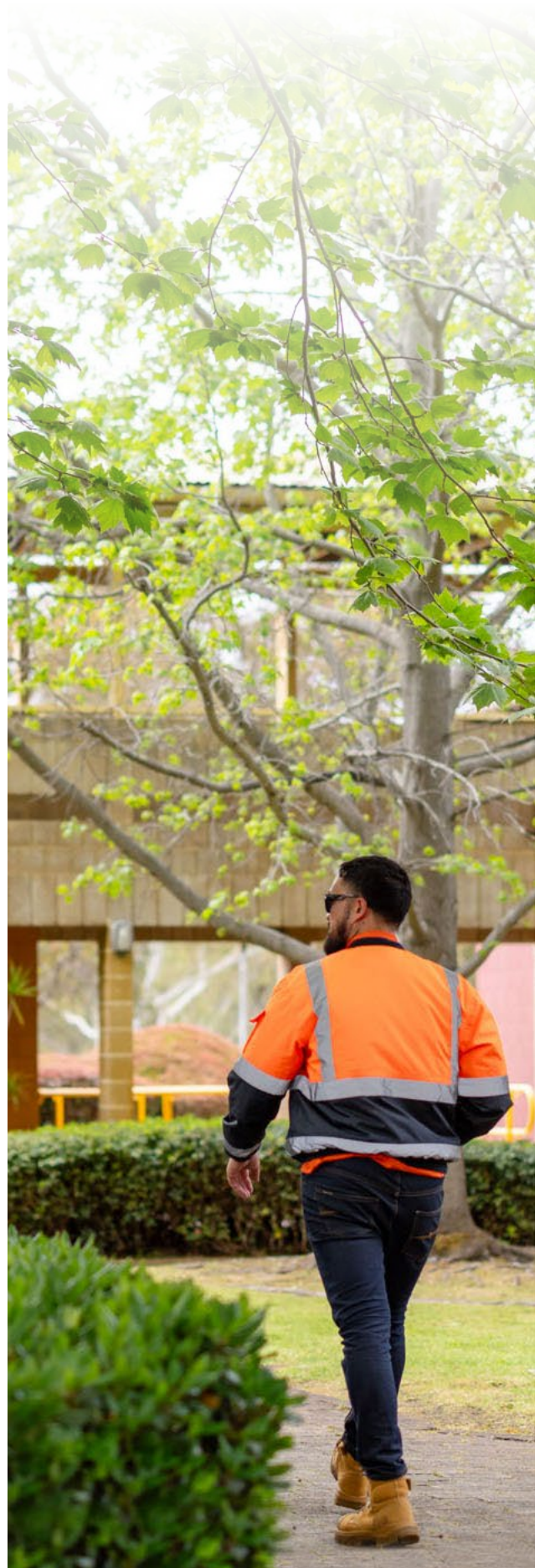
A multi-campus program is currently underway to replace aged chillers providing essential cooling to campus buildings. The main chiller, serving multiple buildings on the Mandurah campus, was replaced at a cost of \$560,000. At the Thornlie campus a 45-year-old mechanical unit and boiler was replaced at Block 8 to a modern air conditioning unit at a cost of \$160,000. Planning has commenced to replace multiple air conditioning units at the Fremantle campus that have failed or reached end of life, works are planned for early 2026 at a cost of approximately \$650,000.

Multiple Campuses – Roof Replacement Projects

A roof replacement program is underway to extend the service life of buildings on several campuses. Works have commenced at Thornlie Campus to re-roof Block 8 totalling approximately 3270 square metres at a total cost of \$2.5 million. Carlisle campus is currently undergoing continued roof restoration works on F Block at a \$725,000 which covers approximately 2172 square metres. Rockingham J Block roof replacement includes 618 square metres of new roofing at a total cost of \$545,000. It is envisaged that these works will continue across multiple campuses due to their ageing and failing conditions.

Munster Campus – Clean Energy Centre

Planning is underway to develop a new Clean Energy training facility at the Munster campus. The new facility is expected to include instrumentation and battery laboratories, automation classroom and control room, specialist classrooms for wind energy training, computer laboratories, general classrooms, and other facilities. Planning has commenced with construction anticipated in early 2027.



Compliance with Public Sector Standards and Ethical Codes

SM TAFE has policies, procedures, and guidelines in place to ensure its agency obligations are met with respect to the Public Sector Standards in Human Resource Management, the Western Australian Public Sector Code of Ethics, and the SM TAFE Staff Code of Conduct.

These policies, procedures, and guidelines are regularly reviewed and actively promoted throughout the College's intranet site and by the People and Culture Directorate.

To ensure that employees are aware of their obligations as public officers under the Public Sector Code of Ethics and the SM TAFE Staff Code of Conduct, all SM TAFE employees are required to read and acknowledge the Staff Code of Conduct upon commencement of employment at the college. Employees are also required to complete the college's Integrity and Code of Conduct training upon commencement of employment and undertake refresher training every three years.

In accordance with section 31(1) of the *Public Sector Management Act 1994*, SM TAFE provides the following statements regarding compliance:

Compliance category	Instances reported
Public Sector Standards in Human Resource Management	0
WA Code of Ethics	4
SM TAFE Code of Conduct	4

Integrity Framework

SM TAFE continues its commitment to strengthening professional standards and ethical conduct through our SM TAFE Integrity Framework.

This framework is underpinned by the Public Sector Commission WA's Integrity model for WA public authorities and is further supported by the Embedding Integrity Strategy for WA Public Authorities 2024-2028, both of which provide the needed guidance for the college to ensure the highest level of integrity.

The SM TAFE Integrity Framework is further supported by our Statement of Business Ethics and 2023-2025 Fraud and Corruption Control Plan.

- Statement of Business Ethics – provides guidance to our business partners, contractors and suppliers on our values and ethical standards that must be upheld when conducting business; and
- 2023-25 Fraud and Corruption Control Plan - our strategic and operational plan for managing the prevention, detection and response to fraud and corruption threats within the college.

SM TAFE continues to raise awareness of what is expected of our employees through the ongoing promotion of the Integrity Framework on the dedicated 'Integrity in every Action' staff intranet site, regular 'Integrity @ SM TAFE' newsletters, and various promotional campaigns, case studies and fact sheets to ensure all staff are aware of their integrity obligations.

SM TAFE is committed to operating with transparency and integrity by continually strengthening measures to reduce risk of fraud, corruption and misconduct. In 2025, SM TAFE introduced the Safe2Speak Portal, a confidential and anonymous internal reporting tool to enable staff to report serious workplace concerns safely and without fear of being identified. The portal complements SM TAFE's existing reporting processes by offering an alternative channel when anonymity is essential and supports a culture of integrity, safety and ethical conduct.

Employee Assistance Program

SM TAFE is committed to maintaining a safe and healthy work environment. As part of this commitment, the college values the importance of the contribution of its staff.

SM TAFE's Employee Assistance Program (EAP) provides a professional, confidential, and free counselling and support service to all staff and their immediate family members to help them identify, explore, and resolve work or personal problems that may adversely affect their wellbeing. The EAP can assist with a range of issues including anxiety, depression, relationships, conflict with others, coping with change, and communication breakdown.

SM TAFE's leaders have access to confidential advice and support via the Manager Assist Program (MAP) to deal with a range of issues such as concerns about an employee's fitness for work, organisational change, managing difficult behaviours, workload, poor mental health and stress management.

SM TAFE actively promotes the EAP and MAP service through staff induction programs, news alerts, flyers and posters, the college's intranet site and attendance at managers' forums. In 2025, a total of 139 employees and/or their family members accessed 426 counselling sessions through the college's EAP services.

Family and Domestic Violence

SM TAFE is committed to supporting employees experiencing Family and Domestic Violence (FDV) by helping them to maintain their employment and participate safely in the workplace. The college's intranet has comprehensive information about supports available for staff experiencing or supporting someone impacted by FDV. SM TAFE has 11 trained FDV Contact officers available across a range of campuses and work groups to provide information and assistance to staff experiencing FDV.

All employees, including those employed on a casual basis, can access up to an additional ten days, non-cumulative paid leave per calendar year to deal with matters related to FDV. All employees are informed of this form of leave and other support available through staff induction programs, intranet news alerts and email communications.

SM TAFE was proud to support the annual 16 Days in WA campaign, which encouraged change to stop violence against women. The campaign ran from 25 November to 10 December 2025, providing an opportunity for Western Australians to show their support for ending family, domestic and sexual violence against women. For the first time, 16 Days in WA focused on men and boys championing respect for women, highlighting the importance of men being positive role models for boys and advocates for change.

Equal Employment Opportunity and Diversity

SM TAFE is committed to ensuring a discrimination and harassment free workplace, and to promoting equal employment opportunity for all people. This is an integral part of the college's values and is reflected in our policies, programs, and personnel practices, such as the Staff Code of Conduct, grievance procedures, and recruitment processes. SM TAFE continues to work to create a workforce that matches the diversity of the Western Australian community. SM TAFE promotes a work environment that is inclusive and free from discrimination in accordance with its obligations under Part IX of the *Equal Opportunity Act 1984*.

The College's *Workforce, Diversity and Inclusion Plan 2024-2028* shows our desired progress towards increasing diversity workforce representation and creating an inclusive workplace.

Staff Profile

SM TAFE is a large and diverse organisation delivering many specialists and unique vocational education and training services, which requires an equally diverse and high-quality workforce. As at December 2025, SM TAFE employed 1312 Full Time Equivalent (FTE) staff.

SM TAFE's FTE by employment category for the last three years is presented below.

		2023			2024			2025		
		Full-time	Part-time	Total FTE	Full-time	Part-time	Total FTE	Full-time	Part-time	Total FTE
Lecturer	Temporary	129	41	725	144	45	766	150	54	808
	Permanent	467	88		477	100		420	184	
GOSAC	Temporary	67	22	464	55	17	480	53	25	504
	Permanent	317	58		344	64		317	109	
Total		980	209	1189	1020	226	1246	940	372	1312

Source: Human Resource Minimum Obligatory Information Requirements (HRMOIR).

Workforce, Diversity and Inclusion Plan

SM TAFE's Workforce, Diversity and Inclusion Plan 2024-2028 (WDI Plan) demonstrates our commitment to creating an agile and diverse workforce and includes strategies to improve diversity group representation. Key strategies in the WDI Plan focus on improving recruitment practices, creating safe, inclusive and flexible workplaces, embedding personal leadership mindsets, and providing professional learning opportunities to support staff to progress their careers.

The WDI Plan aligns with the objectives of the Public Sector Commission and the Western Australian State Government by incorporating employment diversity targets and workforce strategies aimed at enhancing the representation of diverse groups.

The 2024 SM TAFE Employee Engagement Survey was conducted to gauge employee views across a range of areas including workplace culture and specifically workplace inclusivity.

Of the 931 respondents it was encouraging to find that:

- 77.5% of respondents agreed that Diversity and Inclusion is part of SM TAFE's workplace.
- 79.3% of respondents agreed that colleagues treated one another with respect.
- 78.9% of respondents agreed that colleagues listened to them respectfully about their work-related issues.

In 2025, SM TAFE successfully completed a Graduate and School Based Traineeship program which resulted in 75% of participants securing ongoing employment with the College.

In addition, SM TAFE provided employees with the opportunity to participate in the Public Sector Commission's Elev8 Leadership Development program, supporting our WDI Plan to develop a positive leadership culture and strengthen employee capability.

Aboriginal Employment Strategy

SM TAFE's *Aboriginal Employment Strategy 2022 - 2025* aims to diversify employment pathways for Aboriginal and Torres Strait Islander People and sets out how SM TAFE will work alongside the Aboriginal and Torres Strait Islander community to identify opportunities to improve and increase employment opportunities within our workplace. It provides a set of actions to support the employment of Aboriginal people with a focus on developing, retaining, and empowering Aboriginal people to succeed in our community. In addition to initiatives from SM TAFE's Reconciliation Action Plan Working Group, the People and Culture Directorate progressed various initiatives from this Strategy including:

- Reviewing HR policies and procedures to ensure no barriers to Aboriginal and Torres Strait Islander People in the workforce; and
- Ensuring anti-discrimination provisions are in recruitment and selection processes.

Workforce Diversity Representation

The table below shows SM TAFE's employment diversity representation for the last three years.

	Employment Diversity Representation (%)		
	2023	2024	2025
Aboriginal and Torres Strait Islander people	1.9	1.9	2.3
Culturally and linguistically diverse people	21.1	22.2	31.2
People with disability	4.0	4.2	5.4
Youth (24 years and under)	1.9	1.9	2.6
Women in Senior Executive Service	75.0	85.7	85.7

Source: data sourced from SM TAFE's *Quarterly Entity Profile* produced by the Public Sector Commission.
Note: Data as at December of each year. Representation is based on the number of employees who identified themselves as belonging to a diversity group (excluding youth and women in senior executive services).

Inclusive Employment Program

SM TAFE values a diverse and inclusive workforce. We are committed to equal opportunity and building safe and inclusive workplaces where employees are treated fairly and respectfully.

SM TAFE has a successful Inclusive Employment Program which currently employs 15 staff recruited via a specialist disability employment agency. The program is designed to provide positive employment outcomes for people with disabilities. The college provides both part time and full-time employment opportunities through this program. In 2025, four fixed-term contract staff were converted to permanency resulting in 93% of employees from the Inclusive Employment Program successfully engaged in permanent employment.

In 2025, SM TAFE implemented a new framework of Flexible Working Arrangements to guide employees and their managers in understanding the new provisions which are provided for in the *Public Sector CSA Agreement 2024*. These include access to part-time employment, flexible start and finish times, employee-initiated span of working hours, nine-day fortnight and working from home.

Governance Disclosures

Unauthorised use of credit cards

Staff members of SM TAFE hold corporate credit cards where their role warrants such usage. During the reporting period, 19 officers inadvertently used a corporate credit card for personal use, to the value of \$1,161.04.

This amount has been repaid in full by the officers concerned. The details as required by Treasurer's Instruction 8 (3.2) (ii) are set out below.

Unauthorised use of purchasing cards	Amount (\$)
Aggregate amount of personal use expenditure for the reporting period	1,161.04
Aggregate amount of personal use expenditure settled by the due date (within 5 working days)	406.90
Aggregate amount of personal use expenditure settled after the period (after 5 working days)	754.14
Aggregate amount of personal use expenditure outstanding at balance date	0.00
Number of referrals for disciplinary action instigated by the notifiable authority during the reporting period	None

Governing Council Remuneration

The Governing Council are the accountable authority of SM TAFE. The individual and aggregate cost of remunerating Governing Council members in 2025 was as follows:

Position	Member Name	Type of Remuneration	Period of membership	No. of meetings	Gross/actual remuneration for financial year
Chair	Deborah Hamblin	Annual salary	Interim Chair From 17-1-25 / Chair from 1-7-25	6	\$23,566.12
Deputy Chair	Deborah Hamblin	Per meeting	Until 16 January 2025		
Member/ Deputy Chair	Brian Delamont	Per meeting	12 months	6	\$2,346.00
Member	Carol Adams	Per meeting	12 months	6	\$2,652.00
Member	Dr Paola Chivers	Per meeting	Until 25 March 2025	1	\$ nil
Member	Julian Coyne	Per meeting	12 months	3	\$1,768.00
Member	Stedman Ellis	Per meeting	12 months	5	\$2,924.00
Member	Dawn France	Per meeting	From 1 July 2025	3	\$884.00
Member	Thomas Griebel	Per meeting	From 1 July 2025	2	\$ nil
Member	Erica Haddon	Per meeting	Until 30 June 2025	1	\$1,222.00
Member	Yvonne Parnell	Per meeting	From 1 July 2025	3	\$884.00
Member	Michelle Sidebottom	Per meeting	12 months	6	\$2,652.00
Member	Ashah Tanoa	Per meeting	12 months	5	\$ nil
Chair	Rhys Williams	Annual salary	Until 16 January 2025	0	\$2,004.84
Total payments					\$40,802.96

Nb. Figures are not inclusive of superannuation entitlements.

Other Legal Requirements

Advertising expenditure

In accordance with section 175ZE of the *Electoral Act 1907* SM TAFE incurred the following expenditure in advertising, market research, polling, direct mail and media advertising.

The Total expenditure for 2025 was \$195,499.61.

Expenditure was incurred in the following areas:

Expenditure	Organisation	Amount (\$)	Total (\$)
Advertising agencies	Peter Hans Bruechle	3,600	38,426.65
	Rare Pty Ltd*	34,826.65	
Market research	N/A	Nil	Nil
Polling	N/A	Nil	Nil
Direct mail	Campaign Monitor	1,334.00	1,334.00
Media advertising	Carat	106,562.00	155,738.96
	Linkedin	4,039.31	
	Meta (Facebook and Instagram)	14,698.55	
	Google Ads	268.00	
	WA Defence Review	10,000.00	
	Seek	20,171.10	
		Total	195,499.61

* National Defence Industry Skills Centre of Excellence expenditure

Record keeping plan

In accordance with the State Records Act 2000, all government agencies must have a record keeping plan. SM TAFE has an approved record keeping plan that encompasses the entire WA TAFE sector.

As mandated by the State Records Commission, a compliant record keeping system must be evaluated at least once every five years. A review of the SM TAFE record keeping system was completed in December 2025.

Records awareness training is an essential part of the SM TAFE induction process, highlighting staff roles and responsibilities in recordkeeping. All staff members are required to complete this training, with new employees automatically enrolled in the online training upon commencement.

Freedom of Information

SM TAFE received five Freedom of Information applications during 2025.

The SM TAFE Freedom of Information Statement is available on our website.

Public Interest Disclosures

The *Public Interest Disclosure Act 2003* facilitates the disclosure of information in the public interest about matters of wrongdoing, corruption or improper conduct within the Western Australian public sector.

The legislation provides protections for the person raising the disclosure and any person about whom the disclosure is made.

There were no public interest disclosures during 2025.

Multiculturalism at SM TAFE

Guided by the WA Multicultural Policy Framework, SM TAFE continues to champion an inclusive, welcoming community where diversity is respected, supported and celebrated. Under our three-year Multicultural Plan (2023-2026) key achievement during 2025 include:

- Providing free English language tuition to 1,820 migrants and humanitarian entrants, building foundation English and settlement skills to support social and economic participation.
- Providing culturally appropriate student support services tailored to the needs of students from a wide variety of cultural and linguistic backgrounds.
- Engaging with Multicultural support organisations to provide services to our students who interact with our Jobs and Skills Centres.
- Delivering the Adult Migrant English Program (AMEP), with a strong focus on guiding students of AMEP into further training pathways.
- Providing crèche services to help minimise barriers to education, particularly for women and families, by supporting participation in training and study.
- Providing practical resources for academic staff to support culturally inclusive classrooms including guidance and tips for engaging students from diverse cultural and linguistic backgrounds.
- Continued efforts to foster a respectful and inclusive workplace, including raising awareness of reflection rooms available for personal reflection, meditation or prayer.
- Hosting the International Student of the Year and Culturally Diverse Student of the Year awards at SM TAFE's Bentley Pines Training restaurant.
- Promotion of success stories by sharing the achievements of students and staff from CaLD backgrounds through SM TAFE's website and social media channels.



Disability Access and Inclusion Plan – Outcomes 2025

OUTCOME 1: People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority.

- The graduated implementation of Hearing Loops at Customer Service Centres has continued with new installations at the Murdoch, Bentley, Thornlie and Rockingham campuses following the implementation at Armadale and Hospitality and Beauty facilities at Mandurah campus.
- Information has been provided to NDIS affiliated agency staff to promote awareness and knowledge of the SM TAFE study environment and the types of support we offer to students.
- Collaborative work undertaken between Student Support Services and Jobs and Skills Centres (JSC) to assist JSC staff respond to questions from prospective students about Reasonable Adjustment and the inherent requirements of courses.
- The Informed Choices project has progressed to facilitate enhanced course information on the website. Students are able to consider information on essential skills and knowledge and critical aspects of course assessment to assist them in making an informed choice when choosing their course.
- Welcome Days across multiple sites has continued to prove valuable to new students to help familiarise them with our campuses and assist them in feeling welcome.

OUTCOME 2: People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority.

- Student Support Services collaborated with the Work, Health and Safety and Facilities teams to review student safety plans and update to align with the college's formal emergency procedures.
- An accessibility audit of elevators across campuses was conducted to identify where remediation may be necessary. All elevators meet the current standards for accessibility.
- Facilities have completed upgrades as required where a student with a disability has enrolled in a course at a campus where it is found that there may be a barrier to access. Selected classroom doors at Bentley and Thornlie campuses have been upgraded from manual to electronic.
- The rear entrance for ACROD parking users at Armadale campus has been upgraded to ensure that it is accessible.
- Building on the success of the Murdoch campus low sensory space, a suitable space for a low sensory room has been identified at Rockingham campus and refurbishment is underway.

OUTCOME 3: People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it.

- There has been an ongoing focus on the SM TAFE website to ensure that elements and features are compliant with accessibility standards.
- Student Support Services has compiled a list of Reasonable Adjustment Applications and Microsoft Accessibility resources to assist students with comprehension of course content.
- Learning and Development have compiled a suite of accessibility tools to assist lecturing staff with the development of accessible course content.
- The Student Hub Wellbeing page has been developed and offers a range of information and external resources available to assist students experiencing crisis.

OUTCOME 4: People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority.

- A Fit for Study policy suite has been completed. The policy aims to establish a structured framework to manage the enrolment and academic progress of students when concerns arise regarding their health or safety, or that of others.
- The drafting of a Wellbeing strategy is in progress to assist students to adopt and maintain optimum health and wellbeing throughout their studies.
- Two Welfare Officer positions were introduced at the start of Semester 2, 2025 with the aim of providing welfare and crisis support to students experiencing mental and emotional health-related difficulties.
- Student Support Services continues to work collaboratively with academic delivery areas to facilitate improved management of students with complex support needs.

OUTCOME 5: People with disability have the same opportunities as other people to make complaints to a public authority

- SM TAFE's complaints policy and procedures are designed to effectively receive and address complaints through multiple channels with assistance available where required.
- Student Support Services staff are available to provide assistance throughout the complaint management process on an as needed basis.

OUTCOME 6: People with disability have the same opportunities as other people to participate in any public consultation by a public authority.

- SM TAFE continues to undertake consultation with relevant stakeholders including the school sector to ensure that students studying VET Delivered to Secondary School (VETdSS) onsite at SM TAFE campuses are identified and provided with support as part of their study with the college.
- Throughout the collection of evaluation data, alternative survey formats are available upon request.
- Academic delivery areas continue to establish and maintain relationships with a broad range of Industry Advisory Groups who provide advice and guidance on training programs and strategies.

OUTCOME 7: People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

- SM TAFE has implemented a policy framework supporting flexible working arrangements including part time employment, flexible start and finish times, employee-initiated span of working hours, nine-day fortnights and working from home arrangements which provides increased opportunities to employ and retain people with a disability.
- The college has continued implementation of the successful Inclusive Employment Program with fifteen staff currently employed through the program.

Workplace Health, Safety and Injury Management

SM TAFE is committed to promoting a safe workplace that adheres to and promotes the Work Health and Safety Act 2020 and the *Worker's Compensation and Injury Management Act 2023*. SM TAFE, as far as practicable, will provide for the safety and health at work of all its employees and others affected by the delivery of its services at all its workplaces.

A robust system of safety committees at both the worksite and senior management level exists across the college to ensure safety outcomes are achieved. In 2025, eight committees represented the major campuses. They comprised approximately 80 elected safety and health representatives as well as management representatives. The committees meet regularly to address local issues, review incident and hazard reports along with reported accidents.

To further facilitate consultation on work, health and safety and injury management matters, SM TAFE has dedicated staff within the safety and health team to provide information and assistance. SM TAFE actively supports its safety and health representatives and the role they undertake. All safety and health representatives are provided with the five-day mandatory training. SM TAFE also has a Workplace Health and Safety Standing Committee chaired by the General Manager Corporate Services. This Committee ensures matters unable to be addressed at local committee level are given appropriate attention as well as endorsing safety related policies. The standing Committee report quarterly to the Corporate Executive on all matters concerning health and safety in the workplace.

Workers Compensation and Injury Management

SM TAFE supports and promotes the injury management requirements of the *Workers' Compensation and Injury Management Act 2023*. SM TAFE has worked and will continue to work closely with our insurer (ICWA) and vocational rehabilitation providers to develop and manage return to work strategies that ensure injured employees return to the workplace as quickly and successfully as possible. In the management of claims, our aim is to ensure that every opportunity is given to the employee to return to their pre-injury role. SM TAFE continues to work closely with ICWA to minimise claims and determine the best course of action to effectively manage claims.

Psychosocial Health and Safety

To address the risk of psychosocial related incidents, SM TAFE has an established a Psychosocial Health and Safety Working Group whose primary purpose is to facilitate a coordinated approach to improve knowledge and understanding across the college of potential psychosocial hazards and risk factors. Throughout 2025, the College's Psychosocial working group continued its focus on psychosocial management within the college. Chaired by the General Manager Corporate Services, the working group is comprised of a variety of staff representatives across the college. The working group met on a 6-weekly basis during 2025 and will continue into 2026 with regular meetings.

Performance against targets

Measures	Results			Targets	Comments
	Base year *2023	Prior year 2024	Current reporting year 2025		
Number of fatalities	0	0	0	Zero (0)	
Incidence of work-related injury or illness	-	-	18.8	Reduce by 2% per year and 15% by 2033 compared with 2023	New measure for 2025
Incidence rate of serious claims with one or more weeks' lost time	-	-	8.8	Reduce by 2.5% per year and 20% by 2033 compared with 2023	New measure for 2025
Incidence rate of claims resulting in permanent impairment	-	-	0	Reduce by 2% per year and 15% by 2033 compared with 2023	New measure for 2025
Incidence rate of work-related respiratory disease	-	-	0	Reduce by 2.5% per year and 20% by 2033 compared with 2023	New measure for 2025
Managers and supervisors trained in work health and safety as relevant to the PCBU's risk profile	90%	83%	85%	Greater than or equal to 80% of cohort trained within last two (2) years	Target achieved
Managers and supervisors trained in injury management		83%	80%	Greater than or equal to 80% of cohort trained within last five (5) years	Target achieved
Percentage of workers returned to work on full duties and hours (i) within 13 weeks	90%	100%	60%	No target	New reporting guidelines for 2025 (4 claims outside of range)
Percentage of workers returned to work on full duties and hours (ii) within 26 weeks	100%	100%	60%	Greater than or equal to 70% returned to work within 26 weeks	New reporting guidelines for 2025 (2 claims outside of range)
Agency has a WHS management system that has been independently assessed in last five years	Yes	Yes	Yes	Yes	Target achieved

Measures	Results			Targets	Comments
	Base year *2023	Prior year 2024	Current reporting year 2025		
Consultative systems:					
1.1 Number of health and safety representatives in total			80	No target – intended for agency trend information	
1.2 Number of health and safety representatives who have attended HSR training			56	No target – intended for agency trend information	
1.3 Number of health and safety representatives shown as a percentage of workers			6%	No target – intended for agency trend information	
1.4 Number of health and safety representatives shown as a ratio to the number of workplaces occupied by the Agency			6.7 HRSR per workplace	No target – intended for agency trend information	
2 Name/s of health and safety committees and sub-committees Agency			• Armadale/Thornlie • Bentley • Carlisle • Fremantle • Jandakot/Murdoch • Rockingham/Kwinana/Naval Base • Mandurah • Munster		

* The performance reporting examines a three-year trend and, as such, the comparison base year is to be two years prior to the current reporting year, where data is available.

** 4 claims outside of range

*** 2 claims outside of range

National Strategic Plan for Asbestos Awareness and Management

SM TAFE is committed towards achieving the relevant targets identified in the National Strategic Plan for Asbestos Awareness and Management 2023 - 2030. SM TAFE has developed an Asbestos Management Plan. Its implementation will minimise any potential health risk to all persons on SM TAFE sites arising from the presence of ACMs, particularly in respect to maintenance and repair activities. SM TAFE continues to assess the risks associated with ACM at its sites with progress towards removing or minimising those risks continued in 2026.

SECTION 40 ESTIMATES FOR 2026

In accordance with section 40 of the *Financial Management Act 2006* and Treasurer's Instruction 953 the annual estimates for the 2026 financial year are hereby included in the Annual Report. These estimates do not form part of the financial statements and are not subject to audit.

Financial Indicators (Ratios)

Ratio Number	RATIOS	Benchmark	2026 Budget Estimate
1a	Adjusted Operating Result (\$)	N/A	(5,154,589)
1b	Net Adjusted Operating Margin (as a % of total income)	+/- 3%	-2.11%
2a	\$ Cost per SCH		\$25.74
	SCH		9,978,780
2b	Cost per SCH (% movement in \$ cost per SCH)	- 2.5% – + 5%	-2.0%
3a	Working Capital	Metro: 1.0-1.25 Regional: 1.25-1.75	1.32
3b	Cash Ratio	Metro: 0.7-1.0 Regional: 1.0-1.5	1.16
4	Average Employee Entitlements Accrued (current) in weeks	Max 8 weeks	6.88
5	Sustainability of Cash Reserve in Days	25 - 45 days	73.87

South Metropolitan TAFE 2026 S40 SUBMISSION Statement of Comprehensive Income	
	2,026.00 Budget Estimate \$
COST OF SERVICES	
Expenses	
Employee benefits expense	171,119,544.40
Supplies and services	54,006,662.00
Depreciation and amortisation expense	13,223,064.00
Finance costs	515,444.00
Grants and subsidies	509,465.00
Loss on disposal of non-current assets	-
Loss on disposal of lease arrangements	-
Cost of sales	-
Revaluation decrement	-
Other expenses	17,487,359.00
Total Cost of Services	256,861,538.40
Income	
Revenue	
Fee for service	24,262,755.00
Student charges and fees	17,249,512.00
Ancillary trading	1,264,840.00
Sales	-
Commonwealth grants and contributions	2,400,000.00
Interest revenue	2,900,000.00
Other revenue	1,562,987.00
Total Revenue	49,640,094.00
Gains	
Gain on disposal of non-current assets	-
Gain from disposal of lease arrangements	-
Other gains (Asset Revaluation Increment)	-
Total Gains	-
Total income other than income from State Government	49,640,094.00
NET COST OF SERVICES	(207,221,444.40)
INCOME FROM STATE GOVERNMENT	
State funds	184,777,372.00
Assets assumed/(transferred)	-
Resources received free of charge	10,089,483.00
Royalties for regions	-
Total income from State Government	194,866,855.00
SURPLUS (DEFICIT) FOR THE PERIOD	(12,354,589.40)
OTHER COMPREHENSIVE INCOME	
Changes in asset revaluation reserve	-
Gains/(losses) recognised directly in equity	-
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD	(12,354,589.40)

South Metropolitan TAFE 2026 S40 SUBMISSION STATEMENT OF FINANCIAL POSITION	
	2026 Budget Estimate \$
ASSETS	
Current Assets	
Cash and cash equivalents	45,037,640
Restricted cash and cash equivalents	2,231,036
Inventories	454
Receivables	5,510,523
Other current assets	602,876
Other financial assets	0
Non-current assets classified as held for sale	0
Total Current Assets	53,382,529
Non-Current Assets	
Restricted cash and cash equivalents	508,848
Inventories	0
Receivables	0
Property, plant and equipment	402,200,146
Right of use assets	13,766,849
Intangible assets	435,719
Other non-current assets	0
Total Non-Current Assets	416,911,562
TOTAL ASSETS	470,294,091
LIABILITIES	
Current Liabilities	
Payables	4,229,373
Lease liabilities	868,447
Employee Related Provisions	22,648,038
Other current liabilities	10,949,105
Liabilities directly associated with non-current assets classified as held for sale	0
Total Current Liabilities	38,694,963
Non-Current Liabilities	
Payables	0
Lease liabilities	14,306,444
Employee Related Provisions	14,357,155
Other non-current liabilities	584,996
Total Non-Current Liabilities	29,248,595
TOTAL LIABILITIES	67,943,558
NET ASSETS	402,350,533
EQUITY	
Contributed Equity	429,094,891
Reserves	69,236,084
Changes in Accounting Policy	0
Accumulated surplus/(deficiency)	(95,980,442)
TOTAL EQUITY	402,350,533

South Metropolitan TAFE 2026 S40 SUBMISSION STATEMENT OF CASH FLOWS	
	2026 Budget Target \$
CASH FLOWS FROM STATE GOVERNMENT	
State funds	171,353,000
Capital contributions	0
Special purpose grant/cash transferred from DTWD	0
Royalties for Regions	0
Other public Sector Entities and Non-DPA Revenue	13,124,372
Net cash provided by State Government	184,477,372
Utilised as follows:	
CASH FLOWS FROM OPERATING ACTIVITIES	
Operating Payments	
Employee benefits	(165,199,289)
Supplies and services	(46,508,635)
Finance costs	(515,444)
Grants and subsidies	(509,465)
GST payments on purchases	0
GST payments to taxation authority	(3,341)
Cost of goods sold	207,594
Other payments	(15,108,326)
Operating Receipts	
Fee for service	10,877,243
Student fees and charges	26,989,629
Ancillary trading	1,264,840
Commonwealth grants and contributions	0
Interest received	5,297,571
GST receipts on sales	(496,217)
GST receipts from taxation authority	0
Sale of Goods	470,268
Other receipts	1,612,234
Net cash provided by/(used in) operating activities	(181,621,338)
CASH FLOWS FROM INVESTING ACTIVITIES	
Proceeds from sale of non-current physical assets	0
Purchase of non-current physical assets	(2,630,000)
Purchase/Sale of Investments	0
Investments in other current financial assets	0
Net cash provided by/(used in) investing activities	(2,630,000)
CASH FLOWS FROM FINANCING ACTIVITIES	
Proceeds from borrowings	0
Repayment of borrowings	0
Other proceeds	0
Other repayments	0
Finance lease repayment of principal	0
Net cash provided by/(used in) financing activities	0
Net increase/(decrease) in cash held and cash equivalents	226,034
Cash and cash equivalents at the beginning of the period	47,551,492
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	47,777,524

South Metropolitan TAFE 2026 S40 SUBMISSION STATEMENT OF CHANGES IN EQUITY	
	2026 Budget Target \$
Balance of equity at start of period	403,931,122
CONTRIBUTED EQUITY	
Balance at start of period	418,320,889
Capital contribution	0
Other contributions by owners	10,774,000
Other Distributions by owners	0
Distributions to owners	
Balance at end of period	429,094,889
RESERVES	
Asset Revaluation Reserve	
Balance at start of period	69,236,085
Changes in accounting policy or correction of prior period errors	0
Restated balance at start of period	69,236,085
Other comprehensive income	0
Gains/(losses) from asset revaluation	0
Balance at end of period	69,236,085
ACCUMULATED SURPLUS (RETAINED EARNINGS)	
Balance at start of period	(83,625,852)
Changes in accounting policy or correction of prior period errors	0
Restated balance at start of period	(83,625,852)
Surplus/(deficit) or profit/(loss) for the period	(12,354,589)
Gains/(losses) recognised directly in equity	
Balance at end of period	(95,980,441)
Balance of equity at end of period	402,350,533
Total income and expense for the period	(12,354,589)