

# Part A – Executive Summary

## FOREWORD

This examination was initiated after the Public Sector Commission (PSC) received a copy of a letter (the letter) on 8 August 2016 addressed to Dr Ruth Shean, Director General, Department of Training and Workforce Development (DTWD) from Professor Bryant Stokes, Governing Council Chair, South Regional TAFE.

The letter (refer to Appendix 1) advised that a report compiled by Ms Sue Lapham into the former Great Southern Institute of Technology (GSIT), identified a number of matters in relation to the leadership of the Albany Campus, South Regional TAFE. Prof. Stokes ‘suggested that the PSC investigate the issues, as well as the apparent cultural issues that are present at the Albany Campus’.

On 12 August 2016 the Public Sector Commissioner (Commissioner) wrote to Prof. Stokes advising that consistent with the PSC’s statutory role in monitoring compliance with Human Resources standards and codes, a PSC officer has been made available to Mr Duncan Anderson, then Interim Managing Director, South Regional TAFE, to undertake an examination of the matters raised. On 25 October 2016 Mr Anderson was appointed Managing Director, South Regional TAFE and is referred to as Managing Director in the examination report.

The examination was conducted in accordance with the Commissioner’s functions and powers described in the *Public Sector Management Act 1994* (PSM Act).

From the conduct of the examination I have formed the opinion that overall the South Regional TAFE is considered to be managing the integration in, somewhat challenging times, of a number of campuses into newly formed South Regional TAFE. However, these achievements and the organisations ability to achieve its best is being compromised and affected by aspects of its management and communication which require the timely and serious consideration and attention of the Governing Council, Managing Director and staff to improve its corporate cultures, operation and ability to function more efficiently and effectively.

M C Wauchope  
PUBLIC SECTOR COMMISSIONER

December 2016

## **SUMMARY OF RECOMMENDATIONS**

1. It is recommended that in order to assist [REDACTED]  
[REDACTED]  
[REDACTED]
2. It is recommended that the Managing Director ensures future decision making in relation to disciplinary processes is sufficiently documented in accordance with the Discipline Standard.
3. It is recommended that to improve the effectiveness and efficiency of the Executive team and to support the Managing Director consideration be given to embedding an appropriately qualified Senior Executive at the Albany campus.
4. It is recommended South Regional TAFE Governing Council note the information provided in relation to the communication with the GSIT Governing Council regarding the redevelopment of the Mount Barker Campus.